



National Youth Commission

NAYCOM STRATEGIC PLAN

2019-2023

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Acronyms

ACC	Anti-Corruption Commission
ADB	African Development Bank
BECE	Basic Education Certificate Examination
COI	Commission of Inquiry
EVD	Ebola Virus Disease
FQE	Free Quality Education
GDP	Gross Domestic Product
GIZ	Deutsche Gesellschaft für Internationale Zusammenarbeit
GoSL	Government of Sierra Leone
IPCB	Independent Police Complaint Board
MoU	Memorandum of Understanding
MoY	Ministry of Youth
MoYS	Ministry of Youth and Sports
NAYCOM	National Youth Commission
NPSE	National Primary School Examination
NRA	National Revenue Authority
NRS	National Registration Secretariat
ONS	Office of National Security
SALWACO	Sierra Leone Water Company
SLA	Sierra Leone Army
SLMTDP	Sierra Leone's Medium Term National Development Plan
SLOIC	Sierra Leone Opportunity Industrialisation Centre
SLP	Sierra Leone Police
STIs/ STDs	Sexually transmitted infections/Diseases
SWOT	Strengths, Weaknesses, Opportunities and Threats
TRC	Truth and Reconciliation Commission
TVET	Technical and Vocational Education Training
UN	United Nations
UNDP	United Nations Development Programme
UNFPA	United Nations Fund for Population
WASCE	West Africa School Certificate Examination
WHO	World Health Organisation
YEPP	Youth Entrepreneurship and Empowerment Project

Executive Summary

Sierra Leone has a population of approximately 7.1 Million, nearly two-third of them comprising of young people under the age of 35 years. At different stages in the history of the country, especially during periods of conflict, emergencies and disasters, these young people have played both positive and negative contribution. For instance, in the 1991 through to 2002 civil war, young people were active in the warring factions and in development organisations healing the wound of victims; similarly, during the Ebola Virus disease outbreak, they served as community mobilisers, preparing communities with the right information to eradicate the virus. Young people have the energy and the potential to significantly contribute towards national development.

Recognising the role young have played and continue to play in national development, successive governments of Sierra Leone have acknowledged and appreciated as key stakeholder group to drive their development agenda and priorities. This recognition and acknowledgement led to the enactment of an act of parliament in 2010 for the formation of the National Youth Commission to translate Government (Ministry of Youth) policies into tangible actions. The broad mandate of this Commission is to explore, exploit and strengthen the potential, creativity and skills of young people between the ages 18 and 35 years inclusive for the development of the country. The Commission's mandate is further spelt out in 10 functions:

- I. Implement GoSL's policies and commission projects that will empower the youth to develop their potential for national development;
- II. Assist in the creation of employment opportunities for the youth and develop medium and long-term strategies to tackle youth unemployment in Sierra Leone;
- III. Initiate youth development programmes in collaboration with relevant governmental and non-governmental bodies, coordinate and monitor the programmes;
- IV. Develop a comprehensive national youth development plan consistent with national poverty reduction strategies;
- V. Collaborate with other governmental or non-governmental bodies in the provision of youth skills training programmes and schemes;
- VI. Provide a focal point for addressing drug abuse by the youth and its related problems;

- VII. Create a reliable and efficient network by which the youth may access valuable information on beneficial services and incentive-driven amenities provided by governmental and non-governmental bodies;
- VIII. Coordinate the activities of youth groups and youth-serving organizations;
- IX. Register youth groups and youth-serving organizations; and
- X. Undertake other initiatives that will contribute to the attainment of the stated purpose for which it was established

To judiciously deliver its mandate in the midst of the complexity of youth priorities, NAYCOM in 2012 developed its maiden strategic plan spanning the period 2012 through to 2018. With the expiration of that plan and obviously change of government, the need for the development eminent. This 2019 through to 2024 has been developed in response to that need.

The process employed in the development of this plan was participative and highly interactive involving NAYCOM personnel, young people, representatives from youth groups and youth serving agencies and diverse stakeholders with interest in the development of young. Firstly, there was consultative retreat held in Bo discussing the dynamics, challenges and possible options and strategies to transform the lives of young people to make them productive. The retreat was followed by another two strategic thinking meeting in Freetown, during which an in-depth Strengths, Weaknesses, Opportunities and threats analysis was conducted. From the retreat and SWOT analysis sessions and looking at the socio economic, cultural, political and technological trends and it implication on the youth and the mandate of NAYCOM, consensus was reached on five broad strategic areas:

- ***Strategic Area 1: Organisational and Institutional Development of NAYCOM to strengthen the internal processes of the commission itself to be effective and efficient in the delivery of its mandate;***
- ***Strategic Area 2: Employment and employability to explore and exploit the potentials of young people to be self-reliant and be adequately prepared for the job market;***
- ***Strategic Area 3: Youth Participation, Transformational Leadership & Social Change and technology to advantage of developments and further develop young people's potential for self and national development***

- ***Strategic Area 4: Partnership, networking and Resource Mobilisation which is itself a broader strategy for work of the commission and employed to generate the much needed resources to overcome the problems of young people; and***
- ***Strategic Area 5: Health, Wellbeing (HIV/AIDS, drug abuse, SRH etc) and Corruption Mitigation ensuring young people live a healthy life for production, and be strategic and critical in the fight against corruption.***

The implementation of the plan is guided by a Monitoring and Evaluation framework with clearly defined outputs and indicator, a timeframe for the accomplishment of the target through yearly stepped milestones.

1.0 Country Context

Sierra Leone is a developing country striving to move forward and attain the UN development goals, some of which are far-fetched. The UNDP Human development index 2018 ranked Sierra Leone 184/189 which is below the average for Sub Sahara Africa. At that ranking, the Country is among the least developed counties in the world. With a population of approximately 7.1 M¹, life expectancy is a staggering 52.8 years. Critical factors that have kept the country at the bottom of the last among other countries are many and persistent.

The country is a resilience nation that has survived three major shocks in the last two to three decades: from a 10 year (1992-2002) senseless civil war; to a deadly Ebola Virus Disease (EVD) outbreak in 2014/2015; and in 2017, a mudslide. These events write the recent history of a country that has relentlessly strived to pursue democracy and good governance. In this history, the role of the youth, aged between 18 and 35 years² had been critical, recognised, sometimes constructive and other times destructive. They formed the bulk of the fighting forces during the civil war; and frequently misused and abused by political parties to gain political positions and abandoned afterwards; they were strategic as community mobilisation and sensitisation teams, and they formed the burial team in the fight for the eradication of the EVD in the country. The context indicates the relevance of young people in the development of the country.

Among the approximately 7.1 Million, nearly a third or 34%³ are youth making the country a nation of youthful population, which could be an advantage or a minus depending on the level of investment in this category of the population. Failing to listen to their voices and respond to their needs would breed them to become a threat to the peace and stability of the nation. They will erupt into violence at the slightest opportunity that would avail. On the contrary, judiciously investing in them and make them realise their potential would serve as an engine for national development.

Informed by the findings of the Truth and Reconciliation Commission (TRC), successive post conflict governments have made desperate efforts to address the challenges of the youth population. These efforts culminated into, initially, the Ministry of Youth and Sports (MoYS), and currently, a separate ministry, the Ministry of Youth (MoY) exclusively to address issues

¹ 2015 Population and Housing Census, Statistics Sierra Leone

² Country definition of youth, National Youth Policy

³ Statistics Sierra Leone, 2015

around young people. For the same reasons, by an Act of Parliament, the National Youth Commission (NAYCOM) was set up in 2010 to translate policies formed by the Ministry into tangible actions. Primarily, the Commission was established to fast track the development of young people in Sierra Leone and make them valuable and reliable partners in national development.

Issues of young people are immense, diverse and certainly complex demanding comprehensive, effective and efficient planning to attain the desired results. From this perspective, the NAYCOM had been embarking on several planning processes both strategically and programmatically. With support and in collaboration with its partners, it developed a six year plan captioned, ‘Investing in our Youth, Fulfilling Youth Potential’, in April 2012, spanning the period 2012 through to 2018.

Coupled with the fact that the plan expired a year ago, dynamics have changed in the country’s political and governance system. There has been a change of government following a democratic election in the first quarter of 2018, and expectedly, a change or modification of priorities. To remain relevant and work within the framework of the Ministry of Youth and implicitly the Government of Sierra Leone (GoSL), the need exists for the development of another Strategic Plan, this time spanning the period 2019 – 2024. As best as possible, the Plan must align with the country’s development agenda, in this case, ‘Sierra Leone’s Medium Term National Development Plan (SLMTDP). The SLMTDP is the guide for the development priorities and strategies of the “New Direction”⁴ which is inclusive of NAYCOM’s development priorities. NAYCOM in an strategic retreat reached consensus on youth development and enhancing youth potential for economic development, which aligns with Cluster 1: Human Development and Cluster 2: Economic Diversity of the SLMTDP.

⁴GoSL’s phrase indicating doing things differently for sustainable national development

2.0 Structure of the Plan

The 2019 – 2024 National Youth Commission Development Plan is broadly divided into eight parts:

1. Country context providing a brief narrative of Sierra Leone
2. Structure of the plan and the process of its development
3. Identity of NAYCOM outlining its vision and mission statements and statutory mandate. The section goes further to throw on the accomplishments in the 2017/2018 reporting year.
4. Presents an analysis of the situation of young people in the country, discussing: the status of youth; the political, economic, socio-cultural and technological trends and implications for young people and NAYCOM; and the SWOT of the youth and NAYCOM
5. Highlight of the five broad strategic areas
6. Further describing and dividing the strategic areas into strategic goals and objectives, strategies/key interventions and envisaged outputs
7. Monitoring, evaluation and learning framework to track progress of the implementation of the plan, and
8. Indicative Budget

2.1 Strategic Plan Development Process

Developing the 2019 through to 2024 strategic plan involved several processes. It began with interactions and consultations with young people, youth groups and organisations and youth serving agencies, and strategic stakeholders with interest in the development of young people across the country. The interactions and consultations culminated into the organisation of a retreat in Bo, which was followed by a Strengths, Weaknesses, Opportunities and Threats (SWOT) analysis session in Freetown. These processes generated information on young people and laid the foundation for the preparation of this plan.

