



Trinidad & Tobago
Red Cross Society

Youth Programme 2022 - 2026

“Activating the Youth Agents of Change”

PAGE INTENTIONALLY LEFT BLANK

Prepared by:

Mr. Ryan Assiu
Lead Consultant
Advisors Next Door Ltd.

Ms. Nikita Khan
Associate Consultant
Advisors Next Door Ltd.

Under the guidance of:

Stephan Kishore
Crisis Management Coordinator
Trinidad and Tobago Red Cross
and Red Crescent Society
(TTRCS).

In collaboration with:

The TTRCS Youth Executive
Committee, TTRCS Youth Unit,
and the teachers and students of
various schools within the TTRCS
Youth Network.

With financial support from:

The International Federation of
the Red Cross and Red Crescent
Movement.

Contact:

Ms. Jill Debourg
President
Trinidad and Tobago Red Cross
Society
7a, Fitz Blackman Drive
Wrightson Road Extension
PORT OF SPAIN
(868) 627-8215/8218

Suggested Citation:

Trinidad and Tobago Red Cross
Society. (2021). "Youth
Programme 2022 – 2026". Port
of Spain, Trinidad.

Photography Credits:

© Rodnae Productions from
PEXELS.

Graphics Credits:

Nikita Khan

Date:

17th January, 2022

Original Text:

English



VOLUNTEER

AID

AID

FOREWORD

In 2021, Trinidad and Tobago much like the rest of the world finds itself in a time unlike any other. The COVID-19 pandemic has rattled our very existence and further driving an economic downturn. All the while we find our planet near a climate crisis of which will alter our way of life with Trinidad and Tobago set to experience natural hazards, unusually high temperatures and threatened food security.

We at the Trinidad and Tobago Red Cross know the youth are the future. We see young people as not just volunteers to the movement but also as the leaders of tomorrow and the beneficiaries of our actions today. Young people are set to inherit the world that we create today and so they play a vital role in creating the future we desire.

In response to this environment, the TTRCS has risen to the challenge and developed its Youth Programme 2022-2026. Our five-year programme is aptly themed “Activating the Youth Agents of Change” in recognition of the fact that young people are the beneficiaries, leaders and volunteers that lead to change we want to see in the world.

This Youth programme is ambitious and sets out to complete a youth development pipeline in the TTRCS taking our young people from primary school to adulthood. This programme introduces the “Youth Heroes” as the third phase after our “Youth Links” and “Trail Blazer” Programmes. “Youth Heroes” continues the leadership development of young people after leaving secondary school; allowing them to self-organize and become agents of change in their communities.

These three programmes will be complemented by the five-year programme which establish four pillars to guide youth development: (i) Youth humanitarians and sustainability champions; (ii)



*Ms. Jill Debourg,
President, Trinidad and Tobago Red Cross Society.*

personal development; (iii) employment and entrepreneurship and (iv) the TTRCS Youth Champions. Together, these pillars aim to develop youth holistically and build on the TTRCS’ longstanding legacy of youth focused work.

As Robert F. Kennedy said to students of South Africa at the University of Cape Town in 1966 *“This world demands the qualities of youth: not a time of life but a state of mind, a temper of the will, a quality of imagination, a predominance of courage over timidity, of the appetite for adventure over the love of ease.”* Through this programme we will empower the next generation to be forever young in heart and mind to grapple with the challenges ahead. It is imperative that we do.

ACKNOWLEDGEMENTS

The Trinidad and Tobago Red Cross Society expresses its deepest appreciation to everyone who supported the development of this Youth Programme for 2022-2026.

We recognize our extraordinary staff, committed volunteers, dedicated principals, teachers and students who comprise our youth network, the public who participated in the youth survey and our partners who gave of their time and knowledge through the consultation process. We are especially thankful for the technical guidance and financial support provided by the International Federation of Red Cross and Red Crescent Societies in preparing this milestone document.

Thank you.

