

**Scottish Government**

**Malawi Development Programme 2015-2018**

**End of Year Report – Part 1 of 3**

This narrative report should be submitted together with your updated logframe and financial report.

**PLEASE READ ATTACHED GUIDELINES BEFORE COMPLETING THE FORM**

<b>1. Basic Project Information</b>		
Complete the information below for management purposes. Please indicate in the relevant section whether any changes to your basic project information (e.g. partners, geography, project dates or budget) have occurred during this reporting year. Explanations should be provided in section 3.		
1.1	<b>Project Reference Number</b>	M/15/CFC/021
1.2	<b>Reporting Year</b>	<b>From:</b> 01/04/2016 <b>To:</b> 31/03/2017
1.3	<b>Project Year</b> (e.g. Year 1)	<b>Year 3</b>
1.4	<b>Name of Lead Organisation (Grant Holder)*</b>	Chance for Change
1.5	<b>Name of Partner(s)*</b>	
1.6	<b>Name of Project*</b>	Rites of Passage
1.7	<b>Project Description*</b>	The overall objective of our Rites of Passage Malawi programme, is to build capacity in unemployed young Malawians to support them becoming stakeholders in their communities, through engagement in innovative personal development programmes, taking part in youth advocacy activities, delivering informal education to local schoolchildren and contributing to the local economy by generating income through micro-enterprise and small business activities.
1.8	<b>Project Country/ Region*</b>	<b>Malawi, Lilongwe/ Central Region</b>
1.9	<b>Project Start &amp; End Date*</b>	<b>Start:</b> 01/04/2015 <b>End:</b> 31/03/2018
1.10	<b>Total Project Budget*</b>	<b>£464,690</b>
1.11	<b>Total Funding from IDF*</b>	<b>£464,690</b>
1.12	<b>IDF Development Priorities</b> Please tick the box next to the development priority/priorities that your block grant aims to address	<input checked="" type="checkbox"/> Health <input checked="" type="checkbox"/> Education <input checked="" type="checkbox"/> Civic Governance  <input checked="" type="checkbox"/> Sustainable Economic Development <input type="checkbox"/> Renewable Energy
1.13	<b>Supporting Documentation</b> Check box to confirm key	<b>Up-to-Date Logical Framework (LF)</b> <input type="checkbox"/> summarising progress against relevant milestones for project activities, outputs, outcomes and

## 1. Basic Project Information

Complete the information below for management purposes. Please indicate in the relevant section whether any changes to your basic project information (e.g. partners, geography, project dates or budget) have occurred during this reporting year. Explanations should be provided in section 3.

	documents have been submitted with this report	impact. Please indicate (check box) if you have proposed amendments to your LF since your last report. If so, please detail any changes in Q3.2 Please indicate (check box) if the LF submitted has been approved by the Scottish Government.	<input type="checkbox"/>
		<b>End of Year Financial Report</b>	<input type="checkbox"/>
		<b>Proposed Revised Budget (if applicable)</b>	<input type="checkbox"/>
	Please list any further supporting documentation that has been submitted	Case studies	
1.14	<b>Response to Previous Progress Reviews</b>	<b>Scottish Government's comments on previous reports (State which):</b>	<b>Action taken since received:</b>
1.15	<b>Date report produced</b>	April 28 <sup>th</sup> 2017	
1.16	<b>Name and position of person(s) who compiled this report</b>	[REDACTED], Director of Operations [REDACTED], Project Manager	
1.17	<b>Main contact details for project, if changed</b>	[REDACTED],, 8 Glenorchy Terrace, Edinburgh	

Signed by \_\_\_\_\_ Date \_\_\_\_\_

Designation on the Project \_\_\_\_\_

## 2. Project Relevance

### 2.1 Project Beneficiaries

Does the project remain relevant to the context and the beneficiaries with whom you are working? Please justify this in a short paragraph below.

The project continues to remain relevant as levels of poverty and unemployment remain as high as ever. As we have widened our catchment and increased our provision, we have noticed no discernible difference in need.

Levels of interest in our programme remain high, and increasing, as we are consistently being approached to take on a new school, or address a social problem in a particular area. We have recently moved to a larger premises based centrally within the townships we operate in. With the extra space the new base gives us, we have started a girls-only gym, and a drop-in centre, as well as our normal activities. In the majority of the townships in which we work, we remain the only organisation working with young people, and the only organisation leading behaviour change and civic responsibility. Overall, we are deeply embedded in local communities and are seen as an organisation that can be trusted to help solve difficult social problems.

2.2	<p><b>Gender and social inclusion</b> Please describe how your project has worked to ensure that women and girls, and other vulnerable groups (as appropriate) benefit from the project. Describe any challenges experienced in reaching vulnerable people and how these have been overcome.</p> <p>We strive to achieve a balanced gender split in our programme, although we do have some activities focused on girls that deal specifically with gender based issues such as child prostitution, domestic violence, and SRH. Conversely some activities are weighted towards boys as they have more available free time.</p> <p>In our girls programmes, at first girls were reluctant to come forward and to make themselves known, with some unaware that they were victims of abuse. This has been improved as graduates from our programme act as ambassadors to spread the word about the existence of our programmes. As a result, we have no difficulty any more with recruitment.</p> <p>The drop-in centre, which we use to provide confidential services, related to sexual health and gender based abuse, also provides a safe space for the more vulnerable girls, but in addition provides a positive social milieu. The new centre also helps us to pilot some programme work with girls in “no-go areas” as we can use partner organisations to bring them to the centre for activities. The centre provides safe space for other vulnerable groups such as a group of gay teenagers from the local area and young people living with albinism.</p>
2.3	<p><b>Accountability to stakeholders</b> How does the project ensure that beneficiaries and wider stakeholders are engaged with and can provide feedback to the project? What influence has this had on the project? What challenges have been experienced in collecting and acting on beneficiary feedback?</p> <p>In Year 3 we have continued to run regular stakeholders meetings with Chiefs, police services, teachers, parents, and other relevant community leaders. We have invested a lot of time and effort to create good working relationships with them. In fact at a recent event, teachers showed a great interest in learning how we work with our groups, which they suggested would give them extra options for dealing with difficult students.</p> <p>Our stakeholders and the community continue to be crucial to our operations, as they keep us up to date with local needs, and inform our strategy in attempting to address those needs. Some of the issues that we routinely deal with require co-operation and consent from the community, and furthermore require them to support our advocacy for behaviour change when dealing with ingrained social beliefs and values.</p> <p>We still consult with participants past and present in order to monitor the relevancy and effectiveness of our programmes. We welcome anyone who wishes to visit us at our office, and the drop-in centre enables discreet conversations to take place.</p> <p>Examples of this include visits we have had from parents who ask us to take their children onto our programmes.</p> <p>We no longer have issues with people asking to be paid to attend meetings and events. This also means that we no longer have any challenges with recruitment, as</p>

	community leaders are much more engaged. The speeches from community leaders and teachers at a recent graduation event were numerous, well prepared, and extremely positive. This visible support from stakeholders is very helpful for us.
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### 3. Progress and Results

This narrative report on project performance and results will be reviewed together with your revised and updated Logical Framework (or if not yet approved your original Logical Framework). See Guidelines (Annex 1) for details.

