

TARIRO YOUTH DEVELOPMENT TRUST

Strategic Guide
2024 - 2029



NOVEMBER 1, 2024

**YOUTH, UNITED IN
OUR DIVERSITY**





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THE PROBLEM, AND THE OPPORTUNITY

Zimbabwe's future hangs in the balance, as a staggering 67.7% of its population¹ – the vibrant and dynamic youth – are struggling to thrive. Unemployment, poverty, and limited access to healthcare are just a few barriers standing their way. But it's not just their present that is at risk – it is their ability to shape a sustainable future. Systematic and existential threats are eroding their agency, muting their voices, and stifling their potential. And now, as the country grapples with the new normal of devastating climate disasters, and relentless epidemics, the very fabric of their existence under siege. The cruel fate that awaits them is not just a bleak present, but a sustainable future that slips further away with each day passing. In this sea of despair, Zimbabwe's young people cry out for a lifeline – a chance to reclaim their agency, unlock their potential, and forge a future that is theirs to own.

REIMAGINING THE OPPORTUNITY

At a national level, Zimbabwe's population is young, educated, and willing to drive progress and meaningfully contribute to both national and local development.

Imagine, a Zimbabwe where the boundless energy, creativity, and idealism of its young people are harnessed as a powerful force for transformation. A nation where institutions, across both public and private sectors, see young people as able, willing, and capable to build a Zimbabwe of the future.

Imagine, if each young person has access to high-quality health services, equal economic opportunities, protected from harmful socio-cultural norms, and participation is a cornerstone, amplifying their voices and ideas in building a sustainable future.

Imagine a youth-led and serving organisation head quartered in Zaka district, building an integrated and cross sectorial organisation that connects with young people where they are, activating their agency to identify, co-create solutions that adequately deal with community challenges over and above the afore mentioned problems at national and local level.

And YES, if we reimagine the Challenge and Needs of the Country in general and young people in particular – including harnessing the energy and creativity of young people – we will achieve positive societal transformation.



This is us

We are a youth-led organization that cultivates healthy and resilient young leaders who drive sustainable development. We ignite this through a focus on youth health, creative economy, and bold leadership. When crises strike, we stand with youth, equipping them to weather the storm, reclaim their resilience, and rebuild their lives.

OUR STORY, OUR SHORT HISTORY

We are founded and registered in 2015, by young people in Zaka district, Zimbabwe. Here is our story and history in short.

2015

- Registered as a Trust, operating in Zaka's ward 32 only.
- Staff Compliment of three Housed at Machiva Clinic.

2020

- Expanded to Zaka's ward 19, 8 and 24.
- Staff complement of 8.Housed at Zaka Rural DistrictCouncil premise (1 room).

2024

- Transitioned to a Private Voluntary Organization (PVO)
- Expanded to Chiredzi and Masvingo Districts.



Our Vision & Mission

Our Vision

A generation of youth who are healthy, resilient, and inspired to drive a sustainable future.

Our Mission

Our mission is to nurture young innovators for sustainable development through holistic support in health, creative economy, and leadership.

Our Values

Youth Centred: Young people are at the heart of everything we do, prioritising their needs, interests and perspectives in local and national development processes. We achieve this through actively listening, harnessing youth agency and tailor our approaches to fit their unique needs and preferences.

Innovation: We actively seek new and better ways of doing our work – being creative, promoting experimentation and embracing change to improve our processes and or outcomes. We achieve this through encouraging creativity, staying informed on trends and technologies while fostering a safe space where team members and community feels safe to take risks and make mistakes.

Inclusion: In our work spaces everyone must feel valued and respected regardless of their background and identity. We achieve this through creating an enabling environment where all voices are heard, considered and respected.

Collaboration: We go all the way, to involve everyone – working together effectively, sharing knowledge and resources and supporting one another to achieve common goals. We encourage open communication.

Equity: We are fair and just, ensuring that everyone has access to the same opportunities and resources to thrive. We go above and beyond to address and correct imbalances and disparities in the work we do. Continuously evaluating systemic barriers that prevent equitable access, implementing practices that promote fairness in decision making and resource distribution, while providing tailor support and resources to meet the specific needs of individuals and groups

Accountability: We are responsible for our actions, decisions and their outcomes. This means we are transparent and own up to both successes and mistakes as guided by set goals and expectations. Where we face challenges and or problems, we are honest about the progress we have made.

The Society We Seek To Influence

We are at a unique time in the history of men.

The world population is young, facing the greatest threats to life as we know it on earth – with an equal opportunity to lead and save earth.