TRINIDAD AND TOBAGO

RED CROSS SOCIETY

YOUTH

PROGRAMME

2022 - 2026

TABLE OF CONTENTS

FOREWORD	i
ACKNOWLEDGEMENTS	ii
01. BACKGROUND ON IMPLEMENTING ENTITY	5
02. RATIONALE FOR A YOUTH PROGRAMME	5
03. YOUTH PROGRAMME 2022 – 2026.....	6
3.1 Guiding Principles.....	6
3.2 Overview: A Multi-Dimensional Programme	8
3.3 Pillar 1 –Youth Humanitarians and Sustainability Champions	9
3.3.1 Goal and Objectives.....	9
3.3.2 Programme Details	13
3.3.3 Theory of Change.....	25
3.3.4 Budget	27
3.3.5 Programme Alignment	37
3.4 Pillar 2 – Youth Personal Development.....	41
3.4.1 Goal and Objectives.....	41
3.4.2 Programme Details	43
3.4.3 Theory of Change.....	52
3.4.4 Budget	54
3.4.5 Programme Alignment	63
3.5 Pillar 3 – Youth Employment and Entrepreneurism.....	67
3.5.1 Goal and Objectives.....	67
3.3.2 Programme Details	69
3.3.3 Theory of Change.....	74
3.3.4 Budget	76

3.3.5 Programme Alignment	82
3.6 Pillar 4 – The TTRCS Youth Champions	84
3.6.1 Goals and Objectives	84
3.6.2 Programme Details	85
3.6.3 Theory of Change.....	87
3.6.4 Budget	88
3.6.5 Programme Alignment	90
04. THE TTRCS YOUTH DEVELOPMENT PIPELINE.....	92
4.2 The Establishment of the Youth Champions Clubs	93
4.2.1 Rationale for Youth Champion Clubs.....	93
4.2.2 Conditions for formation of a new club.	93
05. Monitoring and Evaluation	94
06. APPENDICIES	95
Appendix A – Draft By-Laws for a Model Trinidad and Tobago Red Cross Society Youth Champions Club.	95

LIST OF FIGURES

Figure 1 - SWOT Analysis of the TTRCS undertaking a Youth Programme.....	6
Figure 2 - Interconnectivity of TTRCS' Programmes.....	8
Figure 3-Showing the Youth Development Pipeline for TTRCS youth	92

LIST OF TABLES

Table 1: Summary of the estimated value of the Youth Programme 2022-2026	3
Table 2 - Activities, Outputs and Outcomes for ‘Youth Humanitarians’	13
Table 3 – Budget for Activities under Pillar 1 (Youth Humanitarians and Sustainability Champions)	27
Table 4 – Alignment of ‘Youth Humanitarians’ with Key Policies.	37
Table 5 - Activities, Outputs and Outcomes for ‘Youth Personal Development’	43

Table 6 – Budget for Activities under ‘Youth Personal Development’ 54

Table 7 - Alignment OF ‘Youth Personal Development’ with Key Policies. 63

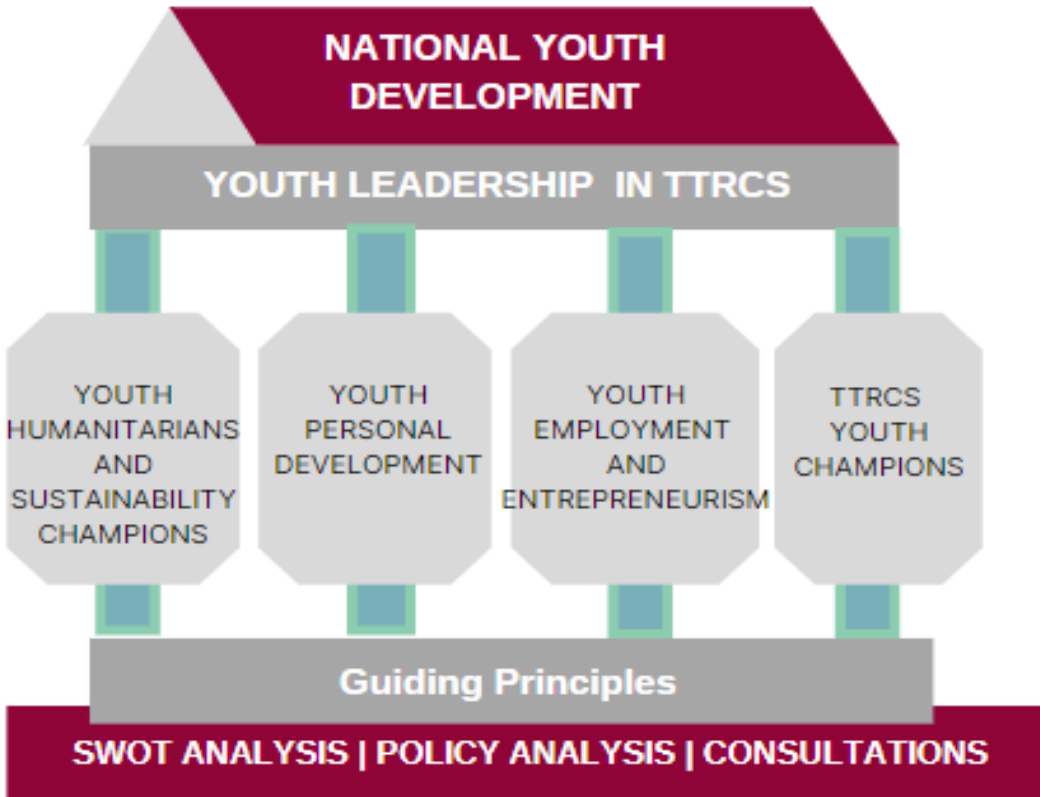
Table 8 – Activities, Outputs and Outcomes for ‘Youth Employment and Entrepreneurism’ 69