#### 3.1 Changes to Project Status

Has the focus or delivery of your project changed significantly over the last financial year? If so, please explain how and why, and attach copies of all relevant correspondence with the Scottish Government.

The status of our project is unchanged, however as in all of our previous reports, we have added new activities and increased our areas of operation. This is in line with our implementation plan, but also in response to feedback from stakeholders. It is worth noting that the original programmes and their original format remain unchanged, but the desire to stay involved from graduates from our previous programmes has led us to make provision for more peer-to-peer involvement.

Improvements to the programmes include increasing sports and cultural activities, and with the gym, an added focus on health and wellbeing, which reinforces the benefits of regular exercise and includes aspects of food and nutrition. These 'recreational' activities build self-confidence and opportunities for teamwork and belonging. Opportunities for recreational activities are sadly lacking for township youth in our catchment area so there is a high level of enthusiasm.

For instance, there is a regular group who meet after school at the centre on Friday afternoons. We provide no structured workshops for them; their main focus is around school and education. These more 'organic' groups work hard and create a strong sense of belonging.

We are also still enjoying mixed sports and cultural events with the residents from our sister programme Routes For Change. This is a popular gradual re-entry into normal life for those who have spent significant time in prison.

#### 3.2 Changes to the Logical Framework

If changes have been made to the logframe since the previous financial year please describe these below. Please also provide evidence (e.g. copies of correspondence) that these changes have been agreed with the Scottish Government. If you would like to make changes to your logframe, but these have not yet been approved by the Scottish Government, please describe and justify in detail the requested changes below – and highlight the proposed changes in the revised logframe.

Result Area/ Indicator	Proposed/ Approved Change (please clarify and evidence below)	Reason for Change

#### 3.3 Gaps in Monitoring Data

**3. Progress and Results**

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If baseline or monitoring information is not available, please provide an explanation below. Where monitoring data has been delayed (since previous report), please provide an indication of when and how it will be made available to the Scottish Government.

We have good monitoring data systems, but from April onwards, we are setting up a data management section to handle data collection from this project and our sister project Routes for Change. We have a specialist coming out from U.K. in April and May to help us to set up this section (which will also have responsibility for entrepreneurship training) We have two placements from Kenya who will also be with us for a period of one year from April, to assist with this.

**3.4 Project Outputs**

In the table below, please list each of your project outputs, and provide further detail on your progress and results over this reporting period. Describe any delays or other challenges that you have experienced and how these have been addressed, and provide information about any unexpected results. Progress should be supported with evidence (such as links to monitoring data in line with logical framework, case studies, web-based information, reports etc) where possible.

**Output 1:** Participants are more personally effective and attend a 'Foundation' personal development programme.

**Output Indicator**

**Progress against Planned Milestone/ Target**

1.1 More personally effective

**Target [at Milestone 3] 1335; Actuals 1390 (683F – 707M)**

I was unsure at the outset how this target was calculated, as there seemed to be a discrepancy between this and the other targets. At the end of the grant period though, it worked out to be fairly accurate.

During the foundation period, every participant in every programme is exposed to focused coaching on personal effectiveness, as a minimum. This output could be considered as our core curricular component. Every participant is required to have competence in this component before progressing to any of the specialisms. This is the element that equips participants with the skills to get the most benefit from the rest of the programme. Throughout the programme, the material is constantly revisited and built upon across the participant's engagement.

Although the target was high, it was always considered one we would have confidence in achieving. Evidence for this competence is on display at workshops in and around the centre as confident and effective young people carry out their day-to-day business. This is also evident in the high retention figures and engagement in post-programme activities.

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	<p>1.2 Engaged in Advocacy</p>	<p><b>Target [at Milestone 3] 615; Actuals 1481 (787f - 694m)</b></p> <p>This looks like a very high number compared with the forecast. This is due to a number of factors.</p> <ol style="list-style-type: none"><li>1. The original forecast was based on advocacy activities planned three years ago. Since then the team and participants have increased the number and range of advocacy activities and topics.</li><li>2. There was a larger than anticipated take-up of the Young Advocates programme</li><li>3. There has been a shift towards larger events as past participants maintained and continued their relationship with us after their programme has finished.</li><li>4. There have been a number of “independent” advocacy activities that have been driven by ex-participants and supported by Chance For Change; these could not have been forecasted.</li><li>5. There have been coincidentally, a number of very large topical issues that have been picked up on by the Young Advocates. These include domestic abuse, early marriage, the Marriage Bill, and sexual abuse.</li></ol> <p>A combination of other factors such as; creative staff and committed and energetic participants, and an unexpected level of interest from local youth in taking part in the civic life of their communities, have seen unexpected popularity of the advocacy programme.</p> <p>After getting off to a slow start in year 1, the advocacy team have gradually increased the reach of the programme, and have engaged a far wider group of young people in a broader range of activities than we forecast.</p> <p>Even though we have exceeded the target by a wide margin, we have reason to be optimistic that we can continue this success. In the extension period, we are planning to extend the advocacy activities to include a community journalism project, where young people will be taught how to make documentary films about issues that they are passionate about, and upload them onto the internet for public access.</p>
	<p>1.3 Communities enriched by economic activity and enterprise;</p>	<p><b>1.3 Target [at Milestone 3] 615; Actuals 930 (479f - 451m)</b></p> <p>This figure was low on last year’s report simply because of timing. There were a number of young people about to graduate at the beginning of the year and we have also enjoyed a full cycle this year.</p>



