

CAPACITY BUILDING FOR YOUNG AFRICAN PROFESSIONALS WORKING IN THE HIV/AIDS SECTOR: A pilot initiative of SPW with the support of UNFPA

Young People can and should take up a leadership role in addressing the most important issues which affect their lives, peers, families, communities, countries and the world. To do this, young people need to be properly supported and trained in key areas to complement their energy and motivation.

SPW IS CALLING FOR EXPRESSIONS OF INTEREST FROM HIGHLY MOTIVATED YOUNG AFRICAN PROFESSIONALS WHO ARE WORKING TO ADDRESS HIV AND AIDS ISSUES TO PARTICIPATE IN AN EXCITING CAPACITY BUILDING PILOT IN 2008.

INTRODUCTION TO SPW. Students Partnership Worldwide (SPW) is a youth focussed INGO that has been running programmes in Africa and South Asia, headquartered in the UK. SPW's programmes place young people at the forefront of change and development in the countries where they live. More information available at www.spw.org.

SPW'S APPROACH TO CAPACITY BUILDING. SPW's work is delivered entirely by young professionals (more than 1,000 volunteer peer educators aged 18-28, and 170 full-time staff with an average age of 26 years), and so we have had to develop extensive training and capacity building modules and processes to skill up our young professionals to be able to deliver high-quality development programmes, including areas ranging from programme design and management, to monitoring and evaluation, to strategic planning. More than 20 years experience has shown that effective capacity building for young professionals must be:

- ✓ Based on a participatory assessment of the current capacity levels and priorities of an individual and/or organisation.
- ✓ Conducted in a holistic, integrated manner, linking various technical skill areas,
- ✓ Approached with the explicit intention of increasing and improving the social impact of development work, not merely the skill levels of specific individuals.
- ✓ Delivered through training and tools that are specifically designed for use by young professionals, and use participatory, interactive methods (not lecture format).
- ✓ Long-term and sustained, as capacity building takes time, and must be conducted with ongoing support in the implementation phase to achieve desired results.

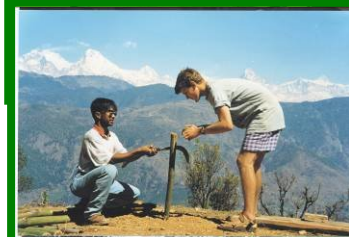
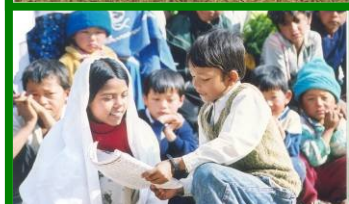
INTRODUCTION TO THE CAPACITY BUILDING PILOT INITIATIVE. In recent years, a significant advance has been made to meaningfully involve and partner with young people in the fight against HIV/AIDS; however, there is a clearly identified need for focused and sustained capacity building efforts for youth-focused organisations and networks. This pilot initiative is designed to test whether focused and sustained capacity building support for young African professionals working in the HIV/AIDS sector can result in a significant improvement in their own abilities, the performance of their organisations and ultimately an increased impact addressing HIV and AIDS among young people.

DETAILS OF INITIATIVE. This pilot will focus on building capacity in two specific areas:

- 1) Programme planning, monitoring and evaluation; and
- 2) Strategic positioning, fundraising and partnerships

The pilot initiative will extend over six months, and will include:

- Selecting 28 participants from 14 relevant organisations/networks (criteria below)
- Conducting a capacity assessment with those participants on their skills/their organization's capacity in the two focus areas.
- Pre-workshop communications with the participants to get started on thinking through the key concepts in both areas.
- A 10-day training workshop in Zambia, split into two sessions (one for each capacity area), in February 2008 (5-15 February).
- Follow-up support from SPW technical staff and peer support mechanisms to support implementation of new skills and tools.



WHAT SPW WILL PROVIDE. The training and much of the follow-up support will be delivered by SPW's technical staff in the two focus areas, themselves qualified young professionals. In addition to leading the delivery of all components of the pilot initiative, SPW will be providing each participant with the following: flights and visas for travelling to Zambia, accommodation, food and local transport while in Zambia, sets of introductory tools, templates and resources, and a small allowance of £5 per day for incidental expenditures while in Zambia (SPW will not provide per diem allowances at UNFPA rates).

ANTICIPATED BENEFITS FOR PARTICIPANTS AND THEIR ORGANISATIONS. We are hopeful that this pilot initiative will result in similar results for participants as we have seen within SPW, such as the following for individual participants:

- Practical skills and tools in the two focus areas to manage their work and contribute to their organisations more effectively.
- Opportunity to engage with other young professionals for exchange and learning.

And for participating organisations, increased abilities:

- To align efforts with national development plans and strategies.
- To secure resources to continue and expand efforts.
- To monitor activities and demonstrate impact of efforts).

CRITERIA FOR INTERESTED PARTICIPANTS. We are seeking to identify appropriate pairs of individuals from relevant organizations and networks. Expressions of interest must be submitted jointly, stating the intention and commitment of the two proposed participants as well as their organization to the initiative. Where possible, we would prefer pairs of participants to include 1 female and 1 male from each organisation to ensure gender balance.

Pairs of participants should meet the following criteria:

- ✓ Be anchored to an established institution/organization in Eastern or Southern Africa.
- ✓ Have an appropriate colleague who can join them to make a pair for the initiative.
- ✓ Proficient working in English (written and verbal).
- ✓ Willing to invest the time necessary in pre-workshop assessments and reviewing the workshop agenda, and post-workshop communications with SPW staff and peer support mechanisms.
- ✓ Available for the February workshop dates
- ✓ Committed to implementing new skills and tools on return to their regular work life.

APPLICATION PROCESS. Expressions of interest should include four documents:

1. Interested participants (in pairs) will need to submit a letter of interest stating: their desire to participate in the initiative, their acceptance of the terms and commitment required (as stated above), a paragraph bio of themselves and a paragraph on their organization, what they expect to gain from participation in the initiative and what benefit they hope to result in their own work and the work of their organization related to youth and HIV/AIDS. Selection will be done in pairs, so it is necessary for two individuals from the same organization to apply jointly (in two separate letters),
2. A senior member of the participants' organization must provide a letter of support committing to give the participants the time necessary to complete all components of the initiative, and to allow space for the individuals to introduce new tools/methods within the organisation (or modifying existing ones) as part of the initiative.
3. A completed 1-page organizational profile form (enclosed).

Expressions of interest must be submitted to Shahina Bahar, Project Manager for the initiative, at shahina.bahar@spw.org, by Monday, 10 December 2007. We will be selecting participants and informing them by 21 December 2007.