3.0 Identity of NAYCOM

3.1 Vision Statement

Youth situated at the centre of the country's transformation with developed potential, creativity and skills that contributes to national development.

3.2 Mission Statement

To Increase the Productive Capacity of our Youth for Enhanced Participation in Development and Governance at National, District and Community levels to:

- i. Promote Youth Creativity, Potential and Skills for National Development;
- ii. Create Employment opportunities for the Youth and Develop medium and long term strategies;
- iii. Initiate Youth Development Programmes in collaboration with relevant governmental and non-governmental bodies.

3.3 National Youth Commission's Statutory Mandate

The country context provides the background to the establishment of the NAYCOM as an entity to articulate and translate Youth related policies of the GoSL/MOYA into actions. The government is desperate to invest in the development of young people as a gain to transform the country towards the rights direction, ultimately leading to national development. Therefore, by an Act, enacted by the President and Members of Parliament, signed on the 22nd December 2009, and gazetted on 7th January 2010, NAYCOM was established as an entity separate from but to complement the work of MoY. Primarily, it was set up to empower young people between the ages 18 and 35 years inclusive to develop their potential, creativity and skills for the development of the country, with these statutory functions:

- XI. Implement GoSL's policies and commission projects that will empower the youth to develop their potential for national development;
- XII. Assist in the creation of employment opportunities for the youth and develop medium and long-term strategies to tackle youth unemployment in Sierra Leone;
- XIII. Initiate youth development programmes in collaboration with relevant governmental and non-governmental bodies, coordinate and monitor the programmes;

- XIV. Develop a comprehensive national youth development plan consistent with national poverty reduction strategies;
- XV. Collaborate with other governmental or non-governmental bodies in the provision of youth skills training programmes and schemes;
- XVI. Provide a focal point for addressing drug abuse by the youth and its related problems;
- XVII. Create a reliable and efficient network by which the youth may access valuable information on beneficial services and incentive-driven amenities provided by governmental and non-governmental bodies;
- XVIII. Coordinate the activities of youth groups and youth-serving organizations;
- XIX. Register youth groups and youth-serving organizations; and
- XX. Undertake other initiatives that will contribute to the attainment of the stated purpose for which it was established⁵.

3.4 NAYCOM's Accomplishments towards Youth Development

Considerable efforts have been made by NAYCOM in fulfilment of its statutory mandate since its establishment in 2010. To date, the Commission is nationally spread with its headquarters in Freetown with a functional website, www.nationalyouthcommission.sl, and three other regional offices in Bo for the South, Kenema for the East, and Makeni for the North East. In the immediate future, NAYCOM has plans to establish another office for the North West. Due to its critical role and performance, the Commission has attracted the attention of the GoSL and donor partners to support its enviable interventions. For the 2017/2018 reporting period, the Commission had a financial turnover of Le 3,082,474,054 and US\$ 2,408,820, mainly from the GoSL, African Development Bank (ADB) and UNDP. The amount (Le1,538,674,540) was received from the GoSL as its regular budgetary support to the Commission. From this amount and other technical and material support from partners, the Commission made commendable accomplishments:

- Successfully, the Commission in collaboration with youth from across the country celebrated the International Day of Youth (11th through to the 13th August 2017), and the International Day of Peace (21st September). In partnership with a local environmental youth organisation, The Society for the Conservation of National Resort, trees were planted at a deforested location in the Kenema district as symbol for young

⁵ The Youth Commission Act

people to give attention to the need for reforestation as a means for contribution to addressing issues around climate change.

- Complementing the efforts of the GoSL for youth, increased access to short term employment and employability, 1500 young people acquired knowledge on adolescent life skills in Sexual and Reproductive Health, drugs abuse, HIV/AIDs Civic Education, Leadership, Governance and participation. Another 10 young people mobilised from ghetto are gaining skills in AC installation, auto-mechanic, masonry and electrical installations at the Sierra Leone Opportunity Industrialization Centre (SLOIC), Makeni Branch. Similarly, up to 150 youth, 90 from Freetown and 30 each from Bo and Kenema have been recruited and awaiting entrance into skills enhancement training institutions.
- Towards the same direction of increasing employment and employability, 132 young graduates benefitted from the Graduate Internship Programme (GIP) in 2017, securing placement for them at 48 employing institutions at MDAs and the private sector. Again in 2007, an additional 250 young graduates gained placement at 50 entities, both private and public. The experience geared towards improving specific technical skills and competencies, accelerate personal workplace maturity, hence increasing prospect to win permanent employment in the very stiff job market.
- Capacity of 120 young was enhanced in entrepreneurship, specifically in business and computer skills and financial management, preparing them to establish their own business. Also through Business plan competition, 28 service users won grants to expand their businesses.
- At the Obasanjo Skills Acquisition Center, 505 youth, 280 male and 225 female are being trained in computer software, Community/Youth Development Studies, Social Work, Business Administration and Entrepreneurship, Building and Construction, Electrical and Electronics, public health and other necessary life skills, all geared towards making them gain employment or become self-reliant. Through partnership with PUM Netherlands, a Youth Entrepreneurship Incubation initiatives will be introduced as the centre is been reviewed to upgrade to an ultra-modern skills development centre.

- Three hundred young girls in 10 career clubs in 10 schools⁶ were reoriented towards positive living through various engagements and academic support to guide them in their own development, realize themselves and be critical in thinking and way of life.
- Young people were engaged in an innovative pilot livestock project, specifically piggery and poultry, as part of promoting agribusiness among youths at Waterloo, Bo and Kenema.
- With the over 2 million US\$ funding secured from ADB, NAYCOM is developing the skills of 2400 youth in specific skills the job market demands, and ensure job placement. In the event of the unavailability of a job, the young people who must have acquired the requisite entrepreneurial skills will be supported to establish their own business. It is a three year project under the ‘Youth Entrepreneurship and Empowerment Project (YEEP) implemented in partnership with British Council, TVET Coalition, UNDP, GIZ and UNFPA.
- Career Advisory and Placement Services have been established and fully functional at Njala University College, Mokonde and Bo campuses, Eastern Polytechnic at Kenema and Ernest Bai Koroma University, Makeni to enhance employability for university graduates through career guidance and counselling, academic advising, placement employability tools, labour market information and career exploration and exposure.
- A MoU has been signed with SALWACO for the placement of trained youth in plumbing skills to fast track the high demand for homes to access pipe borne water in Bo, Kenema and Makeni.

NAYCOM is progressively working towards fulfilling its mandate of promoting creativity, development and employment for the millions young unskilled, skilled, trained and untrained people across the country. It demands expansion of existing interventions and explore and exploit innovative initiatives and aggressively mobilise the necessary resources, and develop its own capacity to maximise profit in investing in young people.

⁶FSSG, Annie Walsh Memorial, Methodist Girls High School in Freetown; FAWE and Sahid Secondary School in Waterloo; Ahmadiyya Muslim Secondary School, Holy Rosary Sec. School and Methodist Secondary School in Kenema; Ahmadiyya Muslim Secondary School and St. Andrews Secondary School in Bo)

4.0 Situation Analysis

Under the situation analysis, three main elements are discussed: the general status of young people in Sierra Leone which gives a general description of young people from a broad perspective; environmental scan, which takes a detail analysis of country – the political, economic, socio-cultural, and technology in terms of trends, the implication of these factors on young people, and obviously, NAYCOM, the entity with the mandate to complement the efforts of the MoYA in the development of young people in the country; and critical diagnosis of NAYCOM itself, from the perspective of its Strengths, Weaknesses and Opportunities and Threats.

4.1 Status of young people in Sierra Leone

The 2015 Population and Housing Census reported 1.7 million young persons within the age bracket of 15 and 35 years. To this number is another 42% of a population of approximately 7.1 million under the aged of 15 years, making a total of 76% of the gross Sierra Leonean population. It means nearly four-fifth of the Sierra Leonean population are young people including children. In a county where the majority is poor reads that the bulk of young people are poor. Following the end of the war, the government embarked on several reforms which resulted into the stabilisation of the economy, experiencing steady growth, and attaining its peak by 2013. The Ebola Virus Disease (EVD) outbreak and steep drop in the price of Iron ore on the world market saw the economy taken a nosedive.

About two-fifth of young people are illiterate with the potential for this rate to reduce drastically due to the introduction of the Free Quality Education (FQE). While an appreciable percentage of young people do go through primary education, substantial percentage of them dropped out of school due to poverty. Reasons for dropping out of schools have been associated fees and other school charges, uniforms, costs of books and many other unofficial expenses. It is for this reason the GoSL introduced the FQE, which package consists of free tuition, text books for core subjects, and paying fees for National Primary School Examination (NPSE), Basic Education Certificate Examination (BECE) and West Africa School Certificate Examination (WASCE).

Adolescence pregnancy is a major cause for the drop out of girls from school. In fact, it is estimated that of all pregnancies, 34% are young girls, which accounts for the high maternal mortality rate. Forty percent of maternal mortality are teenage pregnant girls mostly due to premature delivery, stillbirth, foetal distress, birth asphyxia, low birth weight, and miscarriage.

Commercial sex is believed to be responsible for the high incidence of Sexually Transmitted Infections (STIs) and HIV/AIDs among female youth.

Also common among young people is the abuse of drugs mainly Marijuana, Brown Brown, Cocaine and tramadol. It has resulted to a good number of them dropping out schools and taking to spending most of their valuable time in ghettos. For a considerable number of these young people, the abuse of substance often results into mental disorder, and consequently compromising their career development. Eventually, this category of young people end up becoming arm robbers and as a threat to the peace of the society.

4.2 Environmental Scan

The section on environmental scan provides a summary analysis of the country in terms of political, economic, socio-cultural and technological dynamics. Specifically, it describes the trends under each of the themes and goes further to analyse the implication on young people and how it can influence the work of NAYCOM.

