Implemented by:

IMPACT TOOLBOX

SOZO®

2021 YOUTH IN DEVELOPMENT BOOT CAMP REPORT

FOR EMERGING SOCIAL CHANGE LEADERS

The Youth in development Boot Camp and Fellowship is a program of Impact toolbox and Sozo Networks.

Impact Toolbox is a digital idea incubation platform that provides comprehensive training, collaboration opportunities, and seed funding to transform ideas for social change into viable social ventures. It also connects impact investors and funders to viable social ventures with high growth potentials.

Sozo Networks is a youth-led non-profit organization that promotes young people's participation in leadership and development in Nigeria. We help to develop competence for active citizenship and leadership.

Outline

Summary

Overview

Selection of participants

Baseline survey

Activities

Results

Post boot camp activities

Limitations

Recommendation

Conclusion

Report Summary

- The Youth in Development (2021) virtual boot camp received about 2079 applications from twenty-one (21) countries in Africa.

- The application was accessible from the 6th of December 2021, until the 20th of January 2021. We accepted one hundred fifteen (115) participants from fourteen (14) countries in Africa for the program.

- Ten volunteers worked directly with the Sozo Networks team during the boot camp.
- There were three (3) Moderators and twenty-two (22) Facilitators.

- 41% of the participants were between 26 and 30, with 60% from a low-income background, 54% work in a non-profit, and 75% offer free services.
- We trained the participants on fundraising, financial management, impact assessment and analysis, Lean Start-up approach, business model development, integrating sustainable development goals (SDGs), storytelling, social media management and volunteer management

- Knowledge assessment grew from 39% pre-test to 81% post-test score on average, while 98% of participants reported that the training met their learning needs.

OVERVIEW

The Youths (ages of 15 to 35) make up 40% of the population in Africa, making it the continent with the youngest population in the world. Lately, many youths have begun to participate in developing the continent through entrepreneurship and sustainable development initiatives. Some of the enterprises do not survive the first three years of operation, and one of the reasons is that the founders are not equipped with the essential tools to manage and sustain them. The Youth in Development Boot camp and Fellowship program is organized and implemented by Impact Toolbox and Sozo Networks, and provides young leaders with the knowledge, skills, and networks required to lead sustainable community development initiatives. We target nurturing leadership skills through tailored programs and mentoring.

The first edition of the Youth in Development (YID) program was sponsored by the United States embassy in 2019. 200 leaders in four geographical locations in Nigeria participated in the boot camp. The project goal was to provide 200 youths in Nigeria with the knowledge, skills, and networks needed to effectively lead sustainable initiatives capable of strengthening the country's democratic and social-economic landscape. Further, they were encouraged to participate in the supervised training of another 2000 social change makers. The project achieved this through a 4-day train-the-trainer capacity development boot camp for young civic leaders and social entrepreneurs in 4 states, followed by a series of step-down training activities.

This second edition featured experts from all around the world and participants from across Africa. It was an interactive and intensive experience. The boot camp hosted 115 youths virtually on Zoom for three days and provided the necessary skills to lead sustainable community development initiatives effectively.

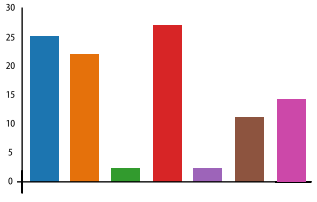
Selection of Participants

The application portal was opened on the 6th of December, 2020, and closed on the 20th of January, 2021. We publicized the call for application through different opportunity sites, social media advertisements, and partner organizations. We received over 2000 applications from 21 countries in Africa. Independent reviewers screened applications based on a rubric-based scoring developed by the Sozo networks team, and another independent review team reviewed the 224 long-listed applications. We accepted one hundred participants, and we waitlisted 50 applicants

We preferred participants who demonstrated strong leadership skills, positive attitude, knowledge, experience in social entrepreneurship or community work, good communication skills, and willingness to step down the training.