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		<p>As you can see, we have performed well against target; again largely due to the streamlined recruitment process and enhanced reputation.</p> <p>Again, a combination of factors such as motivated participants and creativity from the staff has led to a bustling and lively enterprise programme. Enterprise training is always unpredictable and dependent to a degree on the external commercial environment. This has provided us with some interesting insights.</p> <p>Bearing in mind the economic situation in Malawi; it was anticipated that there might be a scramble for the enterprise programme. In the early days of the programme the motivation was simply to see the programme as a route to having more money and it was the most popular choice. As the programme matured, it became apparent that an aptitude for enterprise and motivation for commercial activity were needed to get the best from the programme. Subsequently, the programme is now attracting genuine entrepreneurs, and the standards are high for entry into the programme. Although our staff have managed to service the extra demand by putting on more events, standards have nevertheless remained consistently high.</p> <p>An additional factor is that we have had an enterprise expert from Kenya placed with us for 12 months funded by the Norwegian Government, who has made a big contribution to the development of the programme.</p> <p>As a result of this programme in the current grant period, we have an encouraging number of young entrepreneurs engaged in small businesses, some of whom employ several people.</p>
		<p><b>Output 2:</b> Young unemployed Malawians have completed a comprehensive enterprise programme</p>
	<p>2.1 Completed Enterprise Training:</p>	<p><b>2.1 Target [at Milestone 3] 165; Actuals 582 (135f, 447m)</b></p> <p>Again, this is on the higher side. Some of this is due to us offering places on our programme to participants of partner programmes.</p> <p>These are groups that are facilitated by partner projects and our enterprise team turns up to sessions purely to deliver enterprise training. As this is an efficient way of delivering the unit, it gives us a greater reach without expending the resource required recruiting and tracking etc.</p> <p>Secondly, we have significantly increased the number of activities and opportunities for practical training, which</p>

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		<p>increases our throughput. We have increased pitch events and competitive investment events considerably. These events are popular and well subscribed. Our most recent pitch event had 50 entrants making pitches.</p> <p>Participants have taken part in activities such as enterprise training, business plan competitions, business start-up competitions, enterprise practices, skill-sharing events, market research projects, pitch nights, farmers' markets, enterprise bazaars, agri-business projects, and business practices. The gender imbalance on this is due to the partner programmes being predominantly male (offenders for the most part)</p>
	<p>2.2 Engaged in enterprise activities.</p>	<p><b>2.2 Target [at Milestone 3] 165; Actuals 899 (452f, 447m)</b></p> <p>As stated above. This figure exceeds the target mostly because of activities with partner programmes, and the increase in practical enterprise activities that participants can engage in. this number is also boosted by past participants returning to take part in events such as skills sharing events. They have returned with new business ideas that they have developed since leaving the programme, and coached present participants in how to use those skills to earn money.</p> <p>The majority of this group are young people who have, as a result of the programme, engaged in basic enterprise activities, generated income and become economically active</p>
<p><b>Output 3:</b> Young unemployed Malawians have organised and attended advocacy-based events representing local youth issues</p>		
	<p>3.1 Attended a 'Young Advocates programme</p>	<p><b>3.1 Target [at Milestone 3] 123; Actuals 169 (68f, 101m)</b></p> <p>These are young people that have attended a Young Advocates programme. Run over 6 months, the 'Young Advocates programme teaches formal advocacy skills, debating skills, and how to represent youth issues in a positive and non-confrontational way.</p> <p>These young people are the mainstay of the surge in popularity of advocacy as a participation activity within the young unemployed youths in our catchment. These participants are amongst the most committed supporters of community events aimed at raising awareness of social issues and promoting discussion amongst communities.</p> <p>As mentioned above, these participants have engaged with Chance For Change over a longer period of time than anticipated and represent some of the driving forces around</p>



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		innovations such as the chatrooms and radio shows.
	3.2 Organised and attended 3 advocacy based open events	<p><b>3.2 Target [at Milestone 3] 123 Actuals 3307 (1826f 1481m)</b></p> <p>Once again, we have exceeded this target by some margin. The take-up and levels of participation in this aspect of the Advocacy programme has been much greater than anticipated.</p> <p>The original principal was to bring different advocacy groups together in open forums periodically, say every two months. It was thought that the open events would be attended by our participants only. What happened over the first year was exactly that.</p> <p>Over subsequent years, we have had many of our past participants attending open events, plus participants in other ROP programmes. As the events became bigger, other organisations and individuals took part and independent advocacy groups also became involved. Responsibility for hosting discussions or making presentations was open and topics were also open; hence the increase in participation.</p> <p>In addition to the mainstream planned activities, we were asked to run a 'Global Citizenship' advocacy workshop in Dzaleka; Malawi's largest refugee camp, to bridge the gap between refugees and the local community. The workshop was a huge success and we have maintained a presence in the camp, with staff volunteering to run workshops at weekends at the camp.</p> <p>To qualify, participants (as groups) have organised and attended 3 or more advocacy-based open events representing issues of their choice.</p> <p>The majority of these participants will have been involved in many more activities, such as Hear us Youth Festival, Tumaini Festival, Global Forgiveness Week, Global Citizenship Events, MPEs, Chatrooms, Talent Contests, Youth Debates, Youth Summits, SOYA, Speakers Corner, Radio phone-ins etc.</p>
	3.3 Organised and attended youth summit	<p><b>3.3 Target [at Milestone 3] 1335 Actuals 1186 (672f 510m)</b></p> <p>This is slightly lower than our target number. This is in part due to youth Summits being more formal events that are not completely open.</p> <p>This is partly a reaction to the subject material being sometimes more sensitive. An instance was a debate on abortion, where discussions were of a nature that couldn't take place in an open forum. Also some debates would be directly challenging traditional authorities such as recent debates on child marriage and other human rights based discussions. There is a tension</p>

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		<p>between traditional custom and practice, and modern human rights based thinking; young people are keen to explore these issues in a safe environment.</p> <p>Participants have presented their issues to their peers, community leaders, politicians, and educators, and these Summits are playing a part in shaping the attitudes and beliefs of their communities.</p>
<p><b>Output 4</b> Young Malawians have completed a Young Ambassadors programme, and achieve competence in core curriculum.</p>		
	<p>4.1 Have completed a Young Ambassador programme</p>	<p><b>4.1 [Target at Milestone 2] 123 Actuals 128 (43f, 85m)</b></p> <p>The Young Ambassadors programme itself has run very close to the plan throughout the three years. This is in spite of us seeing this target as challenging (as we had previously had to put a lot of energy into recruiting for ambassador programmes). In fact in year 1, we were slightly concerned about the popularity of the programme.</p> <p>As explained previously, the reality of engaging young people in civic engagement activities has been easier than anticipated due to a variety of factors, but this has also been reflected in the steady and consistent take-up of this element of the programme; the formal Young Ambassador facilitation and leadership programme. Many see this as a stepping-stone to a career in social work, and several graduates from the YAM programme now work for Chance For Change.</p> <p>Young Ambassadors have been delivering their version of the Foundation programme to schoolchildren in Lilongwe for two and a half years, and the programme has been well received by children and teachers alike. It has enabled us to increase the reach of the programme considerably, and has raised the profile and enhanced the reputation of Chance For Change amongst schools and communities. There has also been an interest expressed amongst teachers for us to train them in our methods as they have been impressed by our relationships with schoolchildren, but there are no plans at this stage to provide training for teachers.</p> <p>There is a level of pride apparent amongst participants in the programme, to be contributing to their local communities and enthusiasm remains high.</p>

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4.2 Engaged in volunteering activities in local communities.