4.2.1 The Political Trends

Politically, Sierra Leone is graduating into a democratic state with four successful electoral cycle, and governance changing hands from one political party to the other, firstly in 2007 and subsequently in 2018. Several governance institutions have been established and reasonably functioning: The National Electoral Commission (NEC) is mandated to conduct all elections in the country whose chairman, the Chief Electoral Commissioner is the person mandated to announce elections result; the political Party Registration Commission (PPRC) which registers political parties and charged with the responsibility of regulating the activities of these parties; the National Commission for Democracy and Human Rights (NCDHR) which monitors citizens democratic rights.

Within the security sector, significant amount of resources have been invested in the Sierra Leone Army (SLA) and the Sierra Leone Police (SLP). With room for improvement, these entities have moved from organisation once meant for drop outs to one full of respected citizens. To limit their excesses, the activities of these security apparatus are coordinated by a civilian arrangement, the Office of National Security (ONS). In fact, for the SLP, there is the Independent Police Complaint Board (IPCB) which probes any unprofessional conduct of its personnel irrespective of rank.

The improved political environment has seen more young people raising their voices on governance and human right issues. Also, hundreds of young men and women have secured gainful employment in those institutions and are contributing to the overall development of the country. Probably, it is because of these developments that have seen young people assuming leadership positions at parliamentary and some becoming ministers.

On the downside, violence still has a place in our politics, mostly involving young people. As always, the youth are enticed by political heavy weights with financial and materials support, drugged and pushed to violently attack their political opponents. In fact, political violence has strongly emerged even in student's politics, leading to university authorities placing a ban. A worrying trend is the emergence of what is described as 'clique' gangs, comprising of youths attacking other youths most times resulting into fatality.

The military and the police are other windows for employment opportunity for deserving young people, which NAYCOM could tap. The relationship could go beyond that to involve the police and the military in building the culture of discipline among young people, for example the youth corps. NAYCOM has the responsibility of curbing violence among young people to transform them become useful and peaceful citizens.

With the improved governance system, NAYCOM is best positioned to support more female and male youth to competitively participate for leadership in governance position at every level, local, district, regional and at national level.

4.2.2 Economic Trends

Since 2002, Sierra Leone economy saw a steady growth up to 2013. In 2013, it attained its peak, estimated at 7.5%, due to increased investment in large scale mining and booming price in the Iron ore product. Notable companies in the industry were the African Mineral and London Mining all in Northern Sierra Leone and Sierra Rutile in the south, which had been in existence even before the war, but shortly closed down when it was over ran by armed gangs. In fact, at that time the country was said to be enjoying one of the fastest growing economy in the world and it was contributing up to 27% of GDP.⁷ By the beginning, there was the outbreak of the EVD twined with a drop in the demand for iron ore in the world market, leading to a drop in the price, and the large scale mining industries in the north had to close down. The

⁷ Statistics Sierra Leone

economy began to shrink to the point of the declaration of being in the state of austerity and by 2017, the contribution of the mining sector GDP was as low as 5%.

With the uncontrolled rising increase in the value of the US\$ against the Leone, the population is jittery about the future of the economy. Encouraging though was a radio discussion with the outgoing World Bank Country Chief Executive, who made these comments on the economy on the 98.1 FM broadcast in the third week of August 2019: *“there is great hope in the future of the Sierra Leone economy by the actions of the GoSL. We have, in recent times, observed increased in-country revenue generation and expenditure control, and there is substantial boost from external partners in the agriculture sector. Sustaining these initiatives and judiciously utilising the resources will stabilise the economy and translate into economic growth for the country.”*

In the emerging market, there is potential for increased investment in the mining industry with positive outlook for various minerals across the country following an aero-geological survey conducted by the GoSL. The rich data has the potential to attract investors opening windows for more jobs in the industry but for whom? The recent history saw mining companies importing human resources for very basic necessary skills like electrical welding, haulage and heavy machines drivers, because the skills could not be found among the Sierra Leonean population.

The agriculture sector which employs more than 80% of Sierra Leoneans is also another source of economic creation and contributes about 55.1%. It employs more than 67% of the rural population but still at subsistence level relying on the use of traditional instruments with little innovation and technology. Because of the limitations in the agriculture sector, Sierra Leone is still food insecure and therefore imports rice, its staple food from mainly Asian countries.

The country depends on three key cash crops to support its economy, including cocoa, coffee and cashew nuts. To date, it is the raw material that are exported to earn foreign exchange, and therefore the lost in value. Value addition is missing and cultivation is at subsistence level like rice. Livestock production is yet to take the momentum it deserves.

Given the favourable climatic and vegetation conditions, it is an irony that the country cannot feed itself. The need for investment and innovation in this industry is an understatement. Commercialisation of the sector, innovation and value addition is a certain path to make the country to be dependent on agriculture as a major sector of economic growth.

Fisheries and tourism are the other economically viable options with potential to contribute towards economic growth. It is believed remarkable transformation are ongoing in these sectors to maximise production and increase revenue generation.

The potential for young people's engagement in this sector is great with the necessary support. It is another source of employment that could create jobs and also a major source of income option for the grater youth population. With the right approach and investment, agriculture alone will be sufficient to address the challenging unemployment rate among the youth population, and obviously create wealth. The potential for successful agricultural initiatives to keep young people in their community and contribute to the reversal of migration is eminent.

Like agriculture, there is potential for the engagement of young people in the fisheries and tourism sectors as sustainable employment avenue. Thousands of young people both male and female could be meaningfully active in the sector with right skills acquisition.

NAYCOM had begun tapping into the sector as a means of meaningfully engaging young people which is laudable, and should do more. As a commission for young people, it has to go beyond small scale to engage a greater percentage of the unemployed, illiterate and unskilled young people seeking for jobs they cannot find in urban towns. To move away from business as usual, it has to build into its intervention in this sector innovation and value addition to attract young people. Through this means, NAYCOM could be relied on to not only significantly contribute to the nation to become food secure, but also the needed foreign exchange to stabilise the economy, and an opportunity that it must not miss.

Building the right fisheries and tourism, and also mining industry knowledge, skills and expertise among young people would make them ready for gainful employment in the emerging sectors which has potential to boom in the very near future.

4.2.3 Socio-Cultural Trends

Sierra Leone educational system is patterned with other English-speaking West African countries, specifically Gambia, Ghana, Liberia and Nigeria. It is guided and governed by the Education Act of 2004 which broadly divided the educational system into Primary (6 years in primary school), Basic (3 years in Junior secondary school), Senior (3 Years in Senior Secondary School), and Tertiary (4 years in tertiary) education, nicely referred to as the 6-3-3-4 system. The system, especially with the introduction of compulsory education recorded a remarkable increase in the roll of children in school. While this number is very high at the

primary level, quite a significant number drop out after their NPSE, and more after their BECE adding to the number of unemployed and unskilled youth.

The Free Quality Education introduced in the year 2018 is an initiative that will contribute to Sierra Leone becoming a literate nation, where, if not all, but only few will not be able to read or write. In the midst of this laudable initiative, the question would be where is the job for all? With questions like this, it is necessary for policy makers and other stakeholders in the education sector to start thinking of producing graduate with innovative ability for self-employment. Otherwise, it is going to be a nation full of literate and unemployed persons, which will be more frustrating and could compromise the purpose of the initiative.

Sierra Leone is ranked as 145 out of 152 on the literacy scale with 50.15% of its youth classified as literate including 55.2 % female and 69% male. Significant percentages are illiterate and unskilled. The skills provision institutions do not offer those demanded by the job market, which makes it difficult for the graduates to attract gainful employment. Outside the formal training institutions are those young people that have acquired skills from trained and experience skilled workers through apprenticeship. There is a very high number of these categories of young people available in especially urban towns but without gainful employment due to the very tight job market, and therefore very stiff competition. Those with unmatched skills and those that acquired their skills through apprenticeship, and of course those that are illiterate and untrained add to the high percentage of unemployed youth. In fact, even more disheartening is the hundreds or thousands of young graduates from tertiary institutions roaming the streets in search of jobs that do not exist.

The health status is still struggling to take shape in the country, though several infrastructural projects are ongoing to address the challenges in this sector. It is obvious that more of such interventions will in the near future significantly contribute towards improving the health status of the nation. Beyond the infrastructure, the development of the human resource with appropriate qualification is equally important and urgent to change the trend in the health sector.

At present, the picture of the health sector is still gloomy: Infant and Maternal mortality rate reported as 81.7 deaths/1,000 live birth (2017 est.)⁸ and 1,369/100,000 (2015 est.) respectively, making Sierra Leone one of the highest in the world. Contributing factor to this deplorable

⁸ African Volunteer Network, Sierra Leone Poverty

status is due to common preventable diseases, such as diarrhoea and cholera mostly water and sanitation related diseases. Many lives could be saved if these facilities were improved and communities especially in rural areas adopt healthy sanitary practices.

Teenage pregnancy is one of the most pervasive problems affecting the health, social, economic and political progress and empowerment of adolescent girls and boys. Up to 34% of all pregnancies occur amongst teenage girls, while 40% of maternal deaths occur as a result of teenage pregnancy. Studies show that the poorest girls in the poorest communities in Sierra Leone are most likely to become pregnant during adolescence, with serious long-term health consequences. Adolescent pregnancy is associated with premature delivery, stillbirth, foetal distress, birth asphyxia, low birth weight, and miscarriage. Babies born to teen mothers are far more likely to die than those born to older women

Drinking water is a crisis all over the country even at national level and in cities and urban towns. The 2008 Africa Ministers Council on Water Country Status Overview indicated that national coverage for safe drinking water was 49%, with vast difference between the urban (86%) and 26% in rural communities. The 2017 Multi Indicators Cluster Survey (MICS) and 2008/2013 Demographic and Health Survey (DHS) showed minimal increase in coverage of Sanitation at national level. In 2008, sanitation was 10 % as the country average and increased to 13 % in 2013; urban from 26 % to 27%; and rural from 6% to 7.9%.

The prevalence of substance abuse and drugs among youth in Sierra Leone is estimated at 15%. Marijuana is the most abused drug in Sierra Leone followed by cocaine and Brown- brown. The majority of persons suffering from substance abuse disorder in the formal health systems are between the ages of 20-29 years of age. Evidence has shown that poverty, unemployment and trauma are largely to be blamed for the increase in drugs and substance abuse among youth (City or Rest, 2009).

