



AFRICAN UNION
YOUTH
VOLUNTEER
CORPS
AU-YVC

BUSINESS PLAN

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African Union Commission
Division for Capacity Building & Youth Development (HRST)
P. O. Box 3243, Addis Ababa, Ethiopia
Tel.: +251 11 551 77 00
E-mail: youth@africa-union.org
www.africa-youth.org/auyvc

Preface

African Union Youth Volunteer Corps (AU-YVC) is a continental development program that recruits and works with youth volunteers, to work in all AU Member States. AU-YVC promotes volunteering to deepen the status of young people in Africa as key participants in the efforts to meet Africa's human development targets and goals. It brings people together to share skills, knowledge, creativity and learning in building a more integrated Continent and by implication strengthen Africa's relevance in the globalized world. AU-YVC was officially launched on the 3rd of December 2010 in Abuja, Nigeria, in the presence Youth Ministry Officials, high level AU and UN Agency representatives, Ambassadors, Volunteer Organizations, Partners and Africa's Youth at large.

This Business Plan is written to inform and guide Member States, Partners and all stake holders on the program. Comments, clarifications and corrections should be directed to Dr Raymonde Agossou, Head of Division for Capacity Building & Youth Development (HRST): youth@africa-union.org

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Dr. Raymonde Agossou
Head of Division
Human Resources and Youth
African Union Commission

African Union Youth Volunteer Corps (AU-YVC) Business Plan

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1. Executive Summary

1.1. About the African Union Youth Volunteer Corps (AU-YVC)

The African Union Youth Volunteer Corps (AU-YVC) is a continental development program that recruits and works with youth volunteers from within the African Union and the Diaspora, to work in all 54 countries across the African Union. It brings young people together to share skills, knowledge, creativity and learning to build a more integrated Continent and, by implication, strengthen Africa's relevance in the globalized world.

The AU-YVC is hosted by the Department in charge of Human Resource Science and Technology, within its Division dealing with Youth development issues. The AU-YVC is one of the programs being implemented by the concerned Division.

The AU-YVC's concept is in line with the African Youth Charter, as well as the Decision of AU Heads of State and Government in Assembly/AU/Dec.274 (XVI) January 2010, Decision EX.CL/Dec. 566 (XVII), February 2009 and Decision EX.CL 292 (IX), July 2006 by the Assembly and Executive Council.

AU-YVC was officially launched on the 3rd of December 2010 in Abuja, Nigeria, in the presence of H.E. President of the Federal Republic of Nigeria, Ministers of Youth from across the AU, high level AU representatives, Partners and other Volunteer Organizations and Africa's Youth at large.

1.2. Objectives

The AU-YVC is developed to globally ensure effective youth participation on the continent. The following specific objectives will be addressed to achieve this particular program:

- Involve African Youth through concrete actions in all socio-economic aspects of the continent;
- Improve effective and useful participation of young people in Africa's development efforts;
- Develop and strengthen the Spirit of Service in Africa and among the youth;
- Promote Africa's Shared Values and Pan-Africanism through exchange.

1.3. Program Overview

AU-YVC works to bring a lasting change and impact through youth service within the six key areas of its focus:

- Education
- Health and HIV/ AIDS
- Peace and Security
- Information and Communications Technology
- Business and Youth Entrepreneurship
- Agriculture and Environment

Youth volunteers are deployed in one of the six focus areas of focus (example as teachers in an elementary/ secondary school in rural areas, as providing (youth friendly) health services in community health centers) to provide crucial services in areas where skilled man power is

scars. At the same time youth volunteers would gain crucial international work experience and acquire a great deal of leadership and soft skills, develop their self-reliance and acquire additional professional skills.

Cost implication: While deployed, whereas youth volunteers are not expected to earn a salary, they are however not expected to incur losses related to their deployment. The program requires that volunteers are deployed into a third country other than where they are originally from to achieve the intended youth empowerment and people to people exchange. The deployment related costs are summarized in the table below:

Cost of deployment for one volunteer deployed for 12 months			
	Cost Factor	Amount (USD)	Remark
1.	Travel to country of deployment and back to country of origin	1,000	Average round trip air fare
2.	Accommodation	3,000	\$250 a month * 12 months
3.	Living allowance	3,000	\$250 a month * 12 months
4.	Settling in allowance	1,000	Paid only once upon deployment
5.	Health insurance premium	500	Estimate
6.	Post deployment settlement	2,000	Post deployment settlement allowance upon volunteer's completion of duty
Total		10,500	

*** The cost calculation may significantly vary depending on the mode of sponsorship and country of deployment and are thus fixed individually. The exact sum is to be indicated in the tripartite agreement.