5. Sector or area of work

Education	25
Health	22
Good Governance	2
Youth Development	27
Fin Tech	2
Agriculture & Food Security	11
Gender Equality and Women E..	14



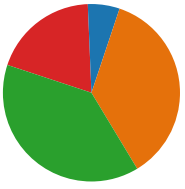
6. Industry

Non Profit	54
Social entreprise	49



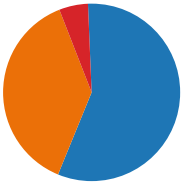
7. Age range

Below 20	6
20-25	36
26-30	41
31-35	20



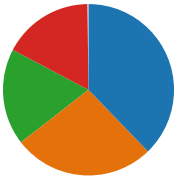
8. Background

Low Income	60
Average	40
High Income	0
	3



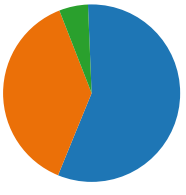
9. Community of Work

Rural	36
Urban Slum	27
Peri Urban	20
Urban	17



10. Years of initiative (enterprise)

Less than 1 year	47
2-4 years	51
More than 4 years	5



BASELINE SURVEY

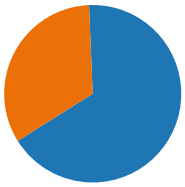
We conducted a baseline survey to understand participants' demographics, area of specialization, awareness about the significant subject areas designed for the boot camp, and the topics' relevance. The charts below show our findings.

It was identified that 72% of participants had limited knowledge about creating a social enterprise; 93% of the participants said revenue creation was a significant constraint for them; 72% of the participants did not have what they need to sustain their organizations for the next five years and 77% of did not understand the intricacies of fundraising and partnerships.

Only 47% of them knew how to develop and use a logical framework, while 66% claimed some degree of proficiency in monitoring and evaluating their project's social and economic impacts. 41% of the participants claimed to always conduct need assessments and stakeholders' engagement before launching a project. In comparison, 34% said they often conducted needs assessments and stakeholders' meetings before undertaking a project, while 5% never conduct need assessments. Only 28% of participants produce annual reports, and 82% do not have a yearly audited account and detailed financial information.

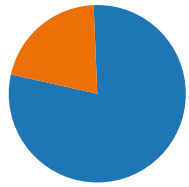
11. I have attended a capacity development training in the last 1 year

Yes	70
No	33



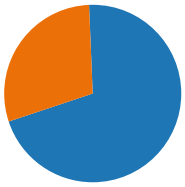
12. My organization have a strategic plan

Yes	84
No	19



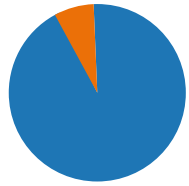
13.. My organization have a theory of change

Yes	73
No	30



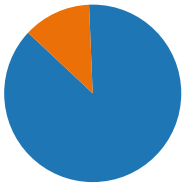
14. My organization have a clearly written vision, mission, goals, and core values

Yes	97
No	6



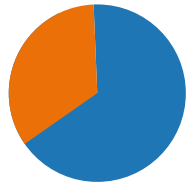
15. I apply human-centered design in developing all my projects

Yes	92
No	11



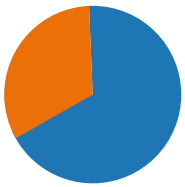
16. I have a business plan for my organizations and projects?

Yes	70
No	33



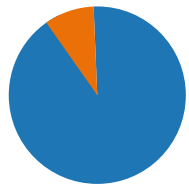
18. I have limited knowledge about creating a social enterprise

Yes	72
No	31



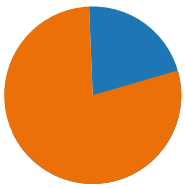
19. Revenue creation is a major problem I'm faced with in moving my organization/project forward

Yes	93
No	10



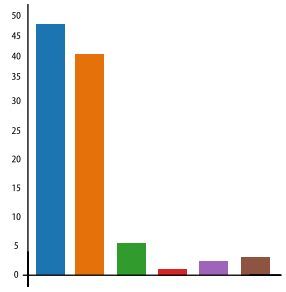
18. Is my organisation/business currently financially profitable?

Yes	72
No	31



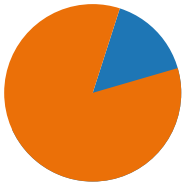
21. My organzation/buiness has generated revenue and investment of up to?

$ 0	49
Less than $5000	42
$5000 to $10000	6
$10,000 to $20,000	1
$20,000 to $50,000	2
Greater than $50,000	3



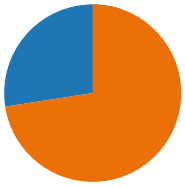
24. I frequently use crowdfunding platforms to raise money for organization and projects

Yes	19
No	84



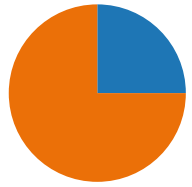
25. I completely understand how to raise funds and develop partnerships

