

3-Year Strategic Plan (2026–2028)

1. Vision

A generation of educated, skilled, confident, and empowered young people who actively shape their futures and contribute meaningfully to society.

2. Program Goal

To strengthen adolescents' and youths' academic success, life skills, leadership abilities, employability, and digital readiness through integrated school- and community-based interventions.

3. Strategic Objectives (2026–2028)

Objective 1: Improve learning outcomes and academic performance for adolescents and youth.

Objective 2: Strengthen life skills, social-emotional competence, and resilience among young people.

Objective 3: Build youth leadership, civic engagement, and empowerment opportunities.

Objective 4: Enhance employability, entrepreneurship, and digital skills.

Objective 5: Establish sustainable, community-driven systems for ongoing youth development.

4. Strategic Pillars & Key Activities

YEAR 1 – FOUNDATION, TRAINING & PILOTING (2026)

Goal: Build core structures, develop curriculum, and pilot the program.

A. Program Setup & Curriculum Development

- Recruit program staff: Education Officer, Life Skills Trainer, Youth Empowerment Coordinator, M&E officer.
- Develop a standardized curriculum covering:
 - Life skills
 - Leadership
 - Academic support
 - Digital skills

- Entrepreneurship
- Establish partnerships with 20 pilot schools and community youth centers.

B. Capacity Building

- Train 80 teachers in life skills, mentorship, and positive youth development.
- Train 40 youth leaders as peer mentors and facilitators.
- Train 20 community leaders in adolescent engagement and mentorship.

C. Program Piloting (Schools & Communities)

- Launch life skills sessions (communication, self-esteem, stress management).
- Introduce academic clubs: reading circles, debate clubs, STEM clubs.
- Begin mentorship circles in schools and youth centers.
- Create youth empowerment hubs in 10 communities.

D. Digital Skill Building (Phase 1)

- Conduct basic computer literacy sessions.
- Introduce safe internet use & digital citizenship training.
- Pilot digital learning platforms.

E. Community Mobilization

- Conduct parenting workshops on adolescent development.
- Hold 10 community dialogues on youth empowerment and education.

F. Baseline Data Collection

- Conduct baseline assessments on academic performance, life skills, and youth engagement.

Year 1 Outputs

- 20 schools implementing the program
- 80 teachers trained
- 40 peer mentors developed
- 10 youth empowerment hubs
- Baseline report completed

YEAR 2 – EXPANSION, SERVICE DELIVERY & YOUTH LEADERSHIP (2027)

Goal: Scale up program reach and deepen impact.

A. Expansion to More Schools

- Expand to 60 schools in total (adding 40 new schools).
- Train an additional 120 teachers and 100 peer mentors.

B. Intensive Life Skills & SEL Delivery

- Deliver structured weekly life skills and emotional wellbeing sessions in schools.
- Roll out youth-friendly modules on:
 - Resilience building
 - Goal setting
 - Conflict resolution
 - Healthy relationships
 - Responsible decision-making

C. Leadership & Civic Engagement Programs

- Launch Youth Leadership Academy (YLA).
- Support youth-led community initiatives (environment, health, literacy).
- Establish student councils & youth forums.
- Conduct leadership boot camps and public speaking workshops.

D. Employability & Entrepreneurship Training

- Deliver vocational exploration sessions.
- Provide entrepreneurship training (basic business skills, innovation labs).
- Provide financial literacy & savings culture training.
- Mentor youth groups to develop business ideas.

E. Digital Skills Scale-Up

- Introduce intermediate digital skills:
 - MS Office
 - Online learning
 - Social media for learning & business

- Link youth to digital job platforms.

F. Community Engagement

- Conduct 20 community youth fairs
- Implement social norm change campaigns promoting youth empowerment
- Strengthen PTA and community engagement in youth development

G. Midline Evaluation

- Conduct midline assessments to measure progress and refine interventions.

Year 2 Outputs

- 60 schools actively engaged
- 200 teachers trained
- 140 peer mentors in place
- Youth Leadership Academy operational
- 20 community fairs held
- Midline evaluation completed

YEAR 3 – CONSOLIDATION, SYSTEM INTEGRATION & SUSTAINABILITY (2028)

Goal: Institutionalize the program and transition ownership to schools, youth, and communities.

A. Institutionalization in Schools

- Integrate life skills curriculum into regular school programs.
- Embed mentorship programs under school leadership.
- Transition academic clubs to school management teams.

B. Government & Policy Engagement

- Work with Ministry of Education to mainstream life skills training.
- Advocate for youth empowerment policies at district level.
- Share program tools with district education and youth departments.

C. Youth Leadership & Employment Linkages

- Link youth to internship, apprenticeship, and community service opportunities.
- Establish youth-enterprise seed funding (with partners).

- Expand Youth Leadership Academy nationwide.

D. Community Ownership

- Select and train Community Youth Champions to sustain activities.
- Strengthen community youth committees.
- Formalize partnerships with local councils and cultural leaders.

E. Digital Platform Expansion

- Launch fully integrated digital youth learning hub with:
 - Life skills modules
 - E-mentorship
 - Career guidance
 - Youth rights information
- Support youth to create digital content (blogs, podcasts, vlogs).

F. Final Evaluation & Evidence Generation

- Conduct endline assessment to document outcomes.
- Publish impact report and case studies.
- Host national dissemination event.

Year 3 Outputs

- Life skills integrated into 60 school systems
- Digital youth empowerment hub launched
- Youth enterprise initiatives established
- Endline evaluation conducted
- National dissemination completed

5. Monitoring, Evaluation & Learning (MEL)

Key Indicators

- Improvement in academic performance
- Increased confidence & social-emotional competence
- Increase in youth leadership roles
- % of adolescents with improved problem-solving skills

- % youth accessing digital skills and employability training
- % youth engaged in entrepreneurship or employment pathways
- Community support indicators for youth empowerment

Monitoring tools include surveys, focus groups, school performance records, peer mentor reports, and annual evaluations.

6. Sustainability Strategy

AIWE ensures long-term continuity by:

- Training teachers and youth coaches to run activities independently
- Embedding programs into school policies and timetables
- Creating youth clubs and peer-led structures
- Leveraging digital platforms for low-cost skill delivery
- Working closely with the Ministry of Education and Youth Departments
- Building community support through parents, leaders, and structures
- Securing multi-year funding and private-sector partnerships

By 2028, the program will be largely school- and community-owned with minimal need for external support