Supporting the Program: The AU-YVC is an African Union Program that needs to be supported by all stake holders including Member States, AU Organs, Regional and international bodies, UN Agencies, the private sector and Individuals at various stages including:

- Providing (financial) support for a particular area of focus mentioned above;
- Sponsoring individual volunteers;
- Provide space in organization to host youth volunteers;
- Hosting a pre-deployment volunteer training and capacity building;
- Provide in-country support to volunteers such as: language training, providing accommodation and various assistances on field support;
- Advocacy and popularization of the program;
- Promoting the value of volunteerism and service to others;

Additional information could be found under: www.africa-youth.org/auyvc

Email: youth@africa-union.org

2. The Concept of Service and Volunteerism

2.1. The Power of Service

Service to others is the payment you make for your space here on earth.
- Mohammed Ali

Imagine, young women and men volunteering in a community applying their skills and knowledge (teaching mathematics and English in a rural high school, or assisting in a local health center) for one year deliver an average of 2,160 hours of service to

the community each. It is therefore needless to say the impact an army of youth volunteers can create within a foreseeable time by transforming and impacting the community they are serving in.

For a long time, Inter-African missions have mainly been focused on sending peace keeping troops to areas risking war or civil unrest. Brave African soldiers have made a tremendous impact in securing peace and restoring livelihoods for countless brothers and sisters in their respective countries of service. The selfless service African soldiers to their country and continent impacts each and every one of us enjoying the fruits and freedom secured - even if most of the time we do not see them in action directly.

African Youth are once again being summoned to serve their continent through their skills and knowledge in their respective communities and impact firsthand Africa's development and transformation towards a peaceful and prosperous continent.

In the last century, volunteers from around the world (e.g. US Peace Corps, VSO, JICA and others) have provided countless hours of service and values to local communities in both urban and rural settings where at times the provisions are very basic with no electricity, internet and running water, facing harsh conditions and challenges as they go.

Statistics show that roughly 65% of Africa's population is below the age of 35 years, and over 35% are between the ages of 15 and 35 years - making Africa the most youth full continent. By 2020, it is projected that out of 4 people, 3 will be on average 20 years old. About 10 million young African youth arrive each year on the labor market (ILO 2008). Africa's Youth are therefore best placed to promote the core vision of the African Union: "*creating a united and prosperous Africa at peace with itself and its partners*".

Very often young people ask themselves how to take part in the development of their continent and create a lasting impact. The most valuable contribution of all mankind is the value of service. Volunteerism could be a very formidable form of providing services for young graduates seeking work experience and international exposure. Youth volunteerism benefits all stake holders involved in many ways. This includes:

Youth Empowerment: Volunteerism is not an easy task and demands qualities of a leader to attain one's mission in a foreign country. AU-YVs are required to serve in a country other than where they are originally from. This implies, apart from providing quality service in their host community, volunteers would need to establish their livelihood by making new friends, planning their time and resources, and staying safe and healthy among others. This would highly impact

the self-reliance of the youth and upon return to their home country after a minimum of 12 months of service, volunteers would be able to give a lot more to their home communities.

The common attributes of volunteers include: courage, resilience, problem-solving, self-reliance, independent, disciplined and leaders by example.

Community Development: volunteers providing services either as school teachers, health assistants, agricultural experts, ICT experts and countless other fields, would contribute towards dealing with the shortage of skilled man power in the community where they serve and on the continent at large. Apart from the impact the service of young Africans would make on the lives of countless fellow Africans, this is also a bottom-up approach in engaging youth in contributing to the development of Africa.