Table 9 – Budget for Activities under ‘Youth Employment and Entrepreneurism’ 76

Table 10 - Alignment of ‘Youth Employment and Entrepreneurism’ with Key Policies. 82

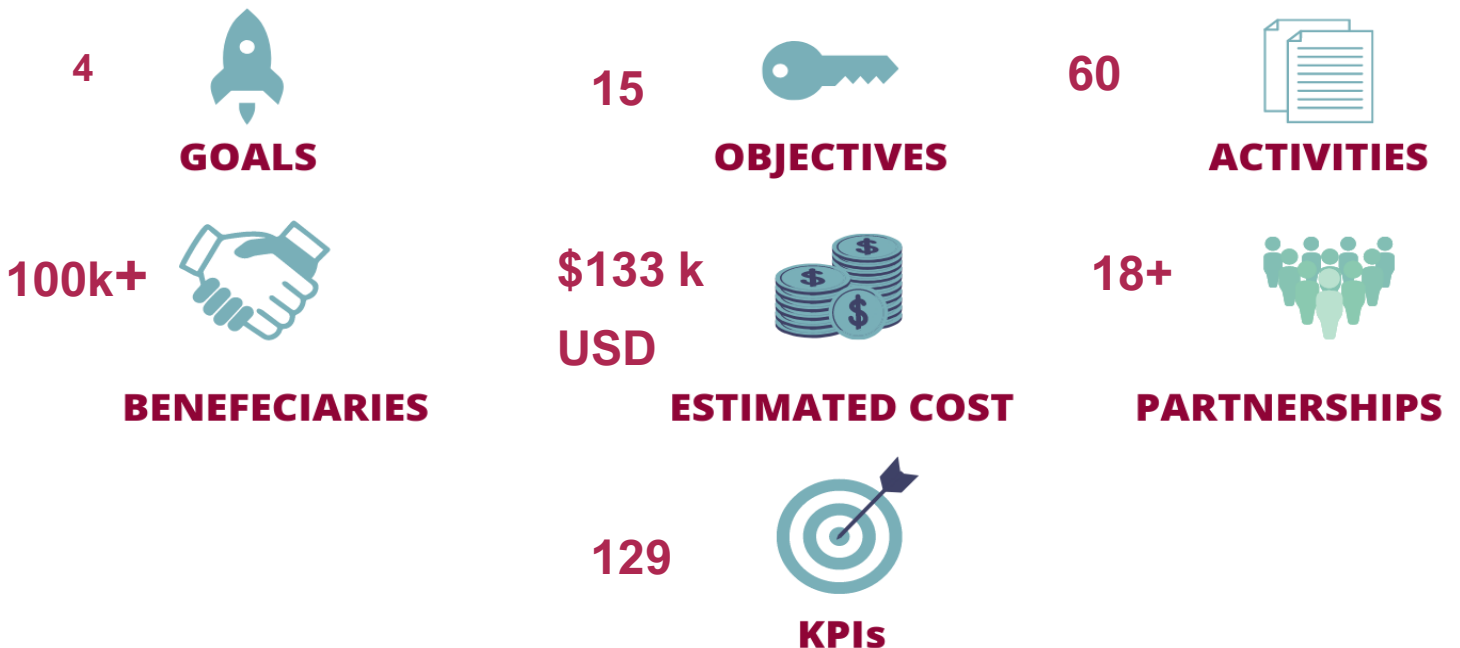
LIST OF ACRONYMS AND ABBREVIATIONS

e-VCA	Enhanced Vulnerability and Capacity Assessment
GIS	Geographic Information systems
GORTT	Government of the Republic of Trinidad and Tobago
IFRC	International Federation of the Red Cross and Red Crescent Societies
RCRC	Red Cross and Red Crescent
SWOT	Strengths, Weaknesses, Opportunities, Threats
TTRCS	Trinidad and Tobago Red Cross Society
YES	Youth Engagement Strategy



Established on a bedrock of technical assessment and stakeholder engagement, this Youth Programme 2022-2026 established three pillars of work to make the Trinidad and Tobago Red Cross Society an exemplar in youth development

PROGRAMME BY NUMBERS





"Activating the Youth Agents of Change"

ANTICIPATED PROGRAMME MILESTONES

- ▶ **2023**
 - All TTRCS-supported primary and secondary schools along with youth champions will have access to education materials regarding renewable energy, energy efficiency, low-emissions lifestyles
 - All TTRCS-supported primary and secondary schools along with youth champions will have access to education materials regarding healthy lifestyles, balanced diet, the importance of mental health and good lifestyle practices.
 - The personal development skills of the TTRCS youth will be enhanced through workshops and training.
 - The TTRCS will facilitate virtual workshops for its youth members focused on developing their skills for job hunting.

- ▶ **2024**
 - All TTRCS youth will have access to disaster management educational materials and training.
 - The TTRCS youth will have access to an online platform to engage with other youth members and share their progress within the TTRCS.
 - The leadership ability among the TTRCS would have been enhanced through training and various activities.