**4.2 Target [at Milestone 3] 615 Actuals 847 (375F 472M)**

Again this slightly exceeds the target. This is directly proportionate to participation levels and how active participants were in indicator 4.1.

This is a difficult target to predict, as by definition the activities are voluntary and dependent on the energy and commitment of the volunteers. We are comfortable that we predicted this target about right and the slight overachievement is due to independent groups organising their own activities with our support.

We have not counted independent youth groups that are operating without our support.

Please add additional outputs/ indicators as required

### 3.5 Project Outcomes

In the table below, please list your project outcome, and provide further detail on your progress and results over this reporting period. Please describe any delays or other challenges that you have experienced and how these have been addressed, and provide information about any unexpected results. Progress should be supported with evidence (such as links to monitoring data, case studies, web-based information, reports etc) where possible.

**Outcome:** Alleviating poverty and promoting civil cohesion by engaging Malawian youth in community based economic, community and civic activity.

#### Outcome Indicator

#### Progress against Planned Milestone/ Target

1. Communities enriched by economic activity and enterprise;

**Indicator 1 Target [at Milestone 3] 615 Actuals 930 (479f 451m)**

As explained in Output 1, this figure is on the high side due mainly to us offering places to partner programmes, which results in efficiencies of resources. Also as a result of us being able to offer many more practical opportunities.

As well as making efficiencies and increasing our reach in practical areas, the benefits of having an enterprise expert placed with us for the whole of project year 3 have also resulted in improvements to our programme. We have increased our placements in 2018/19 to two enterprise experts coming to us from Kenya for a year, and one senior enterprise specialist coming from U.K. for a shade over a month. As a result of this input, we now have a dedicated enterprise and M&E department within our staff team that manages enterprise activities and M&E for both of our projects.

There are many examples of graduates of ROP who are either generating income or in employment as a result of their

### 3. Progress and Results

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		<p>engagement with ROP. In fact on occasions if other organisations have vacancies for staff positions, they will contact us to ask us to provide candidates for interview, when this happens, we are assured that one of our graduates will be employed. In addition to this, we also currently employ 8 of our ex-participants in various capacities within the organisation.</p> <p>Some recent examples of economic enrichment are; A young man who graduated in 2017 who is employed to work as a farm tractor operator in Botswana and now supports his whole family. Another young man who also joined the young entrepreneurs programme in 2017 secured a job with a Wildlife charity in Lilongwe as a construction and maintenance worker. There are many other graduates running new businesses ranging from agri-businesses to hairdressing and selling second hand clothing. Some case studies are attached.</p>
	<p>2. Participants actively engaged in their communities by volunteering and advocacy</p>	<p><b>Indicator 2 Target [at Milestone 3] 186 Actuals 913 (478f 435m)</b></p> <p>This target appears very high as a result of a combination of two factors. Firstly, the prediction three years ago was too low. It was calculated on a model that was not yet fully developed.</p> <p>As the delivery staff became more confident and experienced, they further developed the model creatively, increasing both reach and effectiveness. The second factor was simply an unanticipated enthusiasm on the part of the participants for engaging in their civic life. They proved to be enthusiastic, motivated, and passionate about the topical issues that arose during this grant period, and were exceptionally active.</p> <p>If we were setting this target again, we would still be modest about the numbers achievable, as it would be difficult to predict the levels of commitment to the topics of the day. It is our opinion that the target was low, and the performance was also perhaps higher than we could expect. This combination has resulted in an excellent performance this time around. It will be interesting to see how the forthcoming elections affect take-up and activity levels.</p> <p>Having said that, participation in volunteering is sitting currently at a high level, and advocating (to have youth views heard), has become more popular as young people are determined to have a say in civic society. There is a period of change already in motion as the influence of traditional authorities is questioned in all quarters. This means that the youth are enjoying an unprecedented ability to have a voice.</p> <p>The presence of a vehicle for this participation to take place has not previously been available to young people. This high figure</p>

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		<p>is undoubtedly influenced by the fact that Chance For Change provides an outlet for young people to become involved in a positive way.</p> <p>Some examples of civic engagement of graduates of the programme would be; there are 5 Young Ambassadors who have established their own youth clubs after finishing the Volunteering in Schools Programme. They are running the same content with their groups as in the Schools Programme, which is based on the Chance For Change Foundation core content. These independent youth groups appear to be thriving and increasing the reach of the programme into different school areas.</p> <p>There is also a Young Ambassador, who has moved from [REDACTED], to his home village, [REDACTED], and runs a group there doing gender-based advocacy work targeting women and girls.</p> <p>There is also a group of 16 Young Advocates from Ngwenya who have just established themselves; who aim to contribute to their environment by volunteering at the Lilongwe Wildlife Centre.</p>
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Please add additional indicators as required

3.6	<p><b>Project Impact</b></p> <p>In the table below, please list each of your project outcomes, and provide further detail on your progress and results over this reporting period. Please describe any delays or other challenges that you have experienced and how these have been addressed, and provide information about any unexpected results. Progress should be supported with evidence (such as links to monitoring data, case studies, web-based information, reports etc) where possible.</p>
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**Project Impact:** A more prosperous and cohesive civil society with reduced youth unemployment and greater youth leadership and advocacy. More young Malawians engaging in their own futures and the economic future of Malawi

Impact Indicator	Progress against Planned Milestone/ Target
1. Participants from project catchments taking responsibility for their futures through economic activity; generating income through employment, self employment micro enterprise or other commercial activity	<p><b>Target [at Milestone 3] 615; Actuals 952 (519f - 433m)</b></p> <p>At the outset of the project and bearing in mind our experiences of the previous three years, this felt like an ambitious target. It proved however, to be well within our reach.</p> <p>During this grant period, we planned to expand our operations to three new areas and we anticipated that the expansion would follow the previous pattern of a slow start (to overcome inertia as we engaged the community).</p> <p>In practice, after a slow start in year 1, which left us with much</p>

### 3. Progress and Results

This narrative report on project performance and results will be reviewed together with your revised and updated Logical Framework (or if not yet approved your original Logical Framework). See Guidelines (Annex 1) for details.