A fragile Society: We are not united in our diversity. At individual, group and or societal level, we live under tremendous strain from various factors – including but not limited to economic disparities, instability fuelling conflict and wars, social unrests, inequality, poverty, unemployment, substance abuse and drugs as symptoms to the fragility of our situation. Multiple traumas affect our ability to lead and be led, in some communities, stigma against key populations is on the rise, Child, Early and Forced Marriages and Unions (CEFMUs) are on the rise so is exclusion of young people from participating in development processes

Youth Apathy: There is an increasing trend of disengagement among young people, which impacts their involvement in identifying and tackling societal issues. Many young people feel disillusioned with systems that they perceive as being designed to exclude them, marginalize their voices, and disregard their needs. Institutions and Systems are ineffective to connect with and create enabling environment for youth participation.



This apathy manifests as a lack of interest or motivation to participate in civic and community activities, including public decision-making and economic processes. This disengagement is posing a significant challenge, undermining the potential for youth to contribute fresh perspectives and drive necessary change in addressing critical challenges and problems.

The Climate and Biodiversity Crisis: Zimbabwe like many other countries is experiencing the negative impacts of climate change accelerating a biodiversity crisis. In its 2023 farming session, more than 80% of crops in Zimbabwe received below normal rainfall pushing millions of our people to be food insecure. With extreme weather changes, intense and prolonged droughts, storms, floods resulting in the number of disasters doubling creating humanitarian crisis.

The Health Crisis: The COVID-19 pandemic has left an indelible mark on Zimbabwe, ravaging young lives, and shattering their sex and reproductive health and rights. Access to health services plummeted, while gender-based violence (GBV) and drug and substance abuse skyrocketed. This toxic mix has pushed mental health concerns to alarming heights. Yet amidst the devastation, a glimmer of hope flickers. Zimbabwe has made remarkable strides towards achieving the global 95-95-95 HIV treatment targets, with 96.9% know their status, 95.4% are on ART, and 93.9% are virally suppressed. But the crisis is far from over. Young people, aged 15-24, bear the brunt of the HIV epidemic, accounting a staggering one-third of new infection. The pandemic laid bare our gaps and opportunities, serving as a stark reminder that we must rebuild and strengthen our healthcare system. We must construct a resilient healthcare framework that foster behaviour change, facilitate access to youth-friendly services, and strengthen community health systems to address the distinct challenges facing young people. Only then we can hope to mitigate the health crisis engulfing Zimbabwe's youth and pave the way for a healthier future.

The Age of AI: Artificial Intelligence, once a distant concept, is now a reality that is transforming various aspects of life, including work, communication, and decision-making. This technological advancement brings opportunities for innovation but also raises concerns about inclusivity, ethics, privacy, and the future of employment. In Zimbabwe, where a significant portion of the population lives in rural areas with limited access to technology, there is a pressing need to address these disparities and ensure equitable access to technological advancements.

The Next Five Years: The Transformation & The Impact We Seek.

Our Assumptions

- Strong collaboration and partnerships with local, national, and international entities and stakeholders
- An enabling environment will be created where absent and protected where present to encourage youth participation.
- Support for intergenerational spaces and support, that foster collaboration amongst the different generations allowing for smooth and institutionalised skills and knowledge transfer.
- Young people are willing to participate in activities that grow and harness their potential to meaningfully contribute to the future they are likely to live in.
- Human and financial resources to support experimentation, implementation and growth of youth led and youth serving organisations to better respond to their most pressing challenges.



Our Calling – Mission

Our mission is to nurture young innovators for sustainable development through holistic support in health, creative economy, and leadership.



Our Approach

Youth Skills Development: We strongly believe in providing the necessary skills and knowledge to young people to enhance their effectiveness.

Youth Community Led: Young people at community level can identify their most pressing challenges, co-create a lasting solution that leaves no one behind focusing on rallying support and driving action around a cause or initiative.

Digital Connectivity: We are living in an era where connection is just a click away! We have embraced the age of digital connectivity and making it our mission to leverage cutting-edge digital tools and platforms to bridge gaps, connect with our audiences, share information and spark meaningful conversations.

Design and Run Campaigns: To better influence decision making on policies and practices that affect young people, we will plan, execute, and manage campaigns that ensure full participation of young people across the different aspects of their lives.

Non-Political: We recognise that it is a right for young people to participate in political and economic processes. However, our approach is that of conveners allowing us to negotiate and facilitate access for all young people.