Yes	77
No	26



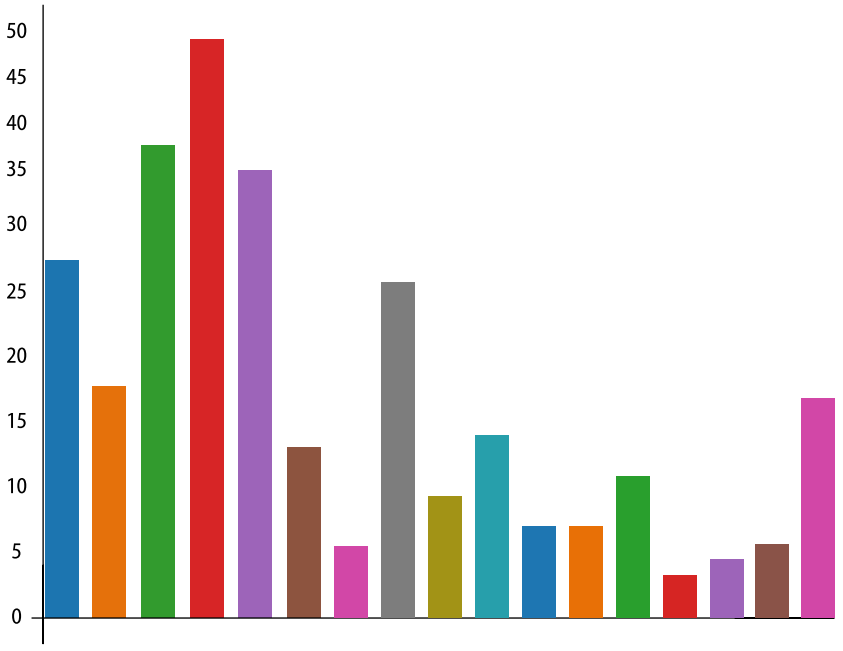
26. I have initiated fundraising campaigns and hit my fundraising goals

Yes	23
No	80



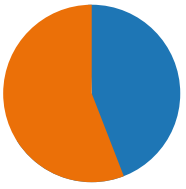
31. Which of the goal(s) is my work about

1	28
2	19
3	37
4	49
5	35
6	13
7	5
8	24
9	12
10	13
11	7
12	7
13	10
14	4
15	5
16	6
17	18
18	



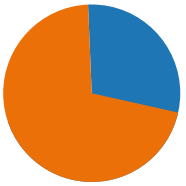
33. I know how to develop and use a logical framework?

Yes	47
No	56



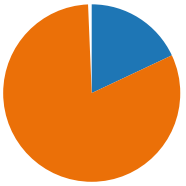
37.. My organization produce a standard and captivating project and annual reports?

Yes	28
No	75



38. My organization has a yearly audited account and detailed financial reports

Yes	21
No	82



Activities

We conducted intensive pre-recorded trainings and a 3-day practical and experiential boot camp. The boot camp provided a total of 30 hours of learning to a total of 115 participants. The pre-recorded sessions included the online grant writing course facilitated by Professor Jesse Lutabingwa of the Appalachian State University; navigating startup challenges by Chidi Nwaogu; a conversation with a former member of the Danish Parliament and Minister of Environment; Kristen Brosbol; and competitive analysis, value proposition and customer discovery taught by Eric Schlenker of Appalachian State University. The topics covered at the boot camp ranged from impact assessment and measurement, fundraising and financial management, ideation and venture model development, volunteer management, storytelling, and social media management.

There were 22 facilitators from all parts of the world. The boot camp adopted an experimental learning model, and the sessions were practical, featuring real-time problem scenarios, problem-solving situation exercises, and case studies.

Table 1.0 shows a list of all the 22 facilitators and the topics they facilitated during their sessions.

