

Youth Inclusion

Framework: Lessons

Learnt from Khulisa

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Emerging Evaluator

Sub-theme 6: Evaluation for and by Youth

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About Khulisa

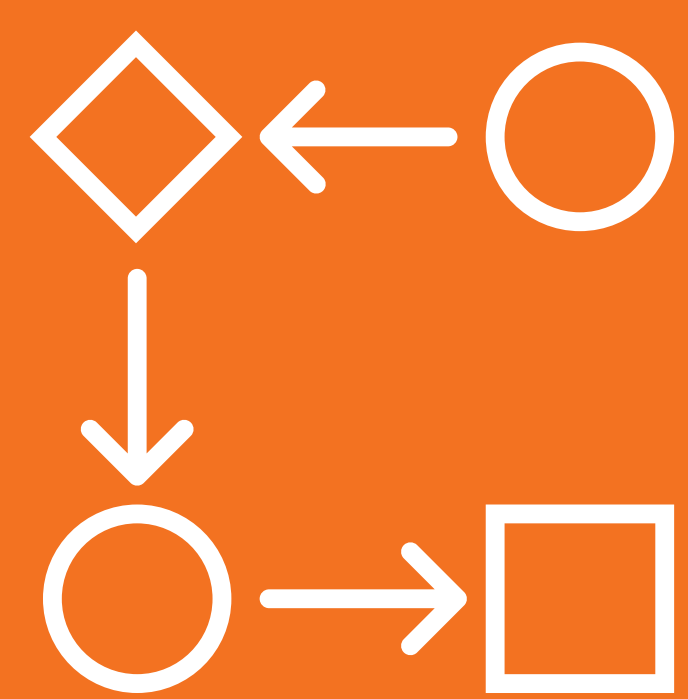
30+ years of experience in implementing MEL assignments in more than 45+ low and middle-income countries, serving over 95+ clients across a wide range of sectors – health, education, agriculture, democracy and governance, and media



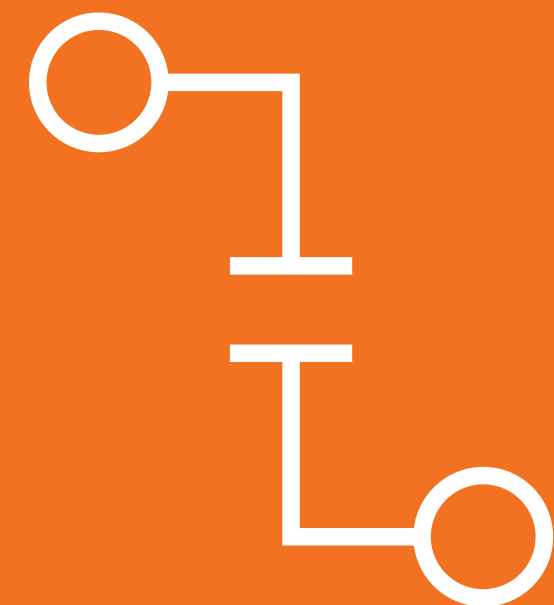
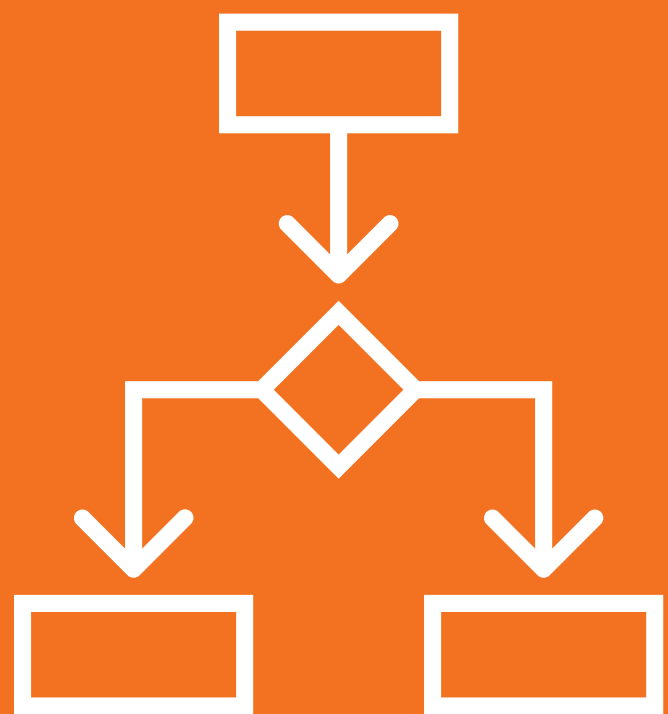
About Khulisa

Hosted over 100 interns, from 20 nationalities who have successfully established themselves in private sector consulting firms, national governments, NGOs and multilateral institutions. We view this contribution to feeding the pipeline of emerging evaluators in Africa and globally as a substantial achievement





Youth Inclusion Framework



Objectives

- 1) To facilitate meaningful youth engagement in M&E processes.
- 2) To enhance the relevance and responsiveness of programs through youth input.
- 3) To build youth resilience and improve access to employment opportunities.
- 4) To adapt the framework to meet sector-specific needs and contexts.