		<p>work to do to catch up, we changed our recruitment strategy in year 2. We eventually found it easier than anticipated to establish ourselves in the new target areas. Our reputation locally and our presence over a period of time eased our expansion, and has also enabled us to use resources that we would normally dedicate to recruitment and community engagement, into direct programme activity. We are now regularly approached by civic stakeholders to ask us to take our activities into their areas.</p> <p>In addition, a huge unanticipated demand for places on the programme, has prompted us to run some additional cohorts to cope with the increased demand, as well as increasing practical opportunities to engage in income generating activities.</p> <p>Although our results have been good against target, we will undoubtedly see some effect during the extension period of that period only lasting for six months. Our programme essentially is a twelve-month programme; due to the extension period being only six months, we need to target programmes to finish by October. This will obviously have an effect, but recruitment in April will enable us to forecast accurately. We are not too concerned about this</p>
	<p>2. Participants from project catchments taking an active role in their communities through advocacy activities and voluntary activities</p>	<p><b>Target [at Milestone 3] 615; Actuals 1481 (787f - 694m)</b></p> <p>This looks like a very high number compared with the forecast; however the forecast was based on original advocacy ideas before the programme started and was based on advocacy programmes we had trialled during the Leading Malawi programme.</p> <p>A combination of factors; creative staff and committed and energetic participants, an unexpected level of interest from local youth in taking part in the civic life of their communities, and some very strong topical issues emerging politically, have seen unexpected popularity of the advocacy programme.</p> <p>After getting off to a slow start in year 1, the advocacy team have gradually increased the reach of the programme, and have engaged a far wider group of young people in a broader range of activities that are topical and current than we forecast. Another factor is that we didn't expect the Pioneers of Change participants wanting to take part in advocacy activities. Many of them are very active, and are organising their own meetings and events using our centre as a meeting space. Also many of our ex-participants are still maintaining contact and carrying out independent activities (some examples are described above), as well as attending some of our mass participation events.</p>



### 3. Progress and Results

This narrative report on project performance and results will be reviewed together with your revised and updated Logical Framework (or if not yet approved your original Logical Framework). See Guidelines (Annex 1) for details.

		<p>This activity was unanticipated and cannot to any degree of accuracy be forecast.</p> <p>Even though we have exceeded the target by a wide margin, we have reason to be optimistic that we can continue this success. In the extension period, we are planning to extend the advocacy activities to include a community journalism project, where young people will be taught how to make documentary films about issues that they are passionate about, and upload them onto the internet for public access.</p>		
3.7	<p><b>Risk Management</b> If progress towards delivering activities and outcomes is slower than planned or there have been delays in the delivery of the project, please explain: a) What the issues have been and whether they were highlighted on your risk register? b) What actions have been taken in response to these issues?</p>			
	<b>Issue/ Risk</b>	<b>On risk register?</b>	<b>Action Taken</b>	<b>Outcome</b>
	Slow start in new catchment areas.	Yes	<p>Used a different approach (outreach) to recruit participants</p> <p>Since the last report, we are also using graduates from the programme as ambassadors to recruit friends and peers</p>	We now have little worries about recruiting, even in new areas. The demand for programmes is such that it has become more competitive to obtain a place on the programmes.
	Misinformation amongst participants about our programme (rumours of benefits)	No	Prior to starting the programme, we conducted an orientation day to clarify what we do and what we do not do	Although we still run orientation prior to programmes starting, it has now become widely known how we operate and misinformation and confusion are now uncommon.

### 4. Sustainability

#### 4.1 Partnerships

Provide a brief description of the roles and responsibilities of all partners, including in M&E. Have roles and responsibilities changed or evolved? Please provide a brief assessment of your partnership, including its strengths, areas for improvement and

how this will be addressed. This section should be completed by lead partners based in Scotland and Malawi.

There have been few material changes to our relationships since the last report. A brief summary is detailed below.

#### **Music Crossroads Malawi**

Although our relationship with MCM continues and we still collaborate for specific events; the widening of our catchment, and the restriction of MCM to a smaller geographical area of operation, means that opportunities for collaboration are limited. We still however continue to work together to promote the Youth Justice Stakeholders Forum.

#### **Tearfund**

Tearfund continue to be a limited resource for micro-finance and VSL advice. Although theoretically they remain our main business finance advisor, the skills and experience our staff team have gained results in us relying on them less as the project has matured. Opportunities for our participants continue in the field of renewables, and activities such as Farmers Markets, pitch nights and business plan competitions where business start-ups are offered as prizes. We also have talks and presentations from Malawian businesses (organised through OCG and [REDACTED]) to advise on business start-ups

#### **Theatre for a Change**

We still maintain a relationship with TFaC, but structural changes to the management of the organisation have meant that joint activities have reduced. We are led to believe that they have a new Country Director again and we will continue to monitor.

#### **Kusamala**

Although we stay in touch with Kusamala, there is a new organisation we are bringing in to provide training on income generating farming methods. They are called ACADES (Associated Centre for Agro-based Development and Entrepreneurship Support), details below.

#### **Drug Fight Malawi**

In theory, DFM continue to be our main source of advice with regards to advocacy activities against drugs and alcohol, but in practice the activities that we used to carry out together have largely been superseded by the young people we work with running independent advocacy campaigns that are their own campaigns. One of these groups is currently raising money to run a campaign in Mangochi to raise awareness of the new child marriage laws.

#### **Chisomo Children's Club**

The relationship with CCC continues to develop, but slowly. The Executive Director, who was an energetic individual, has moved on and Chisomo appear to be still reorganising after this setback. We still have shared interests and are able to support one another's activities, but activities have scaled back at present. We expect that the instability will be resolved soon.

#### **New partners (since the last report)**

##### **ACADES (Associated Centre for Agro-based Development and Entrepreneurship Support).**

ACADES are specialists in using agriculture to generate income rather than subsistence farming or maize production. For many, if it is a bad season, subsistence