Table 1.0 Facilitators and Topics



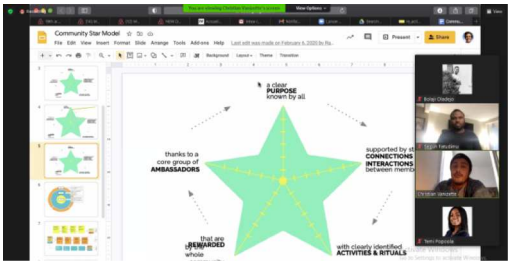
Agenda

Welcome note and introduction to YID	**Segun Fatudimu**
Opening remarks	**Mr. Stephen Ibeli,** Public Affairs Office, United states Consulate, Lagos
YID Alumni Plenary Session	**Seyi Moejoh**, Founder U-recycle | **Blessing Ashi**, Program Officer Tech4Dev **Fatoye John**, Yattir Scholarship Initiative
Building strong partnerships and creating efficient fundraising strategy	**Mr. Olusola Owonikoko** Director, Project Enable Africa
Achieving the sustainable development goals through social entrepreneurship	**Dina Wolf**, Outreach Coordinator, Institute of World Affairs, University of Wisconsin, Milwaukee. U. S. A | **Victoria Ibiwoye**, Director and Founder of One African Child Initiative, Nigeria.
A conversation with Kirsten Brosbol on the SDGs.	**Kirsten Brosbol**, Former member of the Danish Parliament and Minister of Environment
Essentials of Managing a social venture in Africa	**Gabriel Ally**, Founder of award-winning GezaJozi
Competitive analysis, value proposition and customer discovery	**Erich Schlenker** Director, Transportation Entrepreneurship Center, Appalachian State University
Navigating Start-up Challenges	**Chidi Nwaogu**, CEO Publiseer
Essentials of starting a social enterprise in Africa	**Adepeju Jaiyeoba** Founder Mothers Delivery Kit
My Social Entrepreneurship Journey	**Mwayi Kampesi** Founder of In-House Interiors and Planet green Africa in Malawi
Mobilizing communities and managing volunteers' part one – The make sense approach	**Christian Vanizette** Founder, Makesense.org
Introduction to Grant Writing	**Jesse Lutabingwa,** Associate Vice Chancellor, Appalachian State University & **Segun Fatudimu**, Sozo Networks
Impact Storytelling	**Priya Shah** Founder of The Simple Good, Chicago, U.S. A
Storytelling for social good	**Kayode Alabi** Master Card Foundation Scholar at University of Edinburgh
Leveraging social media for personal & organizational branding	**Temiloluwa Popoola** Conference Moderator I Founder of Voices and Faces
Impact Analysis and measurement	**Segun Fatudimu** Founder, Sozo Networks
Financial Planning and Management for social enterprises.	**Linh Dinh** MSCAAP, University of Chicago and Co-founder Impact Toolbox
Bringing it all together: Ideation and venture model development.	**Ms. Kelly King** Advisory Board Member, Sozo Networks
Marketing strategies for social enterprises	**Olugbenga Ogunbowale** Founder E-power

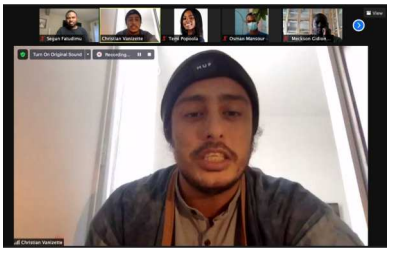






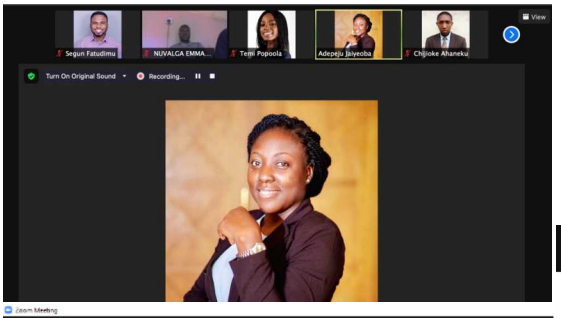

Community Star Model
a clear PURPOSE known by all
thanks to a core group of AMBASSADORS
supported by all CONNECTIONS INTERACTIONS
that are REWARDED whole
with clearly identified ACTIVITIES & RITUALS


Zoom Meeting
Segun Fatudimu
IWA
Victoria Ibiwoye
Lauretta Malaka
Lilian Efobi
Turn On Original Sound
Recording...



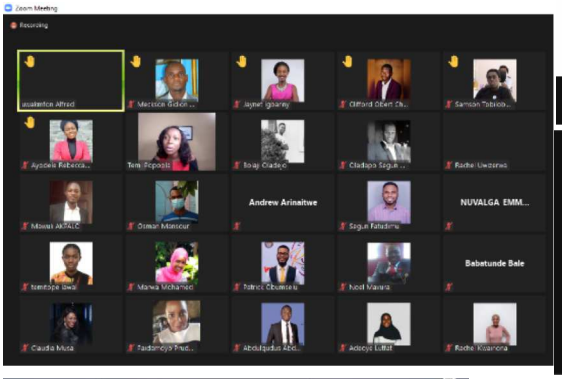

Rachel Uwizer...