 - The TTRCS will have more youth volunteer members.
 - The TTRCS will give at least 8 students annually valuable work experience related to their field of study through internships.

- ▶ **2025**
 - No less than 1000 trees will be planted by TTRCS-supported communities, volunteers, staff and youth champions.
 - At least 5 primary and secondary schools within each education district will have a TTRCS supported environmental programme
 - There will be greater interaction and collaboration between individual TTRCS clubs throughout the country.
 - The TTRCS will promote entrepreneurship among its members by providing them with opportunities to showcase their work.

- ▶ **2026**
 - The TTRCS youth will participate more in volunteer work in their respective communities.
 - The TTRCS will have at least 4 functioning TTRCS Youth Champions club across Trinidad and Tobago

REQUIRED CAPACITY NEEDS



YOUTH COORDINATOR



MONITORING AND EVALUATION



Table 1: Summary of the estimated value of the Youth Programme 2022-2026

Pillar	External Requested*	Self-Funded*	In-Kind*	Total
1 – Youth Humanitarians and Sustainability Champions	US \$50,200.00 TT \$326,300.00	US \$7194.00 TT \$46,761.00	US \$14,871.20 TT \$96,662.80	US \$72,265.20 TT \$469,723.80
2 – Youth Personal Development	US \$11,700.00 TT \$76,050.00	US \$2544.00 TT \$16,536.00	US \$7785.60 TT \$50,606.40	US \$22,029.60 TT \$143,192.40
3 – Youth Employment and Entrepreneurism	US \$24,998.00 TT \$162,487.00	-	US \$9273.60 TT \$60,278.40	US \$34,271.60 TT \$222,765.40
4 – The TTRCS Youth Champions	US \$1500.00 TT \$9750.00	-	US \$2246.40 TT \$14,601.60	US \$3,746.40 TT \$24,351.60
Complete Youth Programme	US \$88,398.00 TT \$574,587.00	US \$9,738.00 TT \$63,297.00	US \$34,176.80 TT \$222,149.20	US \$132,312.80 TT \$860,033.20

*‘In kind’ = non-cash contributions by TTRCS or its partners; ‘self-funded’ = paid from TTRCS business earnings; ‘External Requested’ = sourced through grants, donations, or loans.

