



EXECUTIVE SUMMARY

Problem Statement

In recent years, there has been increased interest in the non-profit sector in Nigeria with non-governmental organizations playing enlarged roles in improving lives of underserved communities as well as contributing to the growth and development of communities across the country. Despite the emergence of non-profits as a third sector, there are little or no pathways to developing professionals with the requisite knowledge and experience needed to take up roles and contribute meaningfully to the development of the sector. Furthermore, students in underserved communities have inadequate opportunities for leadership, social and economic development, which ultimately contributes to a gap in skill (soft and hard), knowledge and confidence that hinder the realisation of their potentials.

The realization of young people's full potential is affected by wider social and economic factors. Studies revealed that young people in Nigeria aged 15-24 account for over 60% of unemployed youth. In addition, secondary education is the highest educational level attained by almost 60% of unemployed youth, suggesting that there are significant barriers in access to higher levels of education. The lack of opportunities for secondary school graduates is attributed to the misalignment between what is taught in school and what employers need. A 2014 Report prepared by Dalberg and funded by the Ford Foundation exposes the gap between skills taught at school and their relevance to work place realities. The skills gap also affects the talent pipeline for the non-profit sector, and this requires the intervention of stakeholders interested in youth development in Nigeria.

Purpose of Grant

The iLEAD programme has been designed to provide youth in select public secondary schools in Akwa Ibom State with the leadership, life and employability skills to achieve personal success and transition into higher education or paid employment leveraging a train the trainer approach. The programme also aims at equipping dynamic graduate youth who have demonstrated passion for social development with the knowledge, skills and experience to become change leaders in their communities and key contributors to the development sector.





iLEAD Fellowship 2016 - 2018

Summary of the Activities

- Selection and delivery of the iLEAD program to 450 Senior Secondary School one (S.S.1) students from 5 schools.
- Selection and training of 30 youth serve fellows (national youth service corps members) who have demonstrated a passion for social change with the skills and tools to lead change in their assigned communities and expand their knowledge on social development themes.
- Organization of after-school weekly iLEAD leadership, life and employability skills sessions with students in the selected schools.
- Facilitate social sector mentorship and internship for youth service fellows aimed at providing guidance, knowledge and experiential learning needed to contribute to be value creators in the development sector.
- Change Project implementation by teams of secondary students participants aimed at solving an identified challenge within their communities.
- Facilitate internship opportunities for 70 students in select organizations.

Funding Requested

Two Hundred and Fifty Thousand US Dollars (\$ 250,000).

Overview of LEAP Africa

Leadership Effectiveness, Accountability and Professionalism (LEAP) Africa, established in 2002, is a non-profit committed to developing dynamic innovative and principled African leaders. We recognize that raising leaders is critical to nation building and wealth creation. Over the years, LEAP has inspired and equipped youth, business owners and social entrepreneurs to lead ethically while implementing initiatives that transform their communities and organizations for better; sustaining livelihood and contributing to national development. LEAP achieves this through its training programmes, publications and e-Learning.

LEAP also actively conducts extensive research and this forms the basis for our books and leadership training curricula which are action-oriented guides to creating positive and lasting change in individuals,





iLEAD Fellowship 2016 - 2018

organisations and communities. To date, LEAP has published 11 books on topics such as ethics, governance, talent management, succession planning and corporate culture.

In 2014, through the support of the Australian Government, LEAP partnered with the Akwa Ibom State Ministry of Education to implement a youth leadership and life skills programme in 7 public schools, reaching 450 students (Direct beneficiaries) and over 25,000 community members (Indirect beneficiaries) within Uyo metropolis in Akwa Ibom state.

BENEFICIARIES

The programme aims at reaching 450 S.S.1 students from 5 public schools and 30 youth engaged in the NYSC scheme for a period of two years; 2017 – 2019. The iLEAD programme targets two cadres of direct beneficiaries; *Social change enthusiasts engaged in the National Youth Service (NYSC) programme* and *S.S.1 students in underserved public secondary schools in Akwa Ibom State.*

Programme Objectives

The programmes objectives are designed to impact two groups of beneficiaries as follows:

-Social change enthusiasts engaged in the National Youth Service (NYSC) programme

- Expose dynamic youth to the concept of leadership and equip them with the leadership and life skills for personal transformation.
- Equip a generation of young people who are passionate about social change and development with the tools and skills to lead change in their communities.
- Train and equip youth to be value creators in the development sector by exposing them to opportunities to mentor younger youth and with relevant experience to launch impactful social initiatives or take up careers in Civil Society Organisations in Nigeria.
- Trained participants will be engaged as mentors and serve as trainers of LEAP's leadership and life skills curriculum to the secondary school student beneficiaries on this project. The curriculum will include modules on leadership, visioning and goal setting, time management, communication skills, team working etc.