**WHAT WE WILL INVEST IN & DO
OUR STRATEGIC PRIORITIES**

Leadership and Youth Agency

The objective of this priority is to develop leadership skills and empower young people to actively participate in development of their communities and beyond.

This pillar cultivates thought leaders and engaged youth who take active roles in development of their communities. We create a nurturing ecosystem that build young people's capacities through peer-to-peer exchanges, training programs, mentorship, and opportunities for youth to engage in decision-making processes at local, national, and global levels. Through nurturing a sense of agency, we will ensure that youth are equipped to spark positive transformation, and contribute to a more sustainable future.

We will:

- Design and implement training programs focusing on leadership skills, advocacy, policy, citizenship, and decision making.
- Create engagement opportunities and platforms for young people to engage with and in local, national, and global decision-making processes.
- Develop a mentorship and accompaniment platform that offer guidance and support to young people.
- Facilitate peer-to-peer exchanges to provide platforms where young leaders share experiences, insights, and perspectives, driving collaborative learning, innovation, and growth.
- Create youth-adult partnerships.

Our Flagship Initiatives that anchors this Priority:

- Zaka Leadership Lab
- Youth Adult Partnership Hub
- Peer Exchange Network
- Youth Power Platform

What Success Looks Like for Us:

- Increased Participation and reduced apathy in community and national initiatives – more youth are involved in shaping policies that affect them and the future they are likely going to live in.
- Young people will develop where non exist critical skills that will serve them throughout their lives.

Emergency Action & Protection

The Objective of this priority is to ensure the safety and protection of young people during and after emergencies and crises.

This pillar focuses on safeguarding young people during emergencies and crises. It involves establishing effective response plans, offering immediate help, and advocating for the needs and rights of youth affected by disasters or conflicts. Through proactive measures and support systems, this pillar aims to reduce the impact of emergencies on young lives and support their recovery and resilience.

We will:

- Develop, set up and implement robust emergency and protection youth led systems.
- Resource and provide the necessary support and resources to affected young people.
- Facilitate recovery and resilience-building programs for affecting young people in Zimbabwe.

Our Flagship Initiatives that anchor this Priority:

- Zimbabwe's Youth Corp – First Responders Program.
- Safe Spaces for Crisis Recovery (SSCR).
- Heal-Art

What Success Looks Like for Us:

- Enhanced protection and support during crises will reduce the impact on young people.
- The availability of effective recovery programs that help youth return to stability more quickly.
- Increased awareness and advocacy for youth needs in emergency contexts.



Creative Economy and Youth Entrepreneurship

The Objective of this priority is to support the growth of the creative economy by fostering and harnessing innovation, employability skills, and entrepreneurship among youth.

This pillar creates a dynamic synergy between innovation, entrepreneurship, and employability. It provides access to resources, mentorship, and networking opportunities to help youth turn their creative ideas into job-generative enterprises. Through fostering an entrepreneurial culture and offering practical support, this pillar aims to create pathways for young people to create decent jobs and contribute to economic growth. However, we ensure these enterprises are centered on sustainable and nature-based solutions to cultivate a generation that drives a nature-positive economy. Lastly, the pillar unlocks the future of work and supports youth to thrive in an ever-changing landscape of innovation and opportunity.

We will:

- Equip young people with tools, resources, and technologies needed to run successful businesses.
- Create networking opportunities through events, workshops, and fairs to connect young entrepreneurs and creatives with potential partners and customers.
- Develop a mentorship and accompaniment platform for emerging entrepreneurs and industry experts.
- Provide life and work skills training.

Our Flagship Initiatives that anchor this Priority:

- Prepared for Opportunities, Work, Empowerment, and Resilience (POWER)

What Success Looks Like for Us:

- More young people can access tools, technologies, grants, and seed funding for their pioneering innovations to some of the most pressing challenges they seek to solve.
- Structured and enhanced support for creative ideas, and entrepreneurs that lead to a more vibrant and diverse inclusive economy.
- Youth led businesses and innovative ventures contribute to economic development, leaving no one behind.

Health and Wellbeing

The Objective of this priority is to empower young people to achieve positive health outcomes through education and increased access to and uptake of essential health services.

This pillar is dedicated to saving young lives and sustaining their health and well-being. We unleash youth-powered innovation to end the youth HIV/AIDS pandemic by 2030 and tackle GBV, period poverty, maternal and child mortality, and drug and substance abuse, while also improving the mental health of young people. At the societal level, the pillar focuses on strengthening community health systems and transforming harmful social norms and policies to create a supportive environment that enables young people to make informed decisions about their health. Focusing on this is critical because young people are at a transformative stage of life, where access to high-quality health services and information not only shapes their immediate wellbeing but also empowers them to build a healthier future for themselves and their communities.