	<p>farmers don't grow enough maize to be self sufficient, if it is a good season, the price of maize is driven down. ACADES aim to train people in commercial agriculture to insulate against this.</p> <p><b>FOCO-YOPE (Forum for Concerned Young People)</b></p> <p>FOCO-YOPE is an organisation that supports women and girls in Chinsapo (a notorious township in south Lilongwe). We run joint activities for girls who are victims of abuse, domestic violence, or child prostitution. This is a new relationship and although it is complicated, we are optimistic about the potential. We collaborate together with a group that call themselves the "Dear Hearts." Although this particular cohort is extremely complicated, work is progressing very well.</p>
4.2	<p><b>Exit Strategy</b> Describe the key components of your exit strategy and outline progress towards achieving it. Provide any other achievements or progress towards ensuring that your project remains sustainable in the longer term (including in relation to local ownership and capacity, and resourcing). Describe any challenges and how these will be addressed.</p> <p>Our exit strategy is still influenced by our intention to continue to have a presence in Lilongwe. The investment in relationships and networks during the past six years has put us in a strong position to bring about change both within the communities, and at governance and policy level. As a result, we are increasingly being sought out as experts in our field.</p> <p>Many international NGOs in Malawi are positioned at the heart of policy and governance, and many of the local NGOs are working at grass roots in the shadows cast by policy makers. There is little communication between the Governance level in Malawi, and the reality of most people's personal circumstances. It is very useful to bridge this gap, and to bring real and well-researched information into public discussion.</p> <p>That being said, our strategy for sustainability is about seeding communities with confident, motivated, and active young people who will drive forward the issues of the day. In many ways, the continued presence of Chance For Change is merely catalytic. Young people gain the skills and confidence to become change makers within their own social circles and communities, and facilitated activities simply prepare them for this.</p> <p>Independent groups are developing with our ex-participants driving them and for the most part they only require a very light touch to support their activities. The provision of meeting space, the chairing of meetings, or connection to our networks is all that is often needed. These groups often organise themselves only coming back to us when they need guidance or to share their successes.</p> <p>The idea of an "exit" strategy is also slightly subjective, and needn't mean "disappearance" from the landscape. Since much of our programme content is needs-led and driven by the young people involved, there is a sense of movement and innovation with the content that evolves with each cohort we recruit.</p> <p>We encourage graduates to remain part of the Chance For Change "community" and this is working well in terms of social support networks in townships. Some of our ex-participants have been involved with us for 5 years. Some of these participants now</p>

	<p>work for us; some now have thriving businesses that employ people locally. Many are engaged in peer mentoring, and many are becoming community leaders in their own right. There have also been instances where we have been asked to provide candidates for recruitment into local businesses; we help them with job applications and they are often successful. We also have a few “co-operatives” of ex participants who pool resources in order to operate commercially.</p> <p>Whilst not a “traditional” exit, there is a strong element of capacity building, strengthening of communities, and sustainability in our strategy.</p>
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<b>5. Learning and Dissemination</b>	
<b>5.1</b>	<b>Lessons Learned</b>
	<p>Describe briefly any lessons learned during this reporting period, and how it will influence the project and your work moving forward.</p> <p>One of the important lessons we have learned in this reporting period is the value of a track record. The difficulties that we experienced in recruiting and working with stakeholders in the last reporting period have all but disappeared as our reputation has grown. Instead of us putting pressure on Chiefs to support us, the communities are applying that pressure, as they want activities in their areas, for their children.</p> <p>Our recruitment this reporting year has largely been either off-street, or by word of mouth. This means that we need to dedicate less resource to recruitment and can offer more in the way of larger scale community participation events.</p> <p>After moving to bigger and more suitable premises, we have also experimented with bringing some activities into the centre. This has been very successful and we are using the drop-in centre and the outside spaces more and more as time goes on. We also think that this could be a good strategy for working in areas that we are not keen on sending staff into, such as Chinsapo. It also helps us to mix groups from different areas together, a move that helps to combat isolation.</p>
<b>5.2</b>	<b>Innovation and Best Practice</b>
	<p>Summarise briefly any examples of innovations/ innovative approaches or best practice demonstrated by your project during this reporting period. Please explain why these are innovative or best practice, and detail any plans to share these with others.</p> <p>We have a number of developing innovations and programme areas since the last end of year report. Apart from all of the developments in the 6 month report last September, we have the following developing initiatives:</p> <p><b>Pioneers of Change Pilot</b></p> <p>Perhaps our most ambitious and visible new initiative is the Pioneers (of Change) pilot. We recruited two groups of vulnerable girls from our existing catchments who were either involved in, or at-risk of becoming involved in child prostitution, and a number of other vulnerable groups such as girls who had been abused or trafficked and ran an adapted version of our Rites of Passage Foundation programme to include awareness of relevant issues and incorporated access to services and counselling at the centre for those who sought those services. The monitoring and evaluation process and a formal review is currently underway, but there are many successful outcomes for the pilot that are apparent already before the final review is produced.</p>

## 5. Learning and Dissemination

### **The Cultural Troupe**

The cultural troupe has developed well. Their main reason for operating was to carry out advocacy work with local youth, but they have now begun to fund their activities independently by performing at social functions and events on a more commercial basis and are generating income at a sustainable rate. As it is now making money, competition for places is fierce and standards are being driven up.

### **Sports Activities**

The popularity of the sports activities, as one would expect, has been growing. We have both girls and boys football teams (the girls team strips were donated by Hibs), we have a girls netball team, and we have the gym growing steadily at the Machansi centre. All of the sport activities are accompanied by input on health and diet, where appropriate, and tournaments and competitions have been attended by over 1,000 people when we have held them. We also run mixed football, which is quite an innovative idea for Malawi.

### **Skills Sharing events**

We have recently further developed our Skills sharing concept to a more intensive Skills Week event. The week was very busy and there were some very accomplished participants sharing their knowledge, expertise, and business ideas. The event was also attended by boys from the reformatory centre in our Routes for Change project.

### **Peer Mentors**

We have also been training some of our participants as peer mentors as a pilot. Early signs are very encouraging. There are some sensitive topics that the peer mentors are able to understand in a more nuanced way than the staff teams. This is usually the first stage of raising issues, and helps us to develop strategies to deal with them, making our programme content stronger and more topical.

### **Drop-In Centre**

The Drop-in centre continues to develop nicely. Apart from the normal stream of young people wanting support or help to access services, there are more organic groups of young people (girls in particular), who visit after school as a "safe space" to congregate and spend time together. These sessions aren't facilitated, but staff are available should they be needed. These drop-in sessions are valuable to us as well as the participants. They allow us to observe the young people (girls in particular) in a context other than an organised facilitated session. There is much valuable information about home and school life on offer, away from organised activities. We will plan to expand this facility during the next phase.

### **Experimental Garden**

As an offshoot to our Skills Sharing week, we are working on an experimental garden with the support and advice of partners ACADES. We don't expect quick results with this due to the limited growing season in Malawi, but we have also started an experimental rainwater harvesting system that may allow us to increase the growing season for income generating crop growing. We are quite excited about this and look forward to see if it can be made to generate income or to give healthy supplements to a maize-based diet.