VOLUNTEER



01. BACKGROUND ON IMPLEMENTING ENTITY

The Trinidad and Tobago Red Cross Society (TTRCS) is a non-profit organisation which was incorporated under law to serve as a humanitarian auxiliary to the government of Trinidad and Tobago. Since its inception, the organisation has focused its resources to empower the most vulnerable in our society through providing communities with disaster preparedness and quality health programmes.

The TTRCS is one of 192 national societies, and together with the International Federation of the Red Cross and Red Crescent Societies (IFRC) form the global Red Cross and Red Crescent (RCRC) Movement. All within the movement share common fundamental principles but are not linked hierarchically. Thus, the TTRCS is an autonomous organisation that carries out humanitarian activities within the context of their own rules, national policies, and laws. Section 5 of the Red Cross Society (Incorporation) Act, 1963, details the governance structure of the TTRCS. The TTRCS is controlled and administered by a Governing Council comprised of 36 members, some elected and some appointed. An Executive Committee comprised of 12 – 24 of the Governing Council's members is responsible for governing the Trinidad and Tobago Red Cross Society when the Council is not in session. The TTRCS uses a branch-focused model of working with technical support provided by headquarters. The TTRCS has branches in Port-of-Spain, San Fernando, and Scarborough, Tobago. The work of the TTRCS is undertaken by a staff of approximately 100 persons and a network of over 1000 volunteers with the support of the IFRC and multiple national-level public, private and non-governmental sector partners.

The TTRCS uses a social enterprise model for financing its activities allowing it to '*do well while doing good*'. An In-house Finance Unit shoulders the fiduciary responsibility of the organisation. Funds are raised through a combination of donor-supported projects, and income generated through first aid training and ambulance services provided by the Business Unit. Staff salaries are not purely project dependent and as such, the TTRCS is able to retain specialist skills and institutional knowledge even after specific projects have ended. As a result of this, the organisation retains strong project management competence from its legacy of projects conservatively estimated at over US\$2 million annually.

02. RATIONALE FOR A YOUTH PROGRAMME

The National Youth Policy (2020) of Trinidad and Tobago defines youth as persons below 35 years of age. Youth are an integral part of the movement with 50% of volunteers and members being young people. Young people are some of the most vulnerable in society with them being disproportionately being affected by climate change, violence, substance abuse, mental health issues and unemployment. Despite these challenges, youth have the opportunity and capability to excel and act as agents of change.

Recognizing the pivotal role young people play in building resilience of vulnerable communities and people the TTRCS has sought to develop a 5-year Youth Programme that (i) leverages its strengths, (ii) bolsters its weaknesses, (iii) capitalizes on opportunities in the national landscape, and (iv) leverages partnerships and innovation to minimize threats and enhance synergies to develop youth resilience in its national society.

Figure 1 - SWOT Analysis of the TTRCS undertaking a Youth Programme

<p>STRENGTHS</p> <ol style="list-style-type: none"> 1. Legacy of community-based action. 2. Strong base of volunteers. 3. Strong network of enthusiastic teachers and principals willing to incorporate the youth programme into their schools. 4. Strong Youth arm. 5. Enthusiastic, creative, and dedicated staff. 6. Strong networks of public, private and civil society partnerships locally and internationally. 7. Strong project management resources internally. 8. Support from the IFRC. 9. Clear strategic and operational plans. 10. Strong recognizable brand. 11. Strong carnival brand with the Red Cross Children’s Carnival (Kiddies’ Carnival). 	<p>WEAKNESSES</p> <ol style="list-style-type: none"> 1. COVID-19 pandemic has led to disruption of the youth arm and online learning is a challenge to implement programme in schools. 2. COVID-19 pandemic has limited students access to TTRCS due to lack of connectivity. 3. Current system is limited youth participation out of the schooling system with critical youth (young adults) having limited participation. 4. Youth out of schooling system are unaware of the avenues they can approach to be part of the TTRCS.
<p>OPPORTUNITIES</p> <ol style="list-style-type: none"> 1. Development of TTRCS digital products for training and certification. 2. Eager school network comprised of youth, teachers and principals willing to undertake youth programme. 3. Significant number of young people who are currently unfamiliar with the TTRCS are interested and willing to get involved. 4. COVID-19 pandemic shift to online learning poses an opportunity to reach more youth. 	<p>THREATS</p> <ol style="list-style-type: none"> 1. COVID-19 pandemic has constrained in-person activities and community gatherings. This has limited in-person school, on-the-ground action, and volunteerism. 2. COVID-19 pandemic has shifted the way systems work and previous systems that worked are less effective.