There has been a cultural shift were young people's participation in decision making is increasingly being recognised when compared to the past. Studies show this shift could be attributed to the civil war, which consequence saw young boys and girls playing the role of their parents, especially in homes where both parents perished.

The socio-cultural trend places the youth at a cross road: Young people can take advantage of the opportunities created in the education sector to acquire knowledge and skills needed in the job market, and not only academic skewed towards white colour jobs. There is great potential

for human resource in the health sector not just as nurses, pharmacist and doctors but also health mechanics and engineers.

As the implementing entity to the MoYA, NAYCOM's role is glaring in shaping the future of young people to strategically position themselves to face the competition and win it. Support could be geared towards development in areas where the potential exist for the market. Moreover, building the ability of young people to become self-reliant by creating job for themselves and for others is a possibility. Beyond these interventions, NAYCOM needs to constructively engage young to realise themselves and explore and exploit their potential to minimise the abuse of drugs and reduce teenage pregnancy. Some of its role could be in the form of advocacy and lobbying to create the space for better opportunities for the youth.

4.2.4 Technological Trends

There is rapid revolution and evolution taking place in the technological world, which are spreading at a very rapid speed. For instance, one can hardly find a village nowadays without a mobile phone. It means technology is taking over and Sierra Leone as a nation must be in the readiness to match with developments in this sector.

Recognising and appreciating developments in the technological world, the GoSL of Sierra Leone has established the Directorate of Innovation and Technology within the President's office. The intention of the move is to embed developments in every within the technological world. Other ministries, departments and agencies, for example, Education, Finance, Health, National Registration Secretariat (NRS) and National Revenue Authority (NRA) are taking advantage of this opportunity and are going digital. It was impressive when reported that health have gone digital and were now reporting their cases using tablets, a first in the sub-region, if not the continent as a whole.

Data on young people in terms of number, where they are and what they are doing, how many employed, underemployed or employed, skill and unskilled is fluffly, if one exist at all. It makes planning for young people's development a constraint and only on a scanty basis. Also, talents among young people are not in short supply but the exhibits perish at their embryonic stage.

Fortunately, the Directorate is headed by a young brilliant Sierra Leonean, himself a youth, who it is believed could be enthusiastic about young people going innovative, technological and digital. NAYCOM is better placed to take the lead in digitising developments in youth. Funding partners are most often attracted by the authenticity and reliability of data. Those

talents identified among young people need to be nourished and developed to promote innovation.

4.3 SWOT Analysis

The SWOT analysis is holistic, identifying and analysiing the strengths, weaknesses, opportunities and threats not just of young people, but the youth both male and female, to plan and strategically develop this category of the population. Largely, it is informed by the retreat organised by NAYCOM, which involved youth stakeholders across the country and personnel of NAYCOM.

The following table is divided into two columns, separating broad youth from the specific NAYCOM SWOT. The fact remains that every youth SWOT is certainly a must concern to NAYCOM as the custodian for the development of young people in Sierra Leone. In fact, most of young people’s weaknesses should actually be opportunities for NAYCOM as basis to inform its intervention in the next five years. The distinction is to bring to light specialised issues of NAYCOM as an entity.

<i>Strengths</i>	
<i>Youth</i>	<i>NAYCOM</i>
<ul style="list-style-type: none"> • They form the largest population of the country and therefore cannot be ignored in the face of development 	It has well established and functional structure at national and regional levels with its headquarters in Freetown and three regional offices in Bo for the South, Kenema for East, Makeni for North East, with plans underway for a fourth to cover the North West
<ul style="list-style-type: none"> • They have the energy to perform tasks be it skilled related jobs or unskilled labor. 	Through its district and chiefdom youth structure, it could be said to be nationally spread.
<ul style="list-style-type: none"> • Some of the youth are literate, and have acquired some skills that could be utilised for national development 	NAYCOM has very good rapport with the GoSL and donor and works in partnership with strategic International and National NGOs

<ul style="list-style-type: none"> Few youth have been able to exhibit their talents and innovation that could be tapped and built on. 	At National and regional levels, NAYCOM has adequately qualified, skilled and experience personnel with defined roles and responsibilities
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The strength indicates the level of potential among the youth that could be enhanced to develop the country into middle level economy country and beyond. It is based on these facts that NAYCOM, which has kept up a remarkable performance was established to transform young people’s strength into productive action to improve themselves, their community and the nation at large.

<i>Weaknesses</i>	
<i>Youth</i>	<i>NAYCOM</i>
Lack of management and business skills is a challenge faced by youth to embark and succeed in own. Their entrepreneurial skills is very limited.	Majority of youth are not aware of their roles within the national and districts youth structure, the mechanisms and the processes involved in participating and influencing their outcomes
Youth unemployment is further complicated by, among others, skills mismatch, lack of labour market information and limited access to land especially for women	District Youth Councils (DYCs) are not yet functioning effectively due to capacity constraints and non-availability of the necessary resources
Negative attitude towards agriculture as a vocation among young people	There is strong difficulty in ensuring coordination and synergy among ministries, departments and agencies.
Although Technical and Vocational Education and Training (TVET) could provide options for large numbers of youth to be able to enter HTE, many young people view this option as a path that denotes failure	Weak structures to support youth participation in development
Young people are under- represented in positions of decision making and	The institutionalization of systems and capacity in the youth sector is still weak

responsibility – caused by and contributing to poor leadership opportunities and skills	
Incidence of high teenage pregnancy sometimes limit the acquisition of the full potential of the female youth	There is a danger of youth issues being perceived in only economic terms
Transactional sex among young persons to meet their basis needs, especially the female youth is alarming	
High vulnerability to sexually transmitted infections (STIs/ STDs), in particular, risk of contracting the HIV virus	
Rampant abuse of drugs and other substance at times leading to mental disorder and loss of career	
Increasing violence perpetrated by young people against other youth gangs, during elections at national and at institutional level	

The weaknesses have given a highlight of limitations among young people to maximise their potentials, and be recognised as the stake holder group for economic development. With a well- established, a known and popular entity among young people and success in accepting young people’s issues across every MDA, NAYCOM can work on young people’s limitations and hence maximise their potentials for self and national development.

<i>Opportunities</i>	
<i>Youth</i>	<i>NAYCOM</i>
Stiff laws enacted by the GoSL against perpetrators of abuse and violence against the girl child	Youth is a sector with new institutions that are ready to embrace change

The Introduction of Free Quality Education could create space for young people to acquire education and other skills	Youth sector has the existing support of multiple development partners, including UNDP, World Bank, ADB and others that have comparative advantages in state-building
	Youth is an issue of national importance overtly reflected in Cluster 1 and 2 of Sierra Leone's Medium Term National Development Plan
	Youth is a gender issue, with opportunities for mutual benefit from other clusters of the National Development Plan

The opportunities have established initiatives that have been laid to protect the development of youth people. Together with these initiatives with the good will of the GoSL, partners and national and international donors, NAYCOM is positioned to adequately mobilise the necessary resources to invest in the development of young people.

<i>Threats</i>	
<i>Youth</i>	<i>NAYCOM</i>
Prevalence of traditional laws practice, for example, early marriage and Female Genital Mutilation	The high expectations of young people that NAYCOM has all the solutions to their problems
Rampant Sexual and Gender based violence and very long distance to rainbow centres.	Few opportunities for skills training or unskilled labour
Lack of books and equipment and the recruitment of untrained and qualified teachers will undermine the quality of education for the youth	Pronounced difficulty is getting line ministries to work with the commission in promoting youth issues within their programmes
Limited coverage of Free Healthcare and PHUs/CHWs	The effectiveness of TVET is constrained by poor funding, poor equipment and training facilities and a general lack of strategic foresight

Low access to capital Illiteracy	The effectiveness of TVET is also constrained by poor funding, poor equipment and training facilities and a general lack of strategic foresight
Limited support (including availability of capital and skills) to young entrepreneurs and youth- orientated enterprises	Unemployment and under-employment resulting from inadequate and inappropriate training for the job market; (mismatches between demand and supply of labour)
Young people lack self- confidence and trust in the system, exacerbated by marginalisation of differently abled and poor young people by state systems and chieftaincies	Low investment in technical vocational education training (TVET), resulting in high mismatch with labour market demands. Lack of policy coherence on TVET is also an aggravating factor
Loss of family support structures	Inadequate opportunities to nurture diverse youth talent from tender age, from primary, junior and senior secondary, through to higher education institutions
Loss of community networks and identity	Inadequate mentoring opportunities which lead to weak moral, social, cultural and religious values in the youth.
There is disconnect between academic certification and labour market demands	Corruption is an established disorder, cutting across all sectors of society
There is a strong sense among youth that state agencies are falling short in their collective responsibility to provide financial support and jobs for young people	
Widespread social suspicion and marginalization of young people remains	
Youth mainstreaming is an enormous challenge when other sectors have their own priorities	

The national budget for youth (and gender) are very small	
Migration of young people from rural to urban Areas	
A large proportion of youth is in crowded cities, like Freetown, which also has a huge informal sector, largely survivalist and marked by low returns. A large percentage of youth is engaged in petty trading	
There is a challenge to respond to urbanization without leaving rural needs behind	

The environment as it exists has critical gaps to maximise the potential of young people. These critical gaps significantly inhibit the work of NAYCOM itself to facilitate the growth of young people. Working on these threats is a must for NAYCOM to sufficiently fulfil its mandate of developing young people across the country.

5.0 Strategic Areas

From the review of its accomplishment, the situation analysis and from the perspective of the country context, NAYCOM has identified five broad strategic areas to address in the next five years (2019 – 2024). The prioritization and reaching consensus on the critical strategic areas were based on NAYCOM's retreat and SWOT analysis session involving young people from every part of the country and strategic youth serving agencies and partners with keen interest on the development of youth in the country. Five broad strategic areas were defined to promote and developed young people within the period 2019 through to 2020:

- *Strategic Area 1: Organisational and Institutional Development of NAYCOM*
- *Strategic Area 2: Employment and employability*
- *Strategic Area 3: Youth Participation, Transformational Leadership & Social Change and technology*
- *Strategic Area 4: Partnership, networking and Resource Mobilisation*
- *Strategic Area 5: Health, Wellbeing (HIV/AIDS, drug abuse, SRH etc) and Corruption Mitigation*

6.0 Strategic Directions

The strategic directions further dissect the strategic areas into strategic goals, respective objectives and key interventions and envisaged outputs.