<b>5. Learning and Dissemination</b>	
<b>5.3</b>	<p><b>Dissemination</b> Summarise briefly your efforts to communicate project lessons and approaches to others (e.g. local and national stakeholders in Scotland and Malawi, academic peers etc). Please provide links to any learning outputs.</p> <p>We are regularly approached to present our programmes and our methods to other actors in youth development. We try to play an active part in MaSP and regularly meet with other MaSP projects (a couple of whom we work with in partnership).</p> <p>We are regular guest at other stakeholder forums such as the Malawi Network Against Trafficking, or the Independent Detention Coalition</p> <p>We continue to hold events where lessons and new approaches are communicated such as the Stakeholders meetings, and the Youth Justice Stakeholders Forums, and we are currently well on the way to developing a stand-alone M&amp;E department which will collect and interpret data generated by both of our projects. This is an exciting development and the M&amp;E team are looking forward to a placement from U.K. in April to cement the work of the M&amp;E and entrepreneurship advisor from Kenya.</p>
<b>5.4</b>	<p><b>Wider Influence</b> Briefly describe any intended or unintended influence on development outcomes beyond your project. For example influence on local and national policy, contribution to debate on key development issues, uptake by other projects etc.</p> <p>Expanding on our previous report, wider influence has developed somewhat organically on a number of levels.</p> <p>Firstly at a policy level, we have been asked to share our research to a number of organisations, including DFID, who struggle to get data relating to the environment at community level. This also goes for bodies that are trying to research “hidden” problems such as domestic violence, sexual abuse in the home or child marriage etc. We are also consulted regularly by Government bodies and often provide an unaffiliated opinion on how proposed policy will work.</p> <p>Secondly at community level, we are regularly approached by parents, teachers, and other community leaders to get involved in, or advising on, social problems. In many ways, this is helpful to us as it keeps us current and “on point” with current issues and topical problems. For instance we have recently run an awareness and prevention of cholera campaign. Cholera is a seasonal problem and this campaign will be a one-off piece of work until the next time a cholera outbreak happens in our catchment. The re was a similar situation after a recent outbreak of foot and mouth and contaminated meat.</p> <p>Thirdly, with the help of graduates from our programmes, we are influencing at a peer level. Young people are independently advocating our message within their peer groups and also within their families. This gives us both influence and also insight. Graduates are always in and around the Hub and often make referrals of their own.</p> <p>We have also increased our activities in disseminating information and influencing opinion by means of the regular radio shows and recorded radio-based workshops, phone-ins and discussion groups. These shows are very popular and have an active</p>



<b>5. Learning and Dissemination</b>	
	listener base.

<b>6. Financial Report</b>	
<p>The narrative report below should be provided in conjunction with the Budget Spreadsheet report (see Annex 2). Please fill in the Budget Spreadsheet to: (a) confirm actual spend for the year and justify any significant disparities between programmed expenditure and actual expenditure within the financial year, (b) detail programmed spend for next year.</p> <p>Please note that any carry-over of funds to the next financial year should have been agreed with the Scottish Government by January 31<sup>st</sup> of the current financial year.</p>	
6.1	<p><b>Project Underspend</b></p> <p>Please note whether the project has reported a significant underspend, and whether the Scottish Government has agreed to this being carried forward. If this has been agreed, please provide copies of or links to relevant correspondence. Please indicate whether the underspend is the result of currency fluctuations or other issues with project delivery.</p>
6.2	<p><b>Cost Effectiveness and Efficiency</b></p> <p>Please detail any efforts by the project to reduce project costs, whilst maintaining the quality of the project – for example through managing projects costs, efficient resourcing, working with and learning from others etc.</p> <p>We are able to make efficiency savings by sharing services and costs with our sister project Routes for Change. Administrative services (payroll, bookkeeping etc.) are shared and we hold joint training etc.</p> <p>The projects also pool equipment when holding entrepreneurship, mass participation events etc. By combining larger scheduled events; sports events, talent shows, skills weeks etc. we can share costs of staffing, transport and such like.</p>
6.2	<p><b>Co-finance and Leverage</b></p> <p>Please provide details of any co-finance or leverage that has been obtained for the project during the reporting period, including how the funds/ resources will contribute to delivering more and/or better development outcomes.</p> <p>We have secured small amounts of funding to support this programme, all of which have gone towards direct programme costs.</p>

<b>7. IDF Programme Monitoring</b>	
<p>The list of IDF programme indicators are listed below. With reference to Q46 on your application form, please report on progress for the IDF programme indicators that you have committed to tracking in your original proposal, including the 'Poverty and Vulnerability Indicators', which are obligatory for all Scottish Government funded projects.</p>	
<b>1. IDF Programme – Poverty and Vulnerability (compulsory)</b>	
1.1	Indicator 1.1 Total number of people <u>directly</u> benefitting from the project

<b>7. IDF Programme Monitoring</b>							
The list of IDF programme indicators are listed below. With reference to Q46 on your application form, please report on progress for the IDF programme indicators that you have committed to tracking in your original proposal, including the 'Poverty and Vulnerability Indicators', which are obligatory for all Scottish Government funded projects.							
	Baseline	Female	Male	Total	Brief description (e.g. small-holders)		
		7337	5756	13093	Rites of Passage participants, Mass Participation Events, Peer Education. This does not include radio broadcasts		
State the evidence that supports the progress described							
Rites of Passage Activity data collection							
<b>1.2 Indicator 1.2 Total number of people indirectly benefitting from the project</b>							
	Baseline	Female	Male	Total	Brief description (e.g. small-holders)		
		15796	15795	31591	Family members and communities		
State the evidence that supports the progress described							
We have calculated on the basis that each beneficiary benefits at least 3 family/community members. Stronger communities, less crime and more economic activity. Also considering the reach of radio broadcasts and the dissemination of key messages (Marriage Bill, publicising of services for SRH and testing etc.)							
<b>2. IDF Programme – Civic Governance and Society (optional)</b>							
<b>2.4 Indicator 2.4 Number of people with increased awareness of good governance and human rights</b>							
	Baseline	Female	Male	Total	Brief description (e.g. small-holders)		
		5232	4350	9572	Rites of Passage, Hear Us, MPE's, SOYA		
State the evidence that supports the progress described							
Rites of Passage Activity data collection & M&E systems. This is exclusive of Radio broadcast and public meetings reference the Marriage Bill and Trafficking in Persons Act.							
<b>2.5 Indicator 2.5 Number of people who are engaged in advocacy for improving citizens' rights</b>							
	Baseline	Female	Male	Total	Brief description (e.g. small-holders)		
		434	603	1037	YAD, SOYA, Tumaini Festival in Dzalekaa Refugee Camp, Stakeholders meeting on Marriage Bill, Global Forgiveness Day		
State the evidence that supports the progress described							
Rites of Passage Activity data collection, C4C M&E systems							
<b>3. IDF Programme – Education (optional)</b>							
<b>4. IDF Programme – Health (optional)</b>							
<b>4.7 Indicator 4.7 Number of people with increased awareness of determinants of health</b>							
	Baseline	Adult Female	Adult Male	Child Female	Child Male	Total	Brief description (e.g. malaria prevention)
		564	433	930	1411	4338	Foundation, SRH Training, Drop In Centre

**7. IDF Programme Monitoring**

The list of IDF programme indicators are listed below. With reference to Q46 on your application form, please report on progress for the IDF programme indicators that you have committed to tracking in your original proposal, including the 'Poverty and Vulnerability Indicators', which are obligatory for all Scottish Government funded projects.