Building Strong Partnerships & Fundraising Strategy
Olusola Owonikoko
Stanforte Edge


Segun Fatudimu
NUVALGA EMMA...
Temi Popoola
Adepeju Jayeoba
Chijioke Ahaneku
Turn On Original Sound
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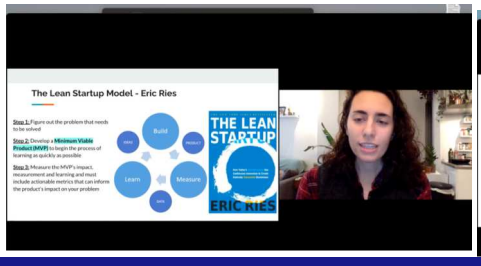


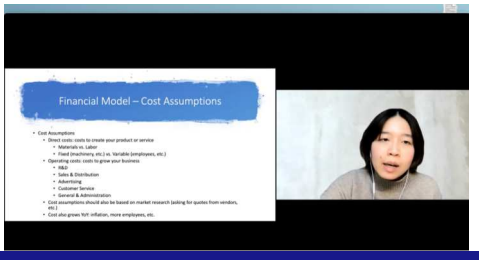

Zoom Meeting
Segun Fatudimu
IWA
Victoria Ibiwoye
Lauretta Malaka
Lilian Efobi
Turn On Original Sound
Recording...

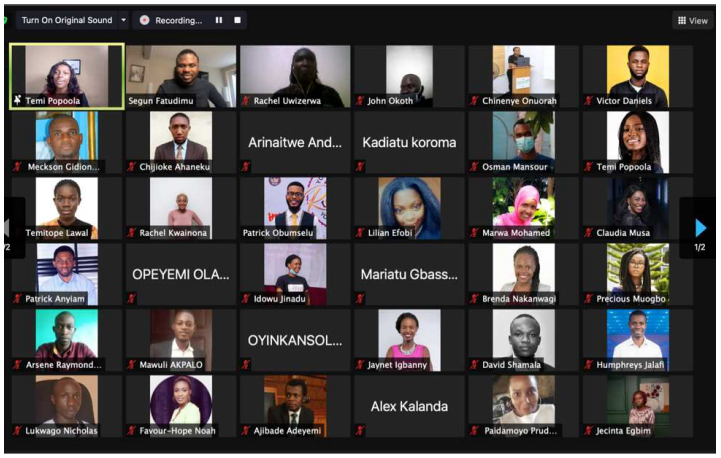

Zoom Meeting
Recording
Andrew Arinaitwe
NUVALGA EMM...
Babatunde Bale

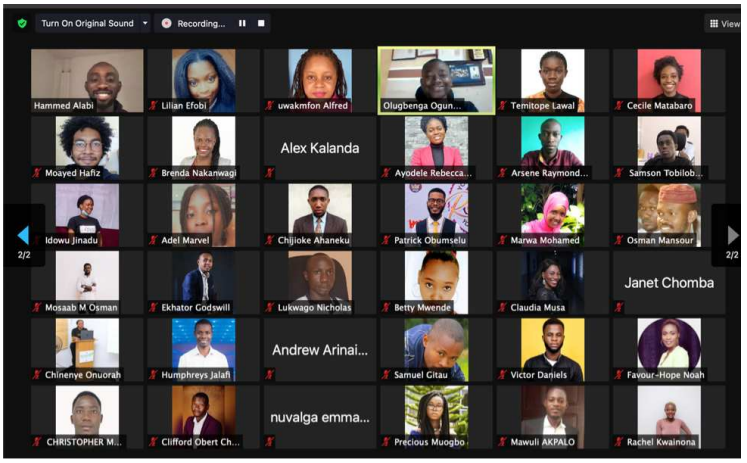

Marketing strategies for social enterprises
Ogunbowale Olugbenga | CEO Epower Group




The Lean Startup Model - Eric Ries
Build
Measure
Learn
THE LEAN STARTUP
ERIC RIES


Financial Model – Cost Assumptions


Turn On Original Sound
Recording...
View
Temi Popoola
Segun Fatudimu
Rachel Uwizerwa
John Okoth
Chinenye Onuorah
Victor Daniels
Meckson Gidion...
Chijioke Ahaneku
Arinaitwe And...
Kadiatu koroma
Osman Mansour
Temi Popoola
Temitope Lawal
Rachel Kwainona
Patrick Obumselu
Lilian Efobi
Marwa Mohamed
Claudia Musa
Patrick Anyiam
OPEYEMI OLA...
Idowu Jinadu
Mariatu Gbass...
Brenda Nakanwagi
Precious Muogbo
Arsene Raymond...
Mawuli AKPALO
OYINKANSOL...
Jaynet Igbanny
David Shamala
Humphreys Jalafi
Lukwago Nicholas
Favour-Hope Noah
Ajibade Adeyemi
Alex Kalanda
Paidamoyo Prud...
Jecinta Egbim
1/2