Strategic Area 1: Organisational and Institutional Development of NAYCOM

From the fourth section, the situation analysis, it is evident that the development of the NAYCOM is still in progress. Its functionality is well advanced at National level and to some extent at the regions, with the exception of the North West. Strategic Area 1 will focus on working towards the completions of its development process. It will also work on its visibility at district and chiefdom levels and ultimately sectional levels to become a national commission for young people across every part of Sierra Leone. This strategic area will take NAYCOM to every male and female youth enabling them to understand their roles in the commission and in the broader governance of the entire country. Certainly, it will support and strengthen them to assume leadership positions at local, district regional and national levels. The organisational and institutional development strategic area will work towards improving communication between and among the commission and young people. Obviously, it will be geared towards addressing their various priorities with the aid of developing database taking advantage of the Innovation and Technology organ of the GoSL.

The issue of the youth cuts across ministries, departments and agencies but it has been challenging for NAYCOM to translate this fact in the MDAs. Succeeding in penetrating the MDAs to ensure young people's issues are factored into their agenda will serve as alternative source resources to support the work of NAYCOM.

Strategic area 1 informs the implementation, cooperation and coordination arrangements of the commission and it is aligned with cluster 8 of SLMTDP.

Strategic Goal 1.1: NAYCOM's effectiveness and efficiency as national entity for youth across Sierra Leone enhanced.

Strategic Objective 1.1.1: NAYCOM's structures and functions strengthened at every level

Key strategies /Interventions

1.1.1.1: Reorganise or establish structure at district and chiefdom involving the participation of significant population in those districts and chiefdoms

1.1.1.2: Embark on nationwide popularisation of NAYCOM, their mandate and role, clearly creating space for young peoples' participation in the framework

1.1.1.3: Design and implement a comprehensive back and forth communication package between national, regions, district and chiefdoms organs

1.1.1.4: Strengthen the Department of Research, Planning, Publicity, Monitoring & Evaluation to establish, facilitate and continuously review data collection on young people, coordinate the dissemination of best practices and conduct/facilitate research on the situation of young people

1.1.1.5: Provide a 360 degree support for young people to assume leadership role in their own governance at every level and increase their participation in decision making processes

Key Outputs:

- Functional structures and organs in all districts and 50 percent of chiefdoms in Sierra Leone
- 50 percent of young people aware of NAYCOM's mandate and their role
- Reliable electronic data base on young people and projects/programmes
- Annual Status of Youth Report produced
- Annual Stakeholder Perception Survey conducted
- Youth occupying 30% leadership and governance positions at community, chiefdom, district, regional and national levels.

Strategic partners

1. Ministry of Local Government and Rural Development
2. Ministry of Youth Affairs
3. Ministry of Information and Communication
4. Directorate of Innovation and Technology

Strategic Objective 1.1.2: Young People's issue mainstreamed across relevant MDAs

Strategies/Key Interventions

1.1.2.1: Embark on bilateral engagements with youth related MDAs to share the values of the issue of young people to their MDAs

1.1.2.2: Organise a national consultative conference involving youth related MDAs and NAYCOM to stream line cooperation and coordination mechanism to reinforce the impact on the development of young people

1.1.2.3: Implement joint action between MDAs and NAYCOM for youth development

Key outputs

1. Signed MoU with strategic partner MDAs
2. Twenty percent (20%) complementary resources of NAYCOOM's overall budget from MDAs
3. Joint action and implementation plan
4. National Consultative Conference organised

Strategic Partners

- Youth related MDAs
- Ministry of Youth Affairs

Strategic Area 2: Youth Employment and employability

Unemployment in Sierra Leone is one of the highest and it is even acute among the youth. As indicated in the situation analysis, illiteracy is high among young people and most of them are unskilled. The educated do not have jobs due to the limited job opportunities just as the skilled, whose vocations hardly match and meet the job market demand. The tech/voc institutions provide skills that most often saturated in the markets, leading to very keen competition in the job market, and are yet to provide the skills in the emerging job demands. Unfortunately, even the employed are underpaid and can hardly survive on their take homes. The youth employment and employability will work towards building the human capital (SLMNDP) skewed towards matching skills to meet the job market and making young people become employable.

A reliable option to the considerable gaps in the job market exists in the agricultural sector especially for rural youth given the vast availability of arable land and appreciable favourable conditions. Engagement in the sector is still at its lowest level with the use of traditional implements and skills and limited support for medium or large scale investment. The results is the drift of young people from rural to urban towns in search of jobs and greener that does not exists and consequently overburdened an already social facilities. These set of young people join an already frustrated young people roaming the streets, resorting to the abuse of drugs and ending in ghettos, culminating into increased and violent crime rate. These pool of young are targets for politicians for misuse and abuse to wreck on their political opponents during electioneering processes. Having lost hope in the system, it becomes more worrying giving the fact they form the basis for potential insurgents. This strategic area will be geared towards reorienting the minds towards agriculture as gainful employment option with the requisite support. Fulfilling this strategic area will achieve a major cluster of the SLMTNDP: diversifying the economy and promoting economic growth.

In spite of its potential for meaningful employment options for the youth, business promotion and development is at its embryonic. Entrepreneurial skills are under developed among the youth with very few window of opportunity to support this aspect of employability in technical and financial terms and on a sustained basis. Micro Finance Institutions (MFI) are limited in the country to adequately and exhaustively fill this gaps towards making young people employable. The strategic area will contribute to strengthening and expanding the private sector environment as it equally creates job for the youth.

Strategic Goal 2.1: Young people’s human development for employment and employability promoted

Strategic Objective 2.1.1: Education and skills for young people to gain access to the job market enhanced

Key strategies /Interventions

2.1.1.1: Advocate and lobby for education and skills acquisition that meets the job market demand

2.1.1.2: create opportunity for young graduate that have acquired the basis education to access the job market through internship

2.1.1.3: Upgrade the Youth Skills training centres at four mile and ... to a standard that will provide skills that are relevant for the emerging industries

2.1.1.4: Collaborate with the GoSL to upgrade other skills training centres across the country including OIC and others to provide required by the job market

Key Outputs

- Revised skills and higher learning institutions job market curriculum
- 5000 graduates with internship experience and 50% gained satisfactory employment
- 50% Skilled young people have satisfactory jobs
- 10, 000 youth have skills demanded by the job market

Strategic Partners

1. UNDP
2. UNIDO
3. GIZ
4. PPP Secretariat
5. Ministry of Basic and Senior secondary Education
6. Ministry of Tertiary and Higher Education
7. National Council for Technical Vocational and Other Academic Awards (NCTVA)
- 8.

Strategic Objective 2.1.2: Young People’s engagement in Agriculture/Fishing and tourism for food security and as engine for economic development enhanced

Key interventions

2.1.2.1: Reorient young people's mind to appreciate agriculture/fishing and tourism as valuable option for employment and employability

2.1.2.2: Establish youth/fish farms and ecotourism settlements with functional youth villages in all sixteen administrative districts across the country

2.1.2.3: Introduce mechanization and improved technology in youth farming/fishery and tourism systems away from traditional methods

2.1.1.4: Create links for easy access to markets to generate income from the agriculture farming/fishing and tourism products

2.1.1.5: Introduce agribusiness initiatives especially value addition chain to youth farm products

2.1.1.6: Capture urban youth, targeting particularly ghettos and encourage them embark on rural agriculture and fish farming/tourism

2.1.1.7: Embark on annual national youth farming/agriculture/fishery and ecotourism trade fare to institute competition among youth farmers and also attract more young people towards agriculture/fish farming and tourism

Key Outputs

- 16 youth farms including livestock, minimum of 1,000 hectares, one in each administrative districts
- 32 youth fish farms at least 2 in each administrative districts
- Youth Value added farm/fish products available in the local markets
- 6 ecotourism settlements in communities with the potentials for tourist attraction
- Income level of young people increased by at least 50%
- At least 1000 urban youth migrated to rural settlements

Strategic Partners

1, Ministry of Agriculture and Forestry

2. ADB

3. FAO
4. WFP
5. IFAD
6. MMS
7. MoT

Strategic Objective 2.1.3: Entrepreneurship potential and ability of young people enhanced

Strategy/Key Interventions

2.1.3.1: Advocate and lobby for the introduction of Entrepreneurship courses in the curricula of basic and tech/voc. institutions

2.1.3.2: Organise small youth cooperative groups comprising of young that have participated in entrepreneurship

2.1.3.3: Support the small youth cooperative groups with small grants or start-up kits (for those that have also acquired productive skills but are without jobs) to start their own business

2.1.3.4: Link the cooperative groups with Micro Finance Institutions (MFIs) for further future support and growth of their businesses

2.1.3.5: Broaden young people's window of business opportunity in fishes and tourism

Key outputs

1. 100 functional youth cooperative groups at least five per district including western area urban
2. 100 viable small scale youth group businesses, at least five per district including western area urban
3. 100 fishery (fish farms) and tourism (eco-tourism) business initiatives involving young people

Strategic Partners

- Commercial banks operating in Sierra Leone

- Micro Finance institutions
- Ministry of Trade and Industry
- Ministry of tourism
- Ministry of marine resources
- PPP secretariat
- Sierra Import and Export Promotion Agency (SLIEPA)
- UNIDO
- Small and Medium Enterprises Development Agency (SMEDA)

Strategic Area 3: Creativity, Innovation and Technology

In the past and to date, young people have demonstrated their talents in several forms; some making radios and recorders from garbage; others toy mobility and even helicopters. For most of the instances, these creativity and innovations have not been developed further, the skills and talents suffer setbacks due to non-availability of investment and promotion. This could be one reason why the GoSL must have thought of establishing the Directorate of Innovation and Technology. While it is believe the Directorate must have identified some of the creativity and innovation among young people, there are still many that have not identified and recognised but could certainly make a difference in the creative world.

Similar potentials in sports, games and other creative arts like music and drama do exists among young people but remained untapped mainly due to the absence of the needed support.