Promoting Pan Africanism: Upon the independence of African States, our heroic leaders including Kwame Nkrumah, Julius Nyerere, Jomo Kenyatta, Patrice Lumumba, Haile Selassie I, and Nelson Mandela among others, had one common dream for the continent - "A Strong and United Africa!". Volunteers travelling to a country are, at the same time, Ambassadors of their home country in their new host community. They would, at the same time, learn and exchange with their host country and its people. This would create a life changing experience and perception upon volunteers and their new community. Volunteers are ambassadors of the good values of their country and its people.

2.2. Volunteerism in Africa

Volunteering and social engagement in Africa are deeply integrated into Africa's culture and is partly a way of life for many, especially among the rural community. In the absence of effective government, social systems and safety nets, societies often have to rely on local means to survive by helping each other. This includes helping neighbors in sickness, death, constructing homes, organizing weddings, harvesting crops etc. Community service and assistance is therefore a way of life for most Africans.

However, the form of volunteerism the way it exists in North America, where the contributions of individuals are well coordinated and managed multiplying the potential of service and creating synergies is the experience AU-YVC yet stands to benefit from.

2.3. Potential of Service in Africa

Africa needs countless skilled labor to delivery on its human development targets and goals. It is estimated that 10 million young Africans arrive on the job market every year. The dilemma remains however, whereas youth unemployment in urban areas remains stubbornly high, sub urban and rural communities suffer from skills gap especially in education, health care and environmental protection. ICT, business skills and entrepreneurship development remains on high demand in most urban and sub urban areas.

Experiences from other continents show that if coordinated and well organized community service could contribute substantially to national GDPs and produce synergies in the multiplicity of the power of service.

Africa has so far not been able to capitalize on its demographic bonus - its large population of youth. Young university graduates could go into communities and provide their services for a minimum of 12 months and remedy the shortage of skilled man power while gaining international work experience, acquire a great deal of leadership and soft skills and develop their self-reliance.

The services could vary from teaching elementary and secondary school children, to providing youth friendly health services in local health centers, provide business and entrepreneurial education to local youth or provide technical assistance to organizations and government ministries.

2.4. Do Young People in Africa want to Volunteer?

The Youth Division of the AUC with the support from UNFPA and UNV Africa Regional Bureau conducted an online continental survey developed and conducted from January 2009 to February 2009 with an aim to assess readiness amongst Africa's youth to participate in volunteer work. The survey was particularly directed at university graduates and academic institutions. More than 200 volunteers from over 50 African countries took part in the survey.

*Anyone can become great,
because everyone can serve!
- Martin Luther King Jr.*

Of the respondents, 12.7% had a high school diploma, 34.13% acquired their undergraduate/ Bachelor's Degree, and 33.33% had a Master's Degree or some postgraduate education. 19.84% of the respondents were at the time enrolled in some sort of higher education.

The surveys found that Africa's youth are willing to serve and volunteer should favorable conditions avail (82.92% are willing to add a year of service into their carrier path, 15.08% prefer to seek alternative means which do not include volunteering). In time of the survey, 47.14% of the respondents were involved in some sort of volunteer work while 52.86% of the respondents were employed to an extent.

In addition, the survey found the existence of various factors for volunteering amongst the youth respondents. The major ones being:

- Helping the community
- Acquire skills useful for future career
- Culture and society norms to help others
- Religion
- Earn the education awards benefits
- Other

Respondents with past volunteer experience added that their volunteer activity has influenced their choice of field of study by making them aware and conscience of what they want to pursue. Even some made radical change in their choice of field of study. Some of them aspired to do their PhD studies for the reason of their desire of becoming more professional, to pursue more research activities, to develop their confidence and self-esteem and for acquiring in-depth knowledge of humanity. A few of the respondents also mentioned reasons such as the desire to become conscience of their environment and which will shape their higher education specialization.

Positive experiences mentioned were: discovering hidden skills, improving their language, developing patience and responsibility and personal rewards such as: self-fulfillment, knowledge and experience sharing, skills development, gain of technical expertise, immense opportunity to establish network among other youth, employment opportunities, ability to overcome fear and low self-esteem amongst others.

On the down side, respondents mentioned financial and economic conditions, family and social responsibilities, fear of the unknown, the challenge of leaving in a new environment separated from family and friends upon the main reasons to hamper their commitment to volunteer work.