Turn On Original Sound
Recording...
View
Hammed Alabi
Lilian Efobi
uwakmfon Alfred
Olugbenga Ogun...
Temitope Lawal
Cecile Matabaro
Moayed Hafiz
Brenda Nakanwagi
Alex Kalanda
Ayodele Rebecca...
Arsene Raymond...
Samson Tobilob...
Idowu Jinadu
Adel Marvel
Chijioke Ahaneku
Patrick Obumselu
Marwa Mohamed
Osman Mansour
2/2
Mosaab M Osman
Ekhator Godswill
Lukwago Nicholas
Betty Mwende
Claudia Musa
Janet Chomba
Chinenye Onuorah
Humphreys Jalafi
Andrew Arinai...
Samuel Gitau
Victor Daniels
Favour-Hope Noah
CHRISTOPHER M...
Clifford Obert Ch...
nuvalga emma...
Precious Muogbo
Mawuli AKPALO
Rachel Kwainona


Rachel Uwizerwa
Segun Fatudimu
NUVALGA EMMA...
Chijioke Ahaneku
Temi Popoola
Adel Marvel
Adepeju Jaiyeoba
uwakmfon Alfred
Chinenye Onuorah
Osman Mansour
Jaynet Igbanny
Oladapo Segun S...
Victor Daniel
Arinaitwe And...
Temitope Lawal
Clifford Obert Ch...
Marwa Mohamed
Patrick Obumselu
Noel Mavura
Babatunde Bale
Ayodele Rebecca...
Claudia Musa
Adeoye Lutfat
Patrick Anyiam
Rachel Kwainona
Mohamed A K...
Rachael Fanifosi
Samuel Jackson
Lilian Efobi
Idowu Jinadu
Humphreys Jalafi
Brenda Nakanwagi
Ajibade Adeyemi
christopher mwi...
Abdulqudus Abd...
Kadiatu koroma

Results

a. Immediate Outcomes (Learning and reaction)

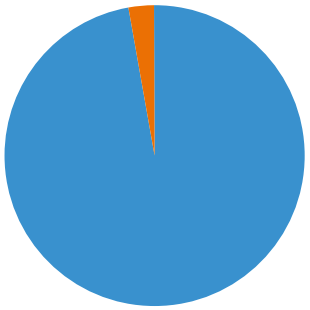
1. One hundred and fifteen social impact leaders trained on strategic planning, grant writing, social entrepreneurship, design thinking, fundraising, and financial management.
2. 18 of the 115 participants have stepped down the training to 100 young leaders across Africa.
3. Recorded videos from the sessions will serve as online course materials for the Impact Toolbox.
4. We will select 20 participants for continuous training as fellows of the Youth in Development program.

Based on our monitoring and evaluation plans, we have only measured the project's immediate outcome, which includes the pre and post-test results, the quality of action plans, and the step-down training.

We will use the impact toolbox profile on the discord platform to continually observe the participants over the next year, gather the outcomes, and measure this project's impact.

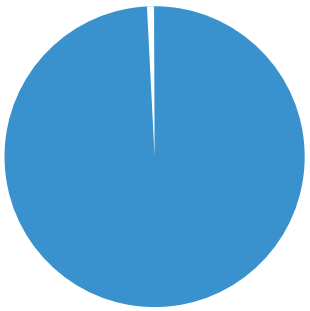
a. Quantitative evaluation

98% of the participants had their learning needs met, with 73% understanding the intricacies of grant writing and 93% agreeing to develop a minimum viable product for their social enterprise. All the participants understood the SMART goals and will strategically plan for their projects. The boot camp has an 8.85 average rating.



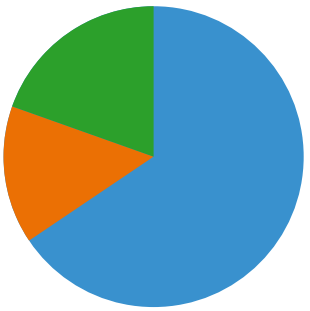
Yes: 39 (98%)

My learning needs were fulfilled.



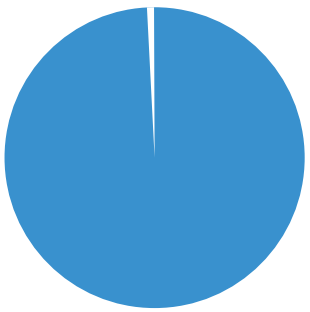
Yes: 40 (100%)

I can now set SMART goals and create effective plans.