These creativity, innovations and technological talents need to be explored and exploited to benefit young people, but also to place the country on the map. Strategic area 3 is oriented towards identifying these technological, innovative

Strategic Goal 3.1: Young person’s creativity, innovation and technological potentials developed

Strategic Objective 3.1.1: Youth talents and potentials enhanced for personal and national development

Key strategies /Interventions

3.1.1.1: set up youth potential and talent committee comprising of mostly young people and some elders

3.1.1.2: Link young persons with very unique and admirable innovations and talents with NAYCOM at chiefdom, districts, region and national level

3.1.1.3: Liaise with the Directorate of Innovation technology for technical support for added value

3.1.1.4: Organise national talent trade fares to show case young people’s innovation and talents ultimately leading to their further development

Key Outputs

1. Talented young people

2. Young person's creative and innovative products
3. Improved products

Strategic Partners

- UNIDO
- Directorate of Technology and Innovation
- Ministry of Tourism
- Ministry of Trade and Industry
- The private sector

Strategic Area 4: Partnership, Networking and Resource Mobilisation

Young people are in the majority in Sierra Leone and their problems are too many and equally complex. The establishment of the Youth Commission is a step in the right direction to works towards the mitigation of the problems young people encounter. While the formation of NAYCOM is relevant and justified, it would be an imagination to believe that young people's problem can be addressed by the Commission alone. There is no way the commission can work in isolation and succeed in addressing issues around except through networking and partnership with other strategic stakeholders. These stakeholders are many and available in and outside the country either as national NGOs or INGOs, MDAs, UN agencies, funding partners and donor countries. It is believed so much could be achieved if a strong, constructive, consistent and sustained partnership and networking is built and strengthened among these partners and with one voice of overcoming young people's challenges. The strategic area 4, "partnership and networking" is designed to make the opportunity of heightened interest in and outside the country for young people's development.

NAYCOM is operating in an environment of limited resources to address its huge challenges. Of course, the support of the GoSL, the UN systems, NGOs and donor partners and countries is acknowledged, recognised and appreciated. With strong partnership and networking, and clearly defined focus, the needed sources for the development of young people will be clearly defined. Through this strategic area, duplication of resources for the work of young people will be minimised. It would lead to renewed approach of harnessing resources and it's judiciously utilisation.

Strategic Goal 4.1: Partnership and networking for youth development harmonised and strengthened

Strategic Objective 4.1.1: Partnership and networking roles and strategies of strategic partners clearly defined

Key strategies /Interventions

4.1.1.1: conduct a youth strategic stakeholder mapping are areas of common and diverse interest

4.1.1.2: Organise a national youth consultative meeting involving the strategic stakeholders

4.1.1.3: Reach out to other youth development initiatives outside Sierra Leone, for example, the concept of youth Village in Kenya

Key Outputs

- Strategic Partner roles and responsibilities
- Comprehensive partnership and networking strategies

Strategic Partners

- MDAs
- Donors
- Embassies

Strategic Goal 4.2: Resource environment for the work of young people improved

Strategic Objective 4.2.1: Resource base to support the work of young people established

Key strategies /Interventions

4.2.1.1: Embark on comprehensive research on feasible sources of resources to support youth work

4.2.1.2: Organise a round table conference on resource generation for youth work

4.2.1.3: Established a National Youth Trust fund

4.2.1.4: Strengthen mechanism for the management of the National Youth Trust fund

Key Outputs

1. National Youth Trust Fund
2. Manual for the management of the trust fund

Strategic Partners

- Ministry of Finance
- Ministry of Planning and Economic Development
- Ministry of Mineral Resources
- UNDP
- Donors
- Private Sector

Strategic Area 5: Health, Wellbeing (HIV/AIDS, drug abuse, SRH etc) and Corruption Mitigation

Increasingly, there has been the spread and threat of STIs/STDs, HIV/AIDS and SRH issues among the population especially the youth. Sexually active young people as young as 13 years old have contracted these diseases which threaten the healthy well-being of this category of the population. The situation is even acute among female youth, who are given into marriage at very young age, and a significant percentage becoming victims of teenage pregnancy. They drop out of schools, for most of them terminating their career development. The worse scenario is early death during delivery or due to contracting HIV/AIDS. Sierra Leone should work towards mitigating the of lives young people to these controllable circumstances, which falls within the mandate of NAYCOM.

On a separate note, corruption has been identified as a major root cause for the prevalent poverty among the population and the overall under-development of Sierra Leone, as it is the case in many other countries. Tackling corruption is a high priority in the New Direction through the empowerment of the Anti-Corruption Commission which has made it become effective and yielding high results. Simultaneously, the GoSL has introduced an effective Commission of Inquiry (COI) to probe public and private official and persons to give account of their stewardship. If found wanting, they should account for the abuse of misappropriation of public resources. For the fight against corruption to be won, it demands the active involvement of every man and woman in Sierra Leone particularly the youth who form a greater percentage of the population.

NAYCOM should employ constructive engagement with young people in this category of the population to ensure they become aware of the danger the issues of STIs/STDs, HIV/AIDS and other SRH issues pose to their health and wellbeing. Ultimately, the intervention will win them to become productive citizens in terms of self and contributing towards the overall national development of the country.

In the fight against corruption, NAYCOM should work hand in glove with the ACC to influence young to inculcate integrity in their behaviour, and assist the entity in identify corrupt individuals and practices to mitigate corruption in Sierra Leone.

Strategic Goal 5.1: Health and wellbeing of young people improved

Strategic Objective 5.1.1: Living a healthy wellbeing among young people internalised

Key strategies /Interventions

5.1.1.1: Create awareness among young people on the importance of sound health and healthy wellbeing

5.1.1.2: Conduct young people health and wellbeing stakeholder mapping

5.1.1.3: Establish referral paths for sound health and wellbeing of young people

Key Outputs

1. Youth Health and wellbeing clubs
2. Partner Health and wellbeing institutions/organisations

Strategic Partners

- Ministry of Health and Sanitation
- National AIDS Secretariat
- UNFPA
- WHO
- Private Health facilities
- Health Related NGOs

Strategic Goals 5.2: Corruption Mitigated

Strategic Objective 5.2.1: Participation of young people in the fight against corruption increased

Key Interventions/Strategies

5.2.1.1: Establish partnership with ACC geared towards the fight against corruption

5.2.1.2: Build capacity of young people on strategies to fight

5.2.1.3: Establish functional integrity youth clubs in communities and institutions

5.2.1.3: Create a simple to use communication linkage between young people (NAYCOM) and ACC

Key Outputs

1. MoU with ACC
2. Functional Integrity Youth clubs

3. Corruption reporting communication strategy for youth

Strategic Partners

- ACC
- Partner institutions/organisations
- Youth clubs/organisations

7.0 Monitoring, Evaluation and Learning Framework

Strategic Area	Strategic Goal	Objective	Strategy/Key Intervention	Output	Output Indicators	Baseline (2019)	TARGET			
							2020	2021	2023	2024
1. Organisational and Institutional Development of NAYCOM	1.1 NAYCOM's effectiveness and efficiency as national entity for youth across Sierra Leone enhanced	1.1.1 NAYCOM's structures and function strengthened at every level	1.1.1.1: Reorganise or establish structure at district and chiefdom involving the participation of significant population in those districts and chiefdoms	Functional structures and organs in all districts and 50 percent of chiefdoms in Sierra Leone	Number of districts/chiefdoms with NAYCOM organs	- NAYCOM Regional Offices -DYC -CYCs	Four functional districts structures 10% of functional chiefdom structures	Four functional districts structures 20% of functional chiefdom structures	Four functional districts structures 10% of functional chiefdom structures	Four functional districts structures 10% of functional chiefdom structures
			1.1.1.2: Embark on nationwide popularisation of NAYCOM,	50 percent of young people aware of NAYCOM's	Percentage of young people that can identify at least	Most youth are not aware about the	10% youth can identify at least three	20% youth can identify at least three function of NAYCOM	10% youth can identify at least three function of NAYCOM	10% youth can identify at least three function of NAYCOM

			their mandate and role, clearly creating space for young peoples' participation in the framework	mandate and their role	three functions of NAYCOM	existence of NAYCOM	function of NAYCOM			
			1.1.1.3: Design and implement a comprehensive back and forth communication package between national, regions, district and chiefdoms organs	Reliable data base on young people	Availability of reliable data base on young people	No data base on young people	MoU with SSL and DIT for Youth Database	Comprehensive data base on youth	Comprehensive data base on youth	Comprehensive data base on youth

			the situation of young people		people conducted/facilitated	people conducted/facilitated					
				Annual Status of Youth Report	Consultant recruited	Status of Youth Report	!st week Dec	!st week Dec	!st week Dec	!st week Dec	!st week Dec
					Consultation done at regional level	2014/15					
					1 st Draft of report produced						
				Stakeholder Perception	Draft of report submitted to	2016 Report	September	September	September	September	September

				Survey Report	managemen t					
			1.1.1.5: Provide a 360 degree support for young people to assume leadership role in their own governance at every level and increase their participation in decision making processes	Youth occupying 30% leadership and governance positions at community, chiefdom, district, regional and national levels.	% of young people in leadership positions at community, districts, regional and national levels	N/A	10% of young people in leadership positions at community, districts, regional and national levels	15% of young people in leadership positions at community, districts, regional and national levels	20% of young people in leadership positions at community, districts, regional and national levels	30% of young people in leadership positions at community, districts, regional and national levels