We will:

- Promote access to comprehensive sexuality education, information, and health services that are rights-based, culturally and age-appropriate, comprehensive, and gender-sensitive.
- Address stigma and discrimination on grounds of HIV and GBV to ensure greater access to health services.
- Tackle stigma around menstruation and support girls to manage their periods so as to participate equally in sustainable development.
- Provide mental health and psychosocial support to help young people cope with trauma.
- Develop support systems that help address specific health challenges faced by young people in Zimbabwe.

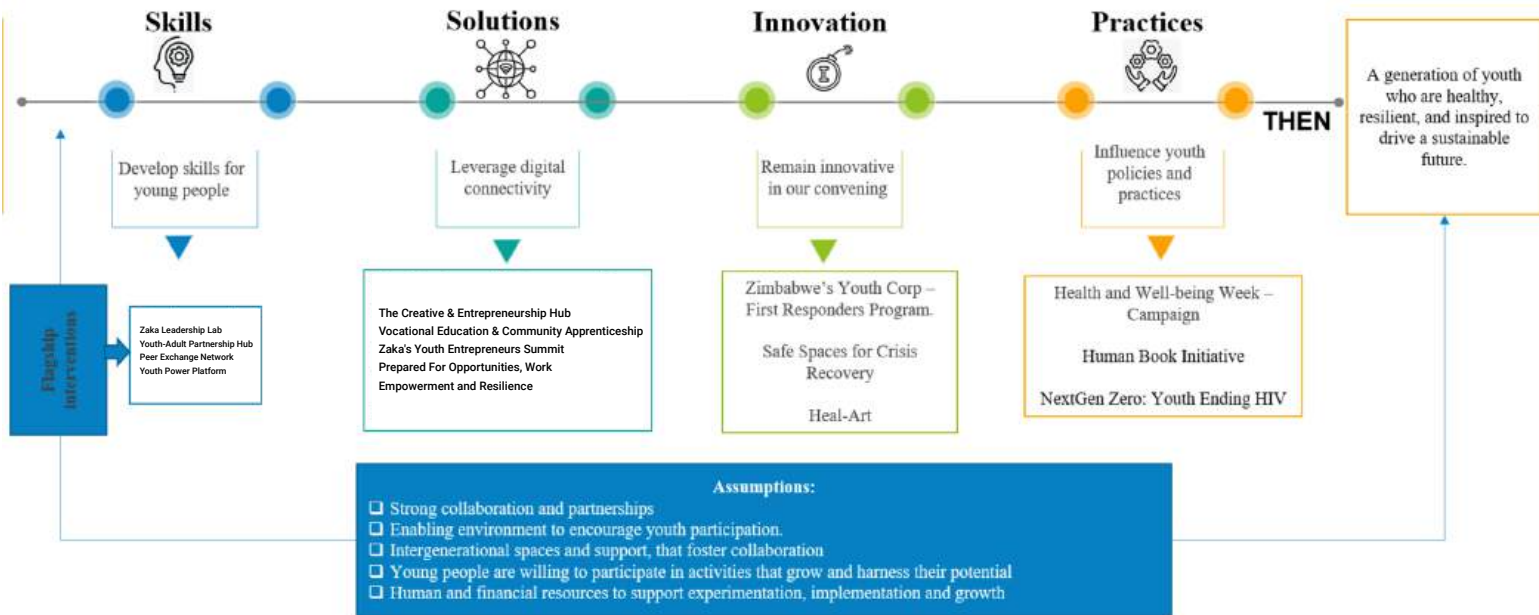
Our Flagship Initiatives that anchor this Priority:

- Health and Well-being Week – Campaign.
- Human Book Initiative.
- NextGen Zero: Youth Ending HIV

What Success Looks Like for Us:

- Youth and their communities experience better health outcomes through increased access to services and education.
- Young people are better equipped to handle stress, mental health challenges, and can make informed, better decisions regarding their health and wellbeing.
- More proactive and responsive support systems are fully functional, capable of addressing youth specific health challenges.

Theory of Change



Thank You

To our finance and non-finance partners – in no particular order

National AIDS Council (NAC)

International Labour Organization (ILO),

The Joint United Nations Programme on HIV/AIDS (UNAIDS).

United States Agency for International Development (USAID)