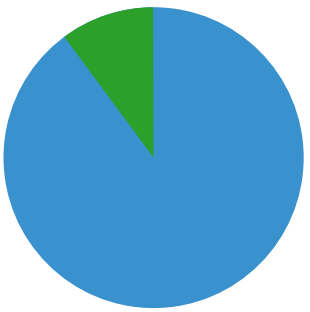
Yes: 29 (73%)

I now understand the intricacies of grant writing.



Yes: 40 (100%)

I can now develop theory of change for my organization and logic framework for my projects.



Yes: 37 (93%)

I now know how to design a Minimal Viable Product and deploy Lean approach for my social enterprise ideas

b. Qualitative Feedbacks

“Being part of this boot camp opened my eye to a whole lot of values. Using storytelling to raise funds for my organization is what I didn't know how to do, but training from the boot camp explained it and made me understand how easy it can be to use storytelling to raise funds. I am going to apply this in my organization.” (Uwakmfon Archibong Nsa from Nigeria)

“My fresh perspective was on Grant proposal writing, value proposition and competitive analysis, social development goals and marketing strategy” (Arinaitwe Andrew from Uganda)

“Before the Boot camp, my organization has been running solely as an NGO. However, I learned that we could impact some of our programs by incorporating the social enterprise approach. The story of the facilitators inspires me, and I see my organization launching our lean startup within the next six months.” (Samuel Samson Tobiloba from Nigeria)

“I gained lots of fresh perspectives from the boot camp about lots of concepts I never knew until now, but to mention a few, I was exposed to lots of business and marketing models and strategies I never knew existed, for instance, the lean startup model which is a compelling model when it comes to creating a sustainable and scalable product that solves the problem when creating a venture. Moreover, one of the little problems my team and I have encountered so far is the aspect of drafting our financial model, and the immersive learning session from this boot camp training has amplified my insights as regards drafting a great financial model and ascertaining our unit economics.” (Victor Daniel Oluwaloni from Nigeria)

"Fundraising is Friend raising; you will not sustainably raise more than the value of your network. With this, I learned to invest more in strategic Networking. When you think of something, do it quickly as there will never be such a time as "right time," also because you are not the custodian of that idea and many more are thinking about what you're thinking. This taught me to act quickly, and leveraging Social media and building your online presence is paramount as people are always looking for information, and you can be that source where they get it. Many more funders/prospective partners will look out for social media to gauge credibility so "show off your work" it's okay” (Brenda Nakanwagi from Uganda)

“I was able to gain a fresh perspective about the importance of Social media platforms”. (Kadiatu koroma from Sierra Lone)

YID Boot Camp and Fellowship in the News

SOZO Networks begins second Youth in Development boot camp, fellowship

SEQUEL to the success of the maiden edition of SOZO Network's Youth in Development (YID) Boot-Camp and Fellowship Programme in 2019, a second edition of the leadership training boot camp took place from Thursday, February 25, to Saturday, February 27, 2021, while the fellowship programme will run for three months.

In acknowledgment of the peculiar public health requirements of the times, and in deference to the diversity in current locations and nationalities of the applicants, this year's YID Boot-Camp and Fellowship programme is an entirely virtual exercise.

The programme was preceded by a baseline survey where the current leadership status, motivation and expectations of the participations were gauged using some exercises that were embedded in the participant selection process.

A total of 150 applicants were selected from a pool of about 2,079 applications that emanated from 21 African countries and diverse fields of youth-led community development and civic leadership.

With an average age of 24, the 2021 cohorts for the YID Fellowship are young, energetic and forward-looking.

So far, a total of 600 people and counting are being reached through the step-down and one-on-one mentorship training programme.

In line with its mission to equip young people with the requisite skills and confidence for fostering sustainable and vigorous community development, SOZO Networks organised a highly educative edition of the YID boot-camp enriched by presentations from facilitators, including a representative of the US Embassy in Nigeria, a Danish minister and former parliamentarian scholars from the University of Wisconsin, Appalachian State University and prolific social entrepreneurs from Africa and other parts of the world.

The theme for the first day of the boot camp was the value of building resourceful



partnerships for the sustenance of fundraising initiatives in the spirit of social entrepreneurship.

On the second day, participants were informed of some of the challenges of social entrepreneurship in developing countries and were taught some strategies for accountability and prudence in the management of human, material and intellectual resources.

On the third day, the participants were taught the rudiments of story telling as a primary means of changing counter-productive narratives and value reorientation.

They were introduced to the concepts of impact analysis and measurement for social projects, ideation, grant writing, financial planning and marketing strategies for social enterprises.