		1.1.2: Young People's issue mainstreamed across relevant MDAs	1.1.2.1: Embark on bilateral engagements with youth related MDAs to share the values of the issue of young people to their MDAs	• Signed MoU with strategic partner MDAs	Number of signed MoU with strategic MDAs	No MoU with any of the MDAs	5 MDAs signed MoUs	5 MDAs signed MoUs	5 MDAs signed MoUs	5 MDAs signed MoUs
			1.1.2.2: Organise a national consultative conference involving youth related MDAs and NAYCOM to stream line	Twenty percent (20%) complementary resources of NAYCOOM's overall budget from MDAs	% complementary resource support from MDAs	Zero complementary resource support from MDAs	5% complementary resource support from MDAs	5% complementary resource support from MDAs	5% complementary resource support from MDAs	5% complementary resource support from MDAs

			cooperation and coordination mechanism to reinforce the impact on the development of young people							
			1.1.2.3: Implement joint action between MDAs and NAYCOM for youth development	Joint action and implementation plan	No. of joint actions implemented	2 joint actions implemented	3 joint actions implemented with other MDAs	4 joint actions implemented with other MDAs	4 joint actions implemented with other MDAs	4 joint actions implemented with other MDAs
Youth Employment and	2.1: Young people's human development	2.1.1: Education and skills for young	2.1.1.1: Advocate and lobby for education and	Revised skills and higher learning institutions	No. of curricular revised	Curriculum review process	Curriculum of disciplines of the	Curriculum of disciplines of the	Curriculum of disciplines of the	Curriculum of disciplines of the productive sector revised

Employability	t for employment and employability promoted	people to gain access to the job market enhanced	skills acquisition that meets the job market demand	job market curriculum		not enabled	productive sector revised	productive sector revised	productive sector revised	
			2.1.1.2: create opportunity for young graduate that have acquired the basis education to access the job market through internship	5000 graduates with internship experience and 50% gained satisfactory employment	No. of graduates with internship experience and % who gained satisfactory employment	300 graduates with internship experience and 30% gaining satisfactory employment	1000 graduates with internship experience with 50% gaining satisfactory employment	1500 graduates with internship experience with 50% gaining satisfactory employment	1500 graduates with internship experience with 50% gaining satisfactory employment	1000 graduates with internship experience with 50% gaining satisfactory employment
			2.1.1.3: Upgrade the	10,000 youth have skills	No. of youth with		2500 youth have skills	2500 youth have skills	2500 youth have skills	2500 youth have skills

			Youth Skills training centres at four mile and ... to a standard that will provide skills that are relevant for the emerging industries	demande d by the job market	skills demanded by the job market		demande d by the job market	demande d by the job market	demande d by the job market	demande d by the job market
				50% Skilled young people have satisfactory jobs	% of skilled youth with satisfactory jobs		50% Skilled young people have satisfactory jobs	50% Skilled young people have satisfactory jobs	50% Skilled young people have satisfactory jobs	50% Skilled young people have satisfactory jobs
			2.1.1.4: Collaborate with the GoSL to upgrade other skills training centres across the country including OIC	100, 000 youth have skills demanded by the job market	No. of youth with skills demanded by the job market	N/A	25,000 youth have skills demanded by the job market	25,000 youth have skills demanded by the job market	25,000 youth have skills demanded by the job market	25,000 youth have skills demanded by the job market
				50% Skilled young people	% of skilled youth with		50% Skilled young	50% Skilled young people	50% Skilled young people	50% Skilled young people

			and others to provide skills required by the job market	have satisfactory jobs	satisfactory jobs		people have satisfactory jobs	have satisfactory jobs	have satisfactory jobs	have satisfactory jobs
	2.1.2: Young People's engagement in Agriculture for food security and as an engine for economic development enhanced	2.1.2.1: Reorient young people's mind to appreciate agriculture as a valuable option for employment and employability	Youth interest in agriculture increased	% of youth involved in agriculture	N/A	15% of youth become interested in agriculture	20% of youth become interested in agriculture	25% of youth become interested in agriculture	30% of youth become interested in agriculture	
		2.1.2.2: Establish youth farms with functional youth villages in all sixteen	16 youth farms with functional youth villages established	No. of youth farms established	4 youth farms established with no functiona	4 youth farms established with functional	4 youth farms established with functional youth villages	4 youth farms established with functional youth villages	4 youth farms established with functional youth villages	4 youth farms established with functional youth villages

			administrative districts across the country			1 youth villages	youth villages			
			2.1.2.3: Introduce mechanization and improved technology in youth farming systems away from traditional methods	16 youth farms, minimum of 1,000 hectares, one in each administrative districts	No of youth farms with mechanized and improved technology	4 youth farms established	4 youth farms with mechanized and improved technology	4 youth farms with mechanized and improved technology	4 youth farms with mechanized and improved technology	4 youth farms with mechanized and improved technology
			2.1.2.4: Create links for easy access to markets to generate income from the farming products	• Income level of 60,000 young people increased by at least 50%	No of youth with at least 50% increased income	N/A	15,000 young increased their income by 50%	15,000 young increased their income by 50%	15,000 young increased their income by 50%	20,000 young increased their income by 50%

			2.1.2.5: Introduce agribusiness initiatives especially value addition chain to youth farm products	• Youth Value added farm products available in the local markets	No. of youth value added farm products	N/A	10 youth value added farm products available in the local markets	10 youth value added farm products available in the local markets	10 youth value added farm products available in the local markets	10 youth value added farm products available in the local markets
			2.1.2.6: Capture urban youth, targeting particularly ghettos and encourage them embark on rural farming	• At least 1000 urban youth migrated to rural settlements	Number of urban youth migrating to rural settlements	N/A	250 urban youth migrated to rural settlements	250 urban youth migrated to rural settlements	250 urban youth migrated to rural settlements	250 urban youth migrated to rural settlements
			2.1.2.7: Embark on annual national	Annual Youth Trade fair organised	Number of annual youth trade		1 Youth Trade fair organised	1 Youth Trade fair organised	1 Youth Trade fair organised	1 Youth Trade fair organised

			youth farming/agriculture trade fare to institute competition among youth farmers and also attract more young people towards farming		fairs organised	N/A				
		2.1.3: Entrepreneurship potential and ability of young people enhanced	2.1.3.1: Advocate and lobby for the introduction of Entrepreneurship courses in the curricula of basic and tech/voc. Institutions	Entrepreneurship courses included in curricular of tec/voc institutions	Number of students offering entrepreneurship courses in tec/voc institutions	N/A	5,000 students offering entrepreneurship courses	8,000 students offering entrepreneurship courses	10,000 students offering entrepreneurship courses	15,000 students offering entrepreneurship courses

			2.1.3.2: Organise small youth cooperative groups comprising of young that have participated in entrepreneurship	Entrepreneurship cooperatives formed	Number of entrepreneurship cooperatives formed	N/A	20 cooperatives formed	30 cooperatives formed	25 cooperatives formed	25 cooperatives formed
			2.1.3.3: Support the small youth cooperative groups with small grants or start-up kits (for those that have also acquired	1. 100 functional youth cooperative groups at least five per district including western area urban	Number of functional youth cooperatives supported with grants or start-up kits	N/A	20 cooperatives supported	30 cooperatives supported	25 cooperatives supported	25 cooperatives supported

			productive skills but are without jobs) to start their own business							
			2.1.3.4: Link the cooperative groups with Micro Finance Institutions (MFIs) for further future support and growth of their businesses	2. 100 viable small scale youth group businesses, at least five per district including western area urban	No of small scale youth group businesses supported	N/A	20 viable small scale youth businesses supported with micro finance	30 viable small scale youth businesses supported with micro finance	25 viable small scale youth businesses supported with micro finance	25 viable small scale youth businesses supported with micro finance
Creativity, Innovation and Technology	3.1: Young person's creativity, innovation and technologic	3.1.1: Youth talents and potentials enhanced for	3.1.1.1: set up youth potential and talent committee comprising of mostly young	16 Youth Talent committees set up	No. of youth talent committees set up	N/A	4 Youth Talent committees set up	4 Youth Talent committees set up	4 Youth Talent committees set up	4 Youth Talent committees set up

	al potentials developed	personal and national development	people and some elders							
			3.1.1.2: Link young persons with very unique and admirable innovations and talents with NAYCOM at chiefdom, districts, region and national level	Talented young people linked with NAYCOM	Number of talented young people linked with NAYCOM	N/A	48 talented young people linked with NAYCOM	64 talented young people linked with NAYCOM	80 talented young people linked with NAYCOM	96 talented young people linked with NAYCOM
			3.1.1.3: Liaise with the Directorate of Innovation technology for	Young person's creative and innovative products supported by	Number of young people provided with technical	N/A	48 talented young people provided with	64 talented young people provided with technical support	80 talented young people provided with technical support	96 talented young people provided with technical support

			technical support for added value	the Directorate of Innovation	support by the Directorate of Innovation		technical support			
			3.1.1.4: Organise national talent trade fares to show case ultimately the potentials	-4 national trade fares organised	Number of national talent trade fares organised	N/A	1 national trade fare organised	1 national trade fare organised	1 national trade fare organised	1 national trade fare organised
Partnership, Networking and Resource Mobilisation	4.1: Partnership and networking for youth development harmonised and	4.1.1: Partnership and networking roles and strategies of strategic partners	4.1.1.1: conduct a youth strategic stakeholder mapping are areas of common and diverse interest	MOUs with KYDI Statistical Partners and KYDI implementation partners	Number of Statistical Partners Number of implementation partners	N/A	-Standards and codes for financial and operational (impact) reporting established	-Financial and Operational Activity reports of Implementation Partners	-Financial and Operational Activity reports of Implementation Partners	-Financial and Operational Activity reports of Implementation Partners

	strengthened	clearly defined					by NAYCOM			
							-MOUs with 15 implementation and 5 statistical partners	- NAYCOM reports to the Board on the status of attainment of the annual calendar of KYDI Statistical Indicators and the performance of each Statistical partner and also Implementation partner	- NAYCOM reports to the Board on the status of attainment of the annual calendar of KYDI Statistical Indicators and the performance of each Statistical partner and also Implementation partner	- NAYCOM reports to the Board on the status of attainment of the annual calendar of KYDI Statistical Indicators and the performance of each Statistical partner and also Implementation partner