Overall the youth division was able to establish the strong desire amongst Africa's youth; especially should a favorable environment for volunteerism be created.

2.5. Comparative Advantage of a Continental Youth Volunteer Program

Many African countries do have national service programs for youth. Most such programs however do not view youth service as means for meaningful youth participation and contributions and are rarely voluntary.

A continental approach to volunteerism in Africa would provide an additional aspect of people to people relation and promotion of Africa's shared values through exchange among emerging leaders.

3. The African Union Youth Volunteer Corps (AU-YVC)

3.1. About the AU-YVC

The African Union Youth Volunteers Corps (AU-YVC) is an initiative which was built on the global proposal as a continental programme of Africans for Africa. AU-YVC promotes volunteering to deepen the status of young people in Africa as key participants in the delivery of Africa's human development targets and goals. It brings people together to share skills, knowledge, creativity and learning to build a more integrated Continent and by implication strengthen Africa's relevance in the globalized world.

*Ask not what your Country can do for you,
ask what You can do for your Country*

- J.F. Kennedy

*I am African not because I was born in
Africa but because Africa was born in me*

- Kwame Nkrumah.

AU-YVC is a continental development program that recruits and works with youth volunteers from within the African Union and the Diaspora, to work in all 54 countries across the African Union.

This initiative draws inspiration and good practices from decades of experiences by other volunteer organizations including the United Nations Volunteers (UNV), the U.S Peace Corps and Voluntary Service Organization (VSO).

The concept is in line with the African Youth Charter as well as the Decision of AU Heads of State and Government in Assembly/AU/Dec.274 (XVI) January 2010, Decision EX.CL/Dec. 566 (XVII), February 2009 and Decision EX.CL 292 (IX), July 2006 by the Assembly and Executive Council. Also, during the 17th Ordinary AU Summit in July 2011, African Heads of State adopted a decision to further strengthen the AU volunteer program (Assembly/AU/Dec. 363(XVII)).

Decision Assembly/AU/Dec. 274(XVI) specifically urges the AU Commission to launch and implement the African Union Youth Volunteer Corps. Whereas Decision Assembly/AU/Dec. 363(XVII) mandates that the Commission organize an AU-YVC training on the margins of every June/July AU Summit to organize a training program for Youth Volunteers and to deploy volunteers consequently.

AU-YVC was officially launched on the 3rd of December 2010 in Abuja, Nigeria, in the presence of H.E. President of the Federal Republic of Nigeria, representatives of AU Ministries in charge of Youth development, high level AU representatives, Partners and other Volunteer Organizations and Africa's Youth at large.

3.2. AU-YVC Objectives

The AU-YVC is developed to globally ensure effective youth participation on the continent. The program aims the following specific objectives:

- Involve African Youth through concrete actions in all socio-economic aspects of the continent;
- Improve effective and useful participation of young people in Africa's development efforts;

- Develop and strengthen the Spirit of Service in Africa and among the youth;
- Facilitate youth capacity building for leadership in Public Life:
 - Engage Africa's Youth in the Continent's development through meaningful youth participation by providing Service for their Continent
 - Provide opportunities for Young Africans to serve and gain crucial professional experience, soft skills, social competence, international exposure and leadership skills;
 - Promote Africa's Shared Values and Pan-Africanism through exchange

Vision

Knowing that the vision of the African Union is that of “an integrated, prosperous and peaceful Africa, driven by its own citizens and representing a dynamic force in global arena”, the vision of the AU-YVC is to facilitate youth participation toward their own empowerment for a sustainable development.

3.3. How it Work (in Summary)

Aspiring volunteers who fulfill all requirements could directly apply for the program by filling out the online application form and uploading their CV (www.africa-youth.org/auyvc).

Organizations wishing to host deployed youth volunteers are required to fill out the online request form. Alternatively, organizations can send their request to youth@africa-union.org.

