**Youth audit tool for strengthening youth engagement in your work**

**What is the youth audit tool?**

A youth audit tool will help you to reflect upon how you currently engage young people in the work of your organisation. It will help to identify what you do well and where you could potentially improve. It is a great way to involve staff in reflecting upon the potential contribution young people can make to their work, and can also be used by agencies thinking about mainstreaming youth as a cross-cutting issue. NB *The questions addressed in the tool can be tailored to the needs of your organisation. See Further Reading, below for more information on different formats for youth audit tools.*

**How do you use it and who should be involved?**

It can be done **at any stage of the programme cycle**, but it is a good idea to do this before embarking on a new project or programme. A wide selection of staff members, as well as a diverse range of young men and women involved in your projects and programmes, should be involved in this process. Staff members not directly involved in engaging with youth should also be involved in order to gauge the entire spectrum of organisational attitudes towards supporting meaningful youth engagement. Local partner organisations can also take part.

Circulate the youth audit tool before meeting collectively as a group to discuss the questions in the tool. It would be good to choose an impartial stakeholder to facilitate the group discussion, if possible, and to ensure equal contributions from all stakeholders. Allow at least 2-3 hours to complete the discussion or schedule it over two shorter sessions.

**What do I do next?**

Once complete, the youth audit tool helps to highlight where you are engaging young people well, and where there might be room for improvement. Then prioritise **the top three areas** that you would like to improve.

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| --- | --- | --- | --- |
| Which areas are we not addressing well? | What will we do to improve? | Who will lead? | By when? |
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**Situation analysis**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | Yes, sufficient | Yes, but not sufficient | No | Comments |
| 1. Are a diverse group of young women and men consulted at programme planning/situational analysis stages? |  |  |  |  |
| 1. What tools do you use to consult with young people? Are they youth-friendly? |  |  |  |  |
| 1. Are young people supported to play an active role in the situation analysis process – e.g. by gathering data and information |  |  |  |  |
| 1. When assessing whether to work closely with another civil society organisation in partnership, do you consider their commitment to youth participation and engagement? |  |  |  |  |

**Programme planning**

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| --- | --- | --- | --- | --- |
|  | Yes, sufficient | Yes, but not sufficient | No | Comments |
| 1. Does young people’s feedback directly influence the design of programmes that will involve them? |  |  |  |  |
| 1. Does the monitoring and evaluation framework for the programme plan have indicators that relate to young people? |  |  |  |  |
| 1. Are young people invited to strategic planning workshops/meetings where objectives and programme strategies are discussed? |  |  |  |  |
| 1. Have we identified in our project plans what roles young people will take in each activity? E.g. will young people be given a chance to lead certain activities? Will we work with young people as partners to implement this activity? |  |  |  |  |

**Implementation**

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| --- | --- | --- | --- | --- |
|  | Yes, sufficient | Yes, but not sufficient | No | Comments |
| 1. Does your organisation recruit young people as staff members? |  |  |  |  |
| 1. Are youth represented on programme decision-making structures such as project management committees? |  |  |  |  |
| 1. Are leadership training and capacity development support for young people offered as part of your programme? |  |  |  |  |
| 1. Are programme activities held at times that are suitable for young people – in particular young women? |  |  |  |  |
| 1. Does your organisation use a range of targeted mobilisation strategies to ensure a diverse range of young people – including young women - are participating in programme implementation? |  |  |  |  |

**Monitoring and evaluation**

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| --- | --- | --- | --- | --- |
|  | Yes, sufficient | Yes, but not sufficient | No | Comments |
| 1. Do you identify and review the risks of involving young people in your work on a regular basis? |  |  |  |  |
| 1. Do your staff understand the benefits and added value of involving youth in monitoring and evaluation processes? |  |  |  |  |
| 1. Do you assess or evaluate the quality of youth participation in your projects on a regular basis? |  |  |  |  |
| 1. If young people are actively involved in your M&E processes – e.g. as researchers or data collectors, do they receive training and support? |  |  |  |  |
| 1. Are young people involved in the analysis of M&E findings? |  |  |  |  |

If you use this tool following this workshop and would be prepared to share your experiences with *Girls Not Brides*, please get in touch with [Leila.Billing@girlsnotbrides.org](mailto:Leila.Billing@girlsnotbrides.org)

**Further Reading**

<http://www.ygproject.org/case-study/youth-audit>