			4.1.1.2: Organise a national youth consultative meeting involving the strategic stakeholders	Strategic Partner roles and Reporting responsibilities	Number of partners providing reports during the annual youth consultative meeting	2013 Youth Consultative Conference	- 15 Implementation partners reports - 5 reports from statistical partners -NAYCOM annual report on performance of its partners - documentation of	- 15 Implementation partners reports - 5 reports from statistical partners -NAYCOM annual report on performance of its partners - documentation of lessons	- 15 Implementation partners reports - 5 reports from statistical partners -NAYCOM annual report on performance of its partners - documentation of lessons	- 15 Implementation partners reports - 5 reports from statistical partners -NAYCOM annual report on performance of its partners - documentation of lessons
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							lessons learned from implementation/challenges	learned from implementation/challenges	learned from implementation/challenges	learned from implementation/challenges
			4.1.1.3: Reach out to other youth development initiatives outside Sierra Leone,	Lessons learned and documented from similar programmes in sub-Saharan Africa	Number of lessons learned and documented	N/A	Trip to West African Country organised	Trip to West African Country organised	Trip to West African Country organised	Trip to West African Country organised
4.2: Resource environment for the work of young	4.2.1: Resource base to support the work of young people	4.2.1.1: Embark on comprehensive research on feasible sources of resources to	Project proposals submitted to donors to support youth work	Number of project proposals prepared	3 project proposals	4 project proposals prepared	5 project proposals prepared	5 project proposals prepared	5 project proposals prepared	5 project proposals prepared

	people improved	established	support youth work							
			4.2.1.2: Organise a round table conference on resource generation for youth work	4 Round Table conference	Number of Round Table conferences organised	N/A	1 Round Table conference organised	1 Round Table conference organised	1 Round Table conference organised	1 Round Table conference organised
			4.2.1.3: Established a National Youth Trust fund	National Youth Trust Fund	- Consultative meeting report -Cabinet paper submitted	Special Youth Empowerment Fund	- 4 regional consultative meetings organised -Cabinet approval secured	- National Youth Trust Fund Bill draft - Parliamentary approval of the Bill	Launch National Youth Trust Fund Implementation of the National Youth Trust Fund	Implementation of the National Youth Trust Fund

					-Financial concurrence secured from MoF -Bill drafted - Parliamentary approval		Financial concurrence	-Presidential assent		
			4.2.1.4: Strengthen mechanism for the management of the National Youth Trust fund	National Youth Trust Fund Implemented efficiently	Manual for National Youth Trust Fund	N/A	-Set up committee to draft manual -Produce Draft manual of Trust Fund			

							-Review Draft Manual			
Health, Wellbeing (HIV/AIDS), drug abuse, SRH	5.1: Health and wellbeing of young people improved	5.1.1: Living a healthy wellbeing among young people internalised	5.1.1.1: Create awareness among young people on the importance of sound health and healthy wellbeing	32 Youth Health and wellbeing clubs	Number of Youth Health and Wellbeing clubs formed	N/A	8 Youth Health and Wellbeing Clubs formed	8 Youth Health and Wellbeing Clubs formed	8 Youth Health and Wellbeing Clubs formed	8 Youth Health and Wellbeing Clubs formed
			5.1.1.2: Conduct young people health and wellbeing stakeholder mapping	Young People Health and wellbeing partner institutions	Number of Young People Health and wellbeing partner institutions	N/A	16 Partners identified	16 Partners identified	16 Partners identified	16 Partners identified
			5.1.1.3: Establish referral paths	2. Partner Health and wellbeing	Number of Partner Health and		2 Partner Health and Wellbeing			

			for sound health and wellbeing of young people	Referral institutions/organisations	Wellbeing Referral institutions	N/A	Referral institutions identified			
5.2: Corruption Mitigated	5.2.1: Participation of young people in the fight against corruption increased	5.2.1.1:	Establish partnership with ACC geared towards the fight against corruption	-MoU with ACC -64 Trained NAYCOM staff	Number of NAYCOM staff trained on corruption mitigation issues	N/A	64 NAYCOM staff trained			
		5.2.1.2:	Build capacity of young people on strategies to fight against corruption	DYC executives members trained in corruption mitigation measure	Number of DYC executive members trained	N/A	56 DYC executive members trained	56 DYC executive members trained	56 DYC executive members trained	56 DYC executive members trained

			5.2.1.3: Establish functional integrity youth clubs in communities and institutions	272 Functional Integrity Youth clubs	Number of functional Integrity Clubs formed	N/A	32 functional Integrity Clubs formed	64 functional Integrity Clubs formed	80 functional Integrity Clubs formed	96 functional Integrity Clubs formed
			5.2.1.4: Create a simple to use communication linkage between young people (NAYCOM) and ACC	- Corruption reporting communication strategy for youth -Quarterly	`strategy document approved by ACC	N/A	-constitute a joint committee with ACC -Draft corruption reporting communication strategy for youth Quarterly reports	Quarterly reports submitted by DYCs	Quarterly reports submitted by DYCs	Quarterly reports submitted by DYCs

							submitted by DYCs			
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8. INDICATIVE BUDGET

STRATEGIC AREA	STRATEGIC GOAL	OBJECTIVE	ACTIVITIES	BUDGET				
				2019	2020	2021	2022	2023
Organisational and Institutional Development of NAYCOM	1.1 NAYCOM's effectiveness and efficiency as national entity for youth across Sierra Leone enhanced	1.1.1 NAYCOM's structures and function strengthened at every level	1.1.1.1 Reorganise or establish structure at district and chiefdom involving the participation of significant population in those districts and chiefdoms					
			1.1.1.2 Embark on nationwide popularisation of NAYCOM, their mandate and role, clearly creating space for young peoples' participation in the framework					
			1.1.1.3 Design and implement a comprehensive back and forth communication package between national, regions, district and chiefdoms organs					
			1.1.1.4 Strengthen and Department of Research, Planning, Publicity, Monitoring & Evaluation					
			(a) Produce Status of Youth Report					
			(b) Conduct Stakeholder Perception Survey					

			(c) Develop electronic data base						
			1.1.1.5: Provide a 360 degree support for young people to assume leadership role in their own governance at every level and increase their participation in decision making processes						
		1.1.2 Young People's issue mainstreamed across relevant MDAs	1.1.2.1: Embark on bilateral engagements with youth related MDAs to share the values of the issue of young people to their MDAs						
			1.1.2.2: Organise a national consultative conference involving youth related MDAs and NAYCOM to stream line cooperation and coordination mechanism to reinforce the impact on the development of young people						
			1.1.2.3: Implement joint action between MDAs and NAYCOM for youth development						
Youth Employment and Employability	2.1: Young people's human development for employment and employability promoted	2.1.1: Education and skills for young people to gain access to the job market enhanced	2.1.1.1: Advocate and lobby for education and skills acquisition that meets the job market demand						
			2.1.1.2: create opportunity for young graduate that have acquired the basis education to access the job market through internship						
			2.1.1.3: Upgrade the Youth Skills training centres at four mile and ... to a standard that will provide skills that are relevant for the emerging industries						
			2.1.1.4: Collaborate with the GoSL to upgrade other skills training centres across the country including OIC and others to provide skills required by the job market						
		2.1.2: Young People's engagement in	2.1.2.1: Reorient young people's mind to appreciate agriculture as a valuable option for employment and employability						

		Agriculture for food security and as an engine for economic development enhanced	2.1.2.2: Establish youth farms with functional youth villages in all sixteen administrative districts across the country					
			2.1.2.3: Introduce mechanization and improved technology in youth farming systems away from traditional methods					
			2.1.2.4: Create links for easy access to markets to generate income from the farming products					
			2.1.2.5: Introduce agribusiness initiatives especially value addition chain to youth farm products					
			2.1.2.6: Capture urban youth, targeting particularly ghettos and encourage them embark on rural farming					
			2.1.2.7: Embark on annual national youth farming/agriculture trade fare to institute competition among youth farmers and also attract more young people towards farming					
		2.1.3: Entrepreneurship potential and ability of young people enhanced	2.1.3.1: Advocate and lobby for the introduction of Entrepreneurship courses in the curricula of basic and tech/voc. Institutions					
			2.1.3.2: Organise small youth cooperative groups comprising of young that have participated in entrepreneurship					
			2.1.3.3: Support the small youth cooperative groups with small grants or start-up kits (for those that have also acquired productive skills but are without jobs) to start their own business					
			2.1.3.4: Link the cooperative groups with Micro Finance Institutions (MFIs) for further future support and growth of their businesses					
Creativity, Innovation and Technology	3.1: Young person's creativity,	3.1.1: Youth talents and potentials	3.1.1.1: set up youth potential and talent committee comprising of mostly young people and some elders					

	innovation and technological potentials developed	enhanced for personal and national development	3.1.1.2: Link young persons with very unique and admirable innovations and talents with NAYCOM at chiefdom, districts, region and national level							
			3.1.1.3: Liaise with the Directorate of Innovation technology for technical support for added value							
			3.1.1.4: Organise national talent trade fares to show case ultimately the potentials							
Partnership, Networking and Resource Mobilisation	4.1: Partnership and networking for youth development harmonised and strengthened	4.1.1: Partnership and networking roles and strategies of strategic partners clearly defined	4.1.1.1: conduct a youth strategic stakeholder mapping are areas of common and diverse interest							
			4.1.1.2: Organise a national youth consultative meeting involving the strategic stakeholders							
			4.1.1.3: Reach out to other youth development initiatives outside Sierra Leone,							
	4.2: Resource environment for the work of young people improved	4.2.1: Resource base to support the work of young people established	4.2.1.1: Embark on comprehensive research on feasible sources of resources to support youth work							
			4.2.1.2: Organise a round table conference on resource generation for youth work							
			4.2.1.3: Establish a National Youth Trust fund							
			4.2.1.4: Strengthen mechanism for the management of the National Youth Trust fund							
	Health, Wellbeing (HIV/AIDS, drug abuse, SRH)	5.1: Health and wellbeing of young people improved	5.1.1: Living a healthy wellbeing among young people internalised	5.1.1.1: Create awareness among young people on the importance of sound health and healthy wellbeing						
5.1.1.2: Conduct young people health and wellbeing stakeholder mapping										
5.1.1.3: Establish referral paths for sound health and wellbeing of young people										
5.2: Corruption Mitigated		5.2.1: Participation of young people in the fight against	5.2.1.1: Establish partnership with ACC geared towards the fight against corruption							
			5.2.1.2: Build capacity of young people on strategies to fight against corruption							

		corruption increased	5.2.1.3: Establish functional integrity youth clubs in communities and institutions					
			5.2.1.4: Create a simple to use communication linkage between young people (NAYCOM) and ACC					