- **Screening:** Volunteer Applications and Volunteer Requests would now be screened for completeness through a vigorous and transparent process. Candidates, whose application was not convincing, would be eliminated and notified. Volunteers are permitted to reapply a second time;
 - **Matching:** Applications of nominated volunteer candidates are matched with available vacancies according to the criteria specified by the requesting organization;
 - **Selection:** The AU-YVC would send multiple CVs (4-6) of matched volunteers to requesting organization for final selection. Requesting organizations have now the opportunity to interview potential candidates and make their final selection;
 - **Training of Youth experts for Volunteer Work in Africa:** Prior to their deployment volunteers would be trained for a period of 2 to 3 weeks by the AU-YVC unit to enhance volunteers' professional, interpersonal and life skills. The training aims to prepare volunteers for their country of deployment and enhance their capacity.
 - **Deployment:** selected volunteers would now sign a tri-partite agreement with their host organization and the AUC which shall guide the terms of deployment.
 - **Sharing of responsibilities** – housing, visa acquisition, Insurance, stipend, etc.
- Progress Assessment:** volunteers are expected to provide regular reports on their activities and address challenges to the AU-YVC unit.

Deviation: Applications who did not fulfill all requirements would be eliminated and notified. These could apply one second time. Applicants for whom there was no vacancy found and who fulfill all requirements would be kept on the database for future consideration. Positions for which there was no appropriate candidate in the existing database remain vacant.

Duration: it takes on average 12 month from the date of application until final deployment to go through all stages. Applicants are therefore not advised to commit early on and resign from jobs or defer their education and other engagements.

For requesting organizations the duration could vary from 3 weeks to 4 months, depending whether a candidate fulfilling all requirements is available within the pool of trained volunteers or not.

See section 5 for details of these steps.

3.4. Who Volunteers

In order to be considered for the program, applicants must fulfill all of the following requirements:

- African Citizen or African Decent (African in the Diaspora);
- Age 18 – 34;
- Acquired minimum a post-secondary certified training and qualifications (Bachelor equivalent) with above average performance;
- Available to dedicate minimum of 12 (twelve) months to 24 (twenty-four) months for volunteer work;
- Excellent knowledge of at least one official AU languages (Arabic, English, French, Portuguese) and willing to learn others;
- Verifiable minimum of one year of volunteer and one year of work experience;
- Up to date and chronologically complete Curriculum Vitae

In addition, volunteers should be both mentally and physically in a condition that allows them to travel, live and serve in a new, and maybe challenging, environment.

An ideal candidate is one who:

1. Is flexible, independent, and has sense of effort and sense of humor,
2. Has problem-solving skills
3. Self-motivated and has interest in volunteer work,
4. Has absorptive capacity to learning on the job,
5. Appreciates and respects other languages, cultures, religious and social norms,
6. Has a great deal of social networking skills

3.5. Areas of Focus

AU-YVC has identified six main areas of focus it wants to target in its initial stage through dedicated service of young volunteers:

- 1) **Education:** volunteers could work as teachers in elementary and secondary schools, or, work as academic or research assistants in colleges, universities, technical and vocational school;
- 2) **Health and HIV/AIDS:** volunteers would work in health centers, providing medical assistance, youth friendly health services especially focusing on sexual and reproductive health among youth. Engage in advocacy campaigns for safe sex among fellow youth in

the community including prevention of HIV/AIDS and other sexually transmitted diseases;

- 3) **Peace and Security & Human Rights:** Volunteers with legal and peace and security backgrounds would work in promoting youth and human rights and could work in post conflict settings and with conflict prevention and mediation organs and human rights commissions and institutions. Volunteers with legal backgrounds could also work with individual Member States on the promotion and implementation of the African Youth Charter;
- 4) **Information and Communications Technology:** Volunteers with ICT background could be deployed to various organizations and institutions to assist in the development of Software, organization websites, online content management, new and social media interaction, and other related ICT support;
- 5) **Business and Youth Entrepreneurship:** Young volunteers could be deployed to youth centers to promote innovation and youth entrepreneurship among local youth by sharing skills on how to develop business plans, basic accounting, developing resumes, writing proposals and marketing their products amongst others;
- 6) **Agriculture and Environment Protection:** Volunteers who have acquired skills in agricultural and environmental studies could work with rural communities on how to improve their work and how to mitigate and adapt to the impacts of climate change.