Speaking during one of the highly interactive sessions, the founder of SOZO Networks reminisced on his personal experience as a social entrepreneur and serial volunteer in Nigeria. From working in an environment that forces you to improvise or give up, to his sojourn as a fellow in the Mandela Washington and Carrington programmes, his awareness of the absence of an effective mentorship network and intellectual bank for aspiring, young and curious social entrepreneurs and researchers and its implication for the attainment of development targets.

This informed his resolution to found a network that is deliberate in its resolve to provide mentoring for young leaders, a repository of resources for social entrepreneurship and a knowledge hub for the exchange and dissemination of social innovations and management. The Youth in Development Boot-camp and fellowship programs is one of the signature programmes of Sozo Networks.

Others are The SAFE (Securing Africa's Future through Education) Project that attempts to elasticize the contents of typical school curriculum and improve upon the soft skills of Nigerian students; the youth volunteering programmes where young people are provided a platform to engage with experts and earn critical leadership, management and communications skills. The Impact toolbox (I-Toolbox), a subscription based digital social venture incubation and networking platform, Social Impact Strategy and Accelerator Programs, an intensive and personalized empowerment programme for social entrepreneurs and Grant Writing training for young people from all walks of life.

Continuing, Dr Fatudimu described how these initiatives serve as means for the translation of his own vision for a society that is able to muster appropriate human and material responses to social issues.

He welcomed the participants of the 2021 YID boot camp and fellowship to a unique community of change-makers and effective leaders with an explanation of the cyclicality of knowledge and a caveat that knowledge is a baton that must be passed onto the next person in line.

Hence, the climax of the YID programme is that each participant has to demonstrate a strategy for stepping down the knowledge and experience gained from the boot camp.

The 2021 Youth in Development Boot camp and fellowship programme is powered by the US Embassy in Nigeria (Lagos) and Impact Toolbox, with the support of Appalachian State University, Chicago Booth Rustandy Center for Social Innovation and the Institute of World Affairs University of Wisconsin, Milwaukee, U.S.A.

Follow on Activities

a. Step-down Training: Currently, 18 participants have completed their step-down training, impacting over 231 individuals in Africa.

b. The fellowship and mentoring: We have received applications from 32 participants of the boot camp at the time of this report. The applications are currently under review by experienced of social entrepreneurs, international development experts, and impact investors. We will interview shortlisted participants and announce the fellows at the end of April 2021. Fellows would be attached to experts in their respective field for mentoring.

c. Online course: The Youth in Development boot camp sessions' recording will be available for continuous reference on the Impact Toolbox.

LIMITATIONS

1. Besides supervision and guidance, the group of participants needed financial supports towards the step-down programs. We could not offer any form of financial support to participants during this edition of the Youth in Development boot camp.

2. Participants stated that they couldn't stay online for 7+ hours, some due to their battery's sustainability, some due to poor networks, while others due to power supply. We plan to revamp our schedule for the next edition and provide stipend for purchase of data or access to coworking space.

3. Participants expressed that the duration of time spent on each topic was not enough. They wished the camp was longer. We plan to focus on some central issues and increase the boot camp by one day for the next edition.

RECOMMENDATION

It is suggested that we divide the participants into groups that emphasize their strengths and areas of interest and assign them mentors from amongst the facilitators based on core interests.

Post boot camp, the step-down training should be in groups. The above suggestion will foster team-building amongst the participants. We also suggest that the organization and her partners should give financial assistance should provide financial aid to the groups for their training.

We recommend that the next edition of the Youth in Development boot camp increases the camp day by one. Studies have shown that assimilation level decreases after long hours of studying.

CONCLUSION

The volume of applications and the responses to the baseline survey underscores the necessity and importance of projects such as the Youth in Development Boot Camp and Fellowship, especially to young leaders in developing countries. The survey drew attention to the need to extend this kind of programs to young change-makers who have limited access to professional development opportunities because of their work's stage and geo-political and economic constraints.

We have learned that some of the significant challenges of non-profit and social entrepreneurship are funding and the absence of a coherent framework for developing a social enterprise model. Before the boot camp, most participants demonstrated an understanding of the role and the bases for impact assessment, ideation, and venture model development. Despite this, they did not have sufficient knowledge to carry out these tasks.

Based on the results and feedback received from both participants and facilitators, the boot camp met participants' needs (97%) and created a platform for collaboration.

Also, participants expressed the need to expand the program and support collaborative projects developed in the camp.

We aim to precede the next edition with implementations more of the pertinent recommendations above and factor the limitations of this edition into the planning for the next one.



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