-Underserved S.S.1 students in public secondary schools

- Provide an all-inclusive educational experience that will help disadvantaged youth develop the skills, knowledge and confidence to fulfil their potentials and transition successfully from high school to higher education or worthwhile employment.
- Provide work-based learning opportunity for secondary school-aged youth in order to increase their commercial awareness.
- Promote youth participation in community development through the implementation of impactful change projects.

Key Activities

The iLEAD programme spans the course of 2 years and comprises of 9 core activities:

1. **Stakeholder Engagement:** LEAP will engage the state board of education, employers, and parents at the beginning, mid-project and at the end of the project by organising stakeholder meetings, and by sharing mid and end-term reports. The purpose is to get their buy-in and partner with them throughout the programme cycle to achieve desired outcomes. LEAP will also share programme outcomes and key findings with stakeholders with a view to influencing decision making and policy change as it relates to secondary school curriculum in Nigeria.
2. **Curriculum Improvement Process:** LEAP will conduct a needs validation process that will ultimately inform the improvement of our existing curriculum to fit the goals of this project. As part of the process, LEAP will engage multiple stakeholders including employers, the education board, and students.
3. **School and Student Selection:** In the first year of the programme, LEAP in partnership with the Akwa Ibom State ministry of education, will select 5 schools from educational districts in Akwa Ibom with one school representing a district. A total of 450 first year Senior Secondary School (S.S.1) students will be selected from the five schools through written essays- which will be focused on “Youth as change agents”. Each school comprising of 90 students divided into 3





iLEAD Fellowship 2016 - 2018

clusters of 30 students each to allow for more effective engagement. The selected students are engaged throughout the two-year life span of the project.

4. **Fellows Selection:** In partnership with the National Youth Service Corps (NYSC), LEAP will select 30 youth corps members in Akwa Ibom State who have demonstrated a passion for social change. The selection process, which will include answers to short essay questions and interviews, will be designed to evaluate their commitment to social causes, and their capacity and personal motivation to meet the demands of the fellowship year. These corps members are selected in two streams; the first 15 at the beginning of the first year of the project and the second 15 at the beginning of the second year of the project. Each stream of fellows is engaged for one year in consonance with the NYSC structure. Selected fellows are equipped with the knowledge and skills to be social change agents through an intensive training session and mentoring support from key decision makers in the development sector. These youth corps members with support from the NYSC are posted to the selected public secondary schools under the iLEAD programme where they deliver the iLEAD curriculum and provide mentoring support to students in their assigned schools over a period of one year.

5. **Intensive Training workshops:** Youth corps members who are selected are engaged in two training workshops in each year of the programme cycle.

i. **Leadership and Life skills training:** This training will take place at the beginning of the programme and is focused on building the leadership and soft skills competencies of fellows utilizing LEAP's youth leadership curriculum developed in tandem with best practices on leadership across the globe. The training also develops the capacity of fellows to lead change in their assigned secondary schools by equipping them with facilitation, mentoring, monitoring and evaluation skills needed to effectively deliver the iLEAD curriculum to assigned students as well as track the progress of the project in line with expected outcomes.

ii. **Social Sector development training:** In line with the iLEAD programme objective to train and equip value creators for the development sector, fellows will go through a training aimed at exposing





iLEAD Fellowship 2016 - 2018

them to the skills and knowledge needed to contribute effectively to the development of the social sector in the middle of their fellowship year.

6. iLEAD Curriculum delivery: Upon completion of the leadership and life skills training, the first stream of fellows will begin the implementation of iLEAD curriculum to students in their assigned schools. The curriculum delivery aims at exposing students to the skills and knowledge they need to achieve personal success and transition successfully into paid employment or higher education. Fifteen fellows are responsible for cascading the iLEAD curriculum to 450 SS1 students in 5 public schools in Akwa Ibom State. Three fellows are posted to a school with 90 students per school participating in the iLEAD programme. Each fellow is responsible for cascading the curriculum to a cluster of 30 S.S.1 students. The curriculum delivery takes place once a week after school for an hour. Similarly, the second stream of fellows continue the curriculum delivery in the second year. The curriculum delivery in the first year culminates with a change project implemented in clusters by student beneficiaries to address an identified problem or need in their communities. While at the end of the second year, selected beneficiaries embark on internships.