3.6. Environments of Service

AU-YVC volunteers are deployed strictly in non for profit settings where their impact and contributions can fill the gap for much needed skilled man power. This could typically be:

- Rural Community Schools
- Hospitals and Health Centers
- Post Conflict Communities
- International Organizations
- Government Offices/ Ministries

3.7. Benefits

Volunteers benefit primarily in terms of gaining crucial work experience, international exposure, and acquisition of additional professional, soft, livelihood and life skills. While on the field, volunteers receive the following benefits:

- Pre deployment training ;
- Round-trip Travel ticket to and from the host country;
- Settle-in allowance;
- Monthly stipend;
- Health insurance;
- Volunteer support;
- Post adjustment allowance (where needed);

Post deployment returned volunteers are now part of an *alumni network of AU-YVs* forming a vast pool of junior professionals and new generation of leaders. The *AU-YVC Alumni network* helps to share vast knowledge and experience.

Host Organizations/Communities stand to benefit from the set of skills volunteers would bring into their organization along with a set of new practices and work ethics from their home countries. Host communities shall benefit from gaining exposure to the culture of the country the volunteer originates from, and get an opportunity for intercultural exchange.

3.8. Implementation Plan

AU-YVC is scheduled for implementation in three phases: 1) Deriving experience from established volunteer organizations and assessing the possibility of setting up Africa's own volunteer initiative; 2) Setting up an implementation mechanism including concept documents, training materials, organizational structure and a service manual. 3) Roll out: implementation of the program with an incremental approach to be delivered on a five year pilot implementation phase which aims to train and deploy 1000 volunteers. The pilot phase began with the official launch of AU-YVC on December 3rd, 2010 in Abuja, Nigeria.

The pilot phase of the AU-YVC implementation is based on existing best practice. This allows the development of necessary infrastructure, from tested efficacy of the mechanism and allows the mobilization of resources to unfold a full-scale operation. The programme would undergo a mid-term evaluation in the second year and final evaluation at the end of the five year pilot phase.

4. AU-YVC Organogram

4.1. The AU-YVC Program Management Unit (PMU)

The AU-YVC PMU is located within the African Union Commission the Division for Human Resource Capacity Building and Youth Development (HR&Y) under the Department of Human Resources, Science and Technology (HRST). The AU-YVC is headed by the Head of the Division for Human Resource Capacity Building and Youth Development.

*After climbing a great hill, one only finds
that there are many more hills to climb.
- Nelson Mandela*

The AU-YVC PMU is made up of a team composed of a program manager, a volunteer advisor, human resource focal person, legal focal person, advocacy focal person, training coordinators and a secretary. With the rapid expansion of the program, the team may expand quickly, with respect of resource availability.

The PMU will facilitate technical and financial implementation in volunteer recruitment, deployment and management as prescribed in the Programme Procedures and Operational Manual. The PMU activities will also focus on the need to ensure policy implementation and in the integrating youth volunteerism into regional strategies for human capacity development in Africa and is accountable to the Head of Human Resources and Youth Division (HR&Y).

4.2. AU-YVC Stakeholders

Immediate stakeholders of the African Union Youth Volunteer Corps are:

- African Youth and Youth in the Diaspora who take part in the program
- Host Organizations that stand to benefit from the services of volunteers
- Sponsors of the program
- The Youth Division of the African Union Commission
- The AU Member States (to contribute and support the AU-YVC)

The wider beneficiaries of the program are:

- AU Member States (both that host and those that send youth volunteers)
- Communities where youth are being deployed
- Organizations who recruit returned AU Volunteers as junior professionals
- The African Union Commission
- Africa's youth at large
- The Continent at large

4.3. Role of the AU Youth Volunteers

The AU-YVC Handbook provides the scope and governs services delivered by Youth Volunteers. The core obligation of volunteers is to implement their terms of reference as provided by their host organization and work towards a lasting change in their host community by applying the principles of continued service learning. In addition, AU-YVs are expected to promote volunteerism and Africa's shared values as they go.