State the evidence that supports the progress described							
Rites of Passage Activity data collection, M&E systems and peer delivery							

**5. IDF Programme – Sustainable Economic Development (optional)**

5.1	Indicator 5.1 Number of people supported to establish or improve business/economic activities				
	Baseline	Female	Male	Total	Brief description (e.g. agriculture marketing)
		273	523	796	YEN, Rocket Wood Project, Skills Sharing, Business Plan Competition
	State the evidence that supports the progress described				
	Rites of Passage Activity data collection, M&E systems and peer delivery				

**6. IDF Programme – Renewable Energy (optional)**

## Annex 1: Sample Case Studies

### 1. Name: [REDACTED]

Age: 20

[REDACTED] dropped out of Secondary school due to lack of finances to pay for school fees. She was not doing anything apart from staying at home helping out with household chores.

She started the Chance for Change programme and attending the Foundation and Young Entrepreneurs programmes because she wanted to start a business and have a source of income. [REDACTED] showed a great level of commitment and didn't miss any of the workshops throughout the six months.

In addition to attending the entrepreneurship programme she also attended a Chance for Change Agri-business training group, where she learned about farming and value addition in agriculture for commercial purposes. Whilst participating on the programme, she established a small enterprise in her community selling tomatoes she has grown herself. Her confidence has increased significantly since her business has been growing. She is an active participant in a separate YEN group, which concentrates on agribusiness and experimentation with cash cropping.

[REDACTED] has managed to secure a small garden near her home, where she is growing her tomatoes. She is also running a samosa business that generates a small income to supplement the garden. Alice now feels able to make plans to balance her life and her business and sees ways to become successful.

Although the business is newly established, she is able to generate a small but significant income that sustains her in many ways. She is extremely enthusiastic about agribusiness, is passionate about developing her skills of entrepreneurship through agribusiness, and is very keen on establishing herself in the field.

The community has seen a positive effect of Alice becoming engaged in entrepreneurship, and they are supporting her through her tomato and samosa business activities. It is through that community support that Alice sees the potential of expanding her agribusiness ventures into her own community.

### 2. Name: [REDACTED]

Age: 14

[REDACTED] was one of the first girls we got to know through the Pioneers of Change Pilot programme. This programme targets young girls who are victims of trafficking, abuse, slavery, and early marriage.

From the beginning we knew that Maya was involved in sex work and was also working as an agent for one of the known traffickers in the community, recruiting girls from her school to get involved in prostitution. She has also been used in robberies, where she has been sent to take the attention of, for instance, gas station workers, so that the robbers could attack the employees and catch them off guard.

When we first got to know [REDACTED] she was quiet, defensive and did not trust us. However, there was something that attracted her to us so she kept meeting us and started

bringing friends. Eventually, the group of girls was as large as 17 and they attended weekly sessions where we facilitated topics concerning themes such as child trafficking, child abuse, health, and consequences of early marriage in addition to our core Foundation curriculum.

**[REDACTED]** changed her behaviour over the next couple of months. She became more confident and open with the facilitators, and seemed more assertive. In addition to her attending the workshop sessions, the staff team decided also to work with her mother to cement their relationship and to take a team approach to support her. She is now very aware of dangers of how she used to live her life.

**[REDACTED]** is no longer involved in prostitution, has gone back to school and is helping Chance for Change as a peer educator sharing her experience with newly recruited girls who have been through similar situations, or are at risk of ending up in those risky and dangerous situations. She has become a leader and an inspiration amongst her peers in her community.

### **3. Name: [REDACTED]**

**Age: 18**

Although **[REDACTED]** is a Secondary school student, she has been attending the Chance for Change programme. **[REDACTED]** was a rather shy girl who wasn't able to effectively communicate, and at the time, was indulging in a risky lifestyle. She had a great fear of speaking in public.

After completing her Foundation phase, she joined the Young Ambassadors programme where she was trained in facilitation and youth work. She was particularly interested in talking to her peers about the dangers of drugs, something she had first hand experience of and had witnessed to be a problem amongst a lot of her peers. After the training with the Young Ambassadors she has started her own youth group where she discusses behaviour change, focusing on risky lifestyle choices and the risks involved in drug and alcohol abuse.

She has become a leader in her community and has gained the confidence to speak in public. She is not afraid to press for changes in attitudes and behaviours in her community, and promotes personal responsibility and behaviour change amongst young people. To her peers, she is a role model and an agent of change.

### **4. Name: [REDACTED]**

**Age: 23**

When **[REDACTED]** signed up for the Chance for Change programme he was unemployed and living with his parents. At the first orientation event before the programme started, he stood out, but not in a positive way. He was conspicuous because he was under the influence of drugs and alcohol.

Despite his challenges with alcohol and drugs, he showed us some potential. However, he did not have any ideas on how to further make the best of his skills to help him build a good life for himself.

**[REDACTED]** completed the Foundation programme in 2017 and registered straight away onto the Young Entrepreneurs programme. Some months into the programme, he started becoming more dedicated to changing his lifestyle. He chose the Young Entrepreneurs

programme in order to gain business skills and knowledge. After completing the enterprise training he managed to find some work with local construction companies to start earning income to support his family. Whilst he was working, he maintained contact with Chance For Change and made use of the support offered by staff of the YEN programme helping graduates to finesse CVs, complete application forms, and prepare for interviews

He learned how to effectively present himself to potential employers through the entrepreneurship programme and learned how to write a professional job application. Around this time, Chance for Change was approached by Lilongwe Wildlife Centre with a view to providing candidates for a job vacancy they had. **[REDACTED]** was a suggested candidate and we supported him in his preparations. He attended the interview for a construction and maintenance person and was successful.

**[REDACTED]** is now working at the Wildlife Centre and is thoroughly enjoying his job. With the regular monthly earnings from this post, he can now support his family and is enjoying financial independence. He still maintains contact with Chance For Change.



## **Annex 2: Budget Report**

The project has an underspend of £1,752. We have operated this budget largely to plan, with a slight overspend on programme activities, however we have managed to balance this against savings on subsistence as we managed staff travel down to a minimum. We have had some challenges with staffing during this financial year as a result of of maternity leave and sickness but again, we had little difficulty in offsetting this.