Youth Inclusion Framework

Identify Youth Stakeholders

- Stakeholder analysis to identify key youth relevant to the evaluation
- Ensure a diverse representation of youth

Engagement through Tailored Methodologies

- Utilize a mix of qualitative and quantitative methods to engage youth
- Tailor engagement techniques to be youth-friendly and accessible.

Integration of Youth Feedback

- Analyze and synthesize youth feedback to identify key themes and insights
- Systematically incorporate into findings and recommendations
- Inform youth about input influence

Capacity Building and Empowerment

- Provide training and capacity-building opportunities for youth to enhance their skills in M&E processes
- Empower youth to take on leadership roles within the evaluation process

Monitoring and Evaluation of the Framework

- Continuously monitor the implementation of the Youth Inclusion Framework to assess effectiveness
- Use experience to refine and improve the framework over time

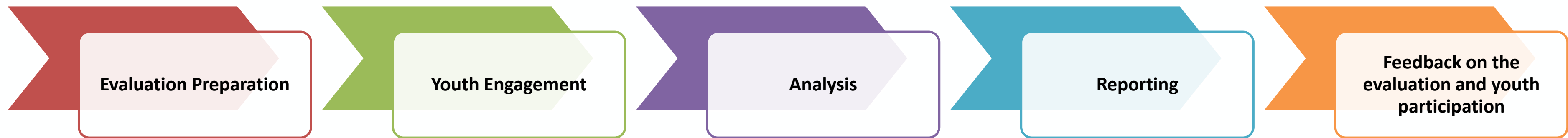
Sector-Specific Adaptation

- Customize the framework to address the unique needs and challenges of different sectors
- Ensure sector-specific considerations are integrated into the engagement and feedback processes

Youth Engagement in Evaluations

Evaluation Phase	Role	Responsibility
Data collection	Key informant	Sources of evidence and insight for the evaluation
Data collection	Young evaluator	Conduct in-person data collection Capturing hard copy data into digital formats
Analysis and reporting	Young evaluator	Coding and data cleaning Contribute inputs and feedback to the data analysis and validation process
Every phase	Advisor	Act as advisors/decision makers who help conceptualize Guide and oversee the evaluation process with leads

Framework Implementation Phases



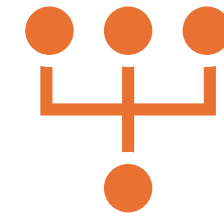
Integrating Youth in Evaluations



Data collection



Sources of
Information



Co-creators and
managers of
evaluations



Youth Evaluation
Advocates

Integrating Youth in Evaluations

Ensuring that youth perspectives are integrated into evaluations, contributes to more inclusive, relevant, effective development initiatives and evaluations



Evaluation Skill Transfer

Benefits for Youth

- Develop new skills
- Establish professional relationships with peers and experienced evaluators
- Discover identity as valuable contributors
- Create social change through involvement of social development programs

Benefits for Programs, Policies and Organizations

- Discover new perspectives and insights
- Improve relevance of policies and programs that impact youth
- Effective policies and programs that respond to youths' experiences
- Expand youth development strategies and capacities

Point of Action for Youth Evaluations



Consult



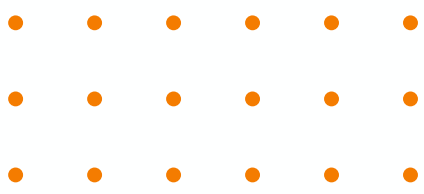
Listen



Include



Recognize



Khulisa Experience: Youth Evaluations

Leadership Evaluation project

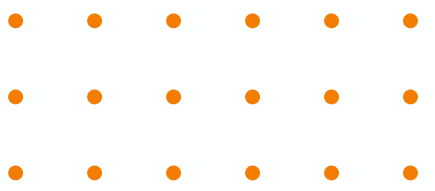


The initiative we evaluated focused on assessing the effectiveness and outcomes of a leadership program, which is a signature effort to develop the next generation of South African leaders.

Higher Education in STEM



The transformative initiative is designed to support economically disadvantaged students who exhibit potential and resilience but lack the financial resources to pursue higher education in critical fields such as engineering, medicine, business sciences, and information technology.



Khulisa Experience: Youth Evaluations

Skills Development for Employment



The program we evaluated focused on enhancing the economic prospects of people in Africa through improved employment opportunities and better conditions for economic growth. The program operates across several African countries and emphasizes the development of skills that match labour market needs, thus facilitating higher employment rates and promoting economic development.

Key Considerations

Acknowledge that meaningful engagement of youth and emerging evaluators in evaluation is an ongoing process, and not a one-time effort

Youth should not be treated as passive objects of evaluations

Conclusion

The Youth Inclusion Framework provides substantial value to South African youth by ensuring their active participation in monitoring and evaluation processes. Through this framework, we aim to continue fostering a culture of inclusivity and responsiveness, driving positive change for future evaluators.





Thank you!

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