4.4. Role of Host Organizations

In order to reap the dividends from hosting youth volunteers, host organizations and institutions are expected to make all necessary preparation and continued follow-up. Developing terms of reference or scope of work alone may not always lead to maximized results despite the high motivation from volunteers. The basic requirements towards host organizations are:

- Terms of referents (TOR) / scope of work guiding everyday activities and specifying the expected overall output expected at the end of service;
- Adequate work space as required by the task(s) to be completed;
- Follow-up on volunteer performance and output;
- In-country support and orientation (finding housing, visa acquisition, Insurance, etc.)
- Provide volunteer monthly living allowance, accommodation, health insurance, language training and/or any other provisions (if indicated as sponsor)
- Any additional provisions and support

4.5. Role of Member States

Addressing Africa's challenges requires a multi-sectorial and inclusive approach of all stakeholders involving governments, civil society the private sector an all agents of development. Breaking the cycle of poverty will require addressing young people's vulnerabilities and empowering them to be agents of change for development. Investing in young people is not only a priority for furthering human rights and poverty reduction, but could also bring about a demographic bonus.

As primary stake holders, Member States have a key role to play towards the success of the African Union initiative for youth service through volunteer actions and promoting volunteerism among African societies. A concrete contribution by member states to the program could include:

- Financing volunteer deployments to a third country;
- Hosting one of the tri-annual AU-YVC trainings;
- Providing Visa waivers for youth volunteers;
- Providing in country support through the Ministry in Charge of Youth Affairs, such as housing, other necessary but simple logistics;
- Any additional provisions required on the field.

5. How it Works

5.1. Volunteer Application

Youth volunteers fulfilling all requirements (See section 3.4.) are encouraged to fill the online application form on the AU-YVC website (www.africa-youth.org/auyvc). Once an application is received it would be accessed against an **evaluation matrix** based on the following criteria:

1. Type of qualification acquired and grades received (Bachelor's-, Master's Degree, PHD);
2. Number and Type of languages spoken (with primary focus on Arabic, English, French, Portuguese Swahili and possible combinations);
3. Type of volunteer and work experience: more weight would be given for community outreach and working with others in teams;
4. Comparative Advantage I: Why does one want to become an AU-YV
5. Comparative Advantage II: What makes an applicant a good candidate for placement?
6. Comparative Advantage III: Previous Volunteer Experience (its significance to the vacancy)

Applicants who successfully go through the assessment are now nominated as volunteer candidates. The following steps follow:

- 1) Successful AU-YVC applicants would:
 - Receive an official letter of acceptance and invitation for a pre deployment training
 - Receive additional information and follow up including a request to start the process of acquiring a passport, medical clearance (Fitness to work Certificate), security clearance (from local police) etc.
 - Requested to send authenticated copies of their academic credentials and other documents
- 2) Other Decisions:
 - Applications that did not fulfill all requirements would be eliminated. Applicants would be notified about this development, and could apply one second time;
 - Applicants for whom there was no vacancy found and who fulfill all requirements would be kept on the database for future consideration;
 - Vacancies for which there was no suitable candidate who fulfills all requirements remains vacant;

Duration: it takes on average 12 month from the date of application until final deployment to go through all stages. Applicants are therefore not advised to commit early on and resign from jobs or defer their education and other engagements.

Keeping up to date: Applicants are advised to log in time to time and update their information, should anything change in their application.

5.2. Organization Requests

Organizations requesting the services of volunteers are required to submit their request by filling the required form online (www.africa-youth.org/auyvc). Alternatively, organizations can send their request to youth@africa-union.org

Requesting organizations are strictly nonprofit organizations, government institutions and development partners.

5.3. Matching and Selections of Volunteers

Successful volunteer applications are matched against the requirements specified by the requesting organization. The matching takes place based on the required academic qualifications, language skills, acquired skills and other specifications.

Volunteer CVs of the most suitable candidates (normally 3-4) is sent to the requesting organization for a possible interview of candidates and a final selection and endorsement.

A tri-partite agreement between the youth volunteer, the host organization and the AU-YVC unit would govern the terms of deployment.

5.4. Volunteer Training

Prior to their deployment volunteers would attend a mandatory 2-3 weeks training aiming at preparing participants for their new role as volunteers. The pre-deployment training aims to provide participants with an opportunity to enhance their skills set and improve on the application of the knowledge acquired through education in a result oriented work setting.