In addition to the intuitive and moral basis of adopting a youth programme, there exist legislative, institutional and policy imperatives of the TTRCS. Some of the overarching considerations include, but are not limited to:

1. **Policy Alignment with the 2020-2025 National Youth Policy of Trinidad and Tobago**
2. **Institutional Alignment with the IFRC’s Youth Engagement Strategy (YES).**

03. YOUTH PROGRAMME 2022 – 2026

3.1 Guiding Principles

Youth covers a wide range of age groups from the age of 5 up to the age of 35, each with their own needs and abilities. Although this programme is robust and identifies specific activities thought to be most appropriate given our best present judgement, they may not be suitable if circumstances change. Thus, this 5-year programme is designed and shall be adapted based on the current needs of the youth at that time.

THE 7 FUNDAMENTAL PRINCIPLES OF THE RCRC MOVEMENT



Humanity

The Movement strives to alleviate human suffering, ensure respect, promote mutual understanding, cooperation and lasting peace.



Impartiality

Zero discrimination in the endeavours of the Movement.



Neutrality

The Movement does not 'take sides' in any hostile or controversial situation, so that all can be assisted.



Independence

The Movement maintains its autonomy, although being associated with governments. They can therefore act in accordance with the Movement's principles.



Voluntary Service

A voluntary relief movement without the motive of personal gain.



Unity

To ensure that the Movement carries out its duties in a harmonised manner throughout the territory, one society exists for Trinidad & Tobago.



Universality

All societies worldwide share equal status and help each other to achieve their duties.

3.2 Overview: A Multi-Dimensional Programme

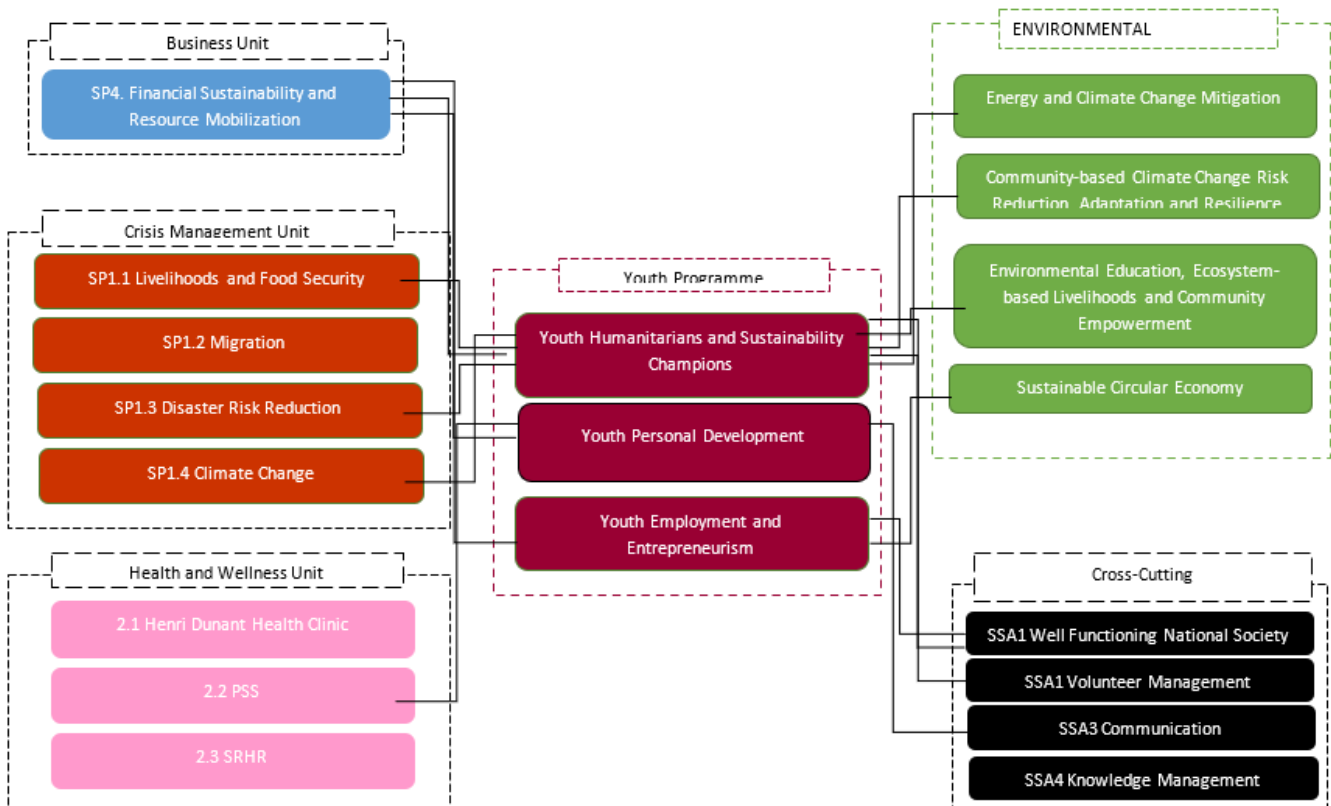
This programme was established through a consultative approach, analysis on the current and possible future national and global landscape, and a SWOT analysis of the TTRCS. This five-year programme has identified **three pillars** of work to activate the youth agents of change. These pillars are:

1. Youth Humanitarians and Sustainability Champions.
2. Youth Personal Development.
3. Youth Employment and Entrepreneurism.

These pillars are the core areas the objectives and activities co-developed with staff, volunteers, youth network and stakeholders of the TTRCS including the public identified. The pillars are not mutually exclusive and are designed to be cross-cutting to ensure all-round development of the beneficiaries, leaders and volunteers that is youth. This programme is connected to the operational plan of the TTRCS and is designed to chart a new way forward for the youth of Trinidad and Tobago.

Figure 2 illustrates synergies between the three pillars of the TTRCS youth programme and the strategic aims and priorities of the TTRCS.

Figure 2 - Interconnectivity of TTRCS' Programmes



3.3 Pillar 1 –Youth Humanitarians and Sustainability Champions

Youth are recognised as volunteers who can be agents of change to do good to the world. Young people are set to inherit the world we create tomorrow and play a pivotal role in creating the future we want. We recognise that young people can be effective youth humanitarians and sustainability champions.

This pillar of the TTRCS' 2022-2026 Youth Programme sets out the goal of young people being seen as leaders in sustainability and humanitarian action. This pillar contains 6 programmes of work (sets of activities) with complementary objectives for achieving this goal.

The total cost of implementing this programme is conservatively estimated to be **US \$72,265.20 (TT\$469,722.50)** which would be met through a combination of external financing, in-kind, and internal allocations. During project preparation, it is anticipated that project figures would be refined in greater detail.

3.3.1 Goal and Objectives

Goal: The Trinidad and Tobago Red Cross Society Youth Arm will function as be seen as leaders in humanitarian and sustainability action.

Objectives and Activities:

- By 2025, no less than 1000 trees will be planted by TTRCS-supported communities, volunteers, staff and youth champions so youth will know the importance of trees to the environment and contribute to their preservation and restoration.
 - Prepare school education packages tailored to primary and secondary school levels.
 - Train-the-trainer workshops focused on teachers and community leaders.
 - Host Annual “Tree Champion” award for individuals/schools/groups that (a) planted the most that year and (b) have the most surviving trees from previous year.
- By 2023, all TTRCS-supported primary and secondary schools along with youth champions will have access to TTRCS education materials regarding renewable energy, energy efficiency, low-emissions lifestyles and, ways to practical residential demand-side management (DMS) techniques so they can understand the importance of sustainability.
 - Prepare age-appropriate video materials and e-activity books targeting primary and secondary school children to encourage energy efficiency and conservation practices at home.
 - Prepare age-appropriate video materials and e-activity books targeting primary and secondary