The overall objectives of the training will be:

1. To establish a minimum skills level and competence of the youth in general knowledge aptitude;
2. To improve the job performance readiness of candidate volunteers including coping mechanisms with personal social interactions in placement countries;

In a typical setting, trainings are hosted by a selected Member State and organized by the African Union. Partner organizations participate in terms of providing content and supporting various activities. To accomplish the training objectives, trainees will stay together in one place for the duration of the training program. The following are important notes to observe in the communal life of the participants while at the training location.

The main components of the pre-deployment training are:

- Community assessment
- Life Skills and livelihood skills training
- Service learning: "My role as an AU-YV"

5.5. Financial Implications

While Youth Volunteers are not expected to earn a salary, they are however not expected to incur losses related to their deployment. It is estimated that the deployment of one volunteer for 1 year costs between 8,000 and 10,000 USD based on 2011 estimates. These costs mainly consist of the following:

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Cost of deployment for one volunteer deployed for 12 months			
	Cost Factor	Amount (USD)	Remark
7.	Travel to country of deployment and back to country of origin	1,000	Average round trip air fare
8.	Accommodation	3,000	\$250 a month * 12 months
9.	Living allowance	3,000	\$250 a month * 12 months
10.	Settling in allowance	1,000	Paid only once upon deployment
11.	Health insurance premium	500	Estimate
12.	Post deployment settlement	2,000	Post deployment settlement allowance upon volunteer's completion of duty
Total		10,500	

Key elements of support to the AUYYVs:

1. Airfare ticket is an open round-trip ticket valid for one year. The fare may vary depending on the proximity of the country of deployment;
2. Accommodation: volunteers are expected to rent a house within the given range. During their service volunteers are expected to lead a lifestyle similar to the one of their host community. Accommodation while being basic is expected to be safe and fulfill all requirements;
3. Living allowance: same as in no. 3;
4. Settling in allowance: upon their arrival in a new country, volunteers are expected to incur costs not directly related to their monthly cost. This includes hotels in the first few days, transfer costs, looking for accommodation etc. The settling in allowance is only paid once at the very start of deployment;
5. Health insurance premium: this shall cover all basic health care and shall be purchased from a local provider;
6. Post deployment settlement: after having served for at least 12 months, volunteers would experience a transitional phase upon their return to their home country. This could be in terms of finding a job, enrolling for a university course, or setting their start-up company. Post deployment allowance is only paid after a successful completion of at least 12 months of service.

*** The cost calculation may significantly vary depending on the mode of sponsorship and country of deployment and are thus fixed individually and indicated in the tripartite agreement.

5.6. Modes of Covering Cost of Deployment

Currently there are three models for covering the cost of deployment:

- 1) **Organization sponsored:** The African Union through contributions from Member States together with its partners and external sponsors will cover the cost of deployment;
- 2) **Member State sponsored:** Deployment of volunteers is covered by the respective governments of deployed volunteers;
- 3) **Host organization sponsored:** The organization requesting the services of youth volunteers provide them with a monthly stipend and other related cost;

Combinations of the three models of sponsorship including self-sponsorship are also common. Volunteers could sponsor their attendance of training in the face where no means of sponsorship is available.

5.7. Supporting the Program

AU-YVC works to bring about a lasting change and impact through youth service in the six areas of its focus:

- Education
- Health and HIV/ AIDS
- Peace and Security
- Information and Communications Technology
- Business and Youth Entrepreneurship
- Agriculture and Environment

AU-YVC needs to be supported by all stake holders including Member States, AU Organs, Regional and international bodies, UN Agencies, the private sector and Individuals at various stages including: :

- Providing (financial) support for a particular area of focus mentioned above;
- Sponsoring individual volunteers;
- Provide space in organization to host youth volunteers;
- Hosting a pre-deployment volunteer training and capacity building;
- Provide in-country support to visiting volunteers such as: language training, providing accommodation and various on the ground support;
- Advocacy and popularization of the program;
- Promoting the value of volunteerism and service to others;



AFRICAN UNION COMMISSION

Division for Capacity Building & Youth Development (HRST)

P. O. Box 3243, Addis Ababa, Ethiopia

Tel: +251 11 551 77 00

Fax: +251 11 551 78 44

E-mail: youth@africa-union.org

Web: www.africa-youth.org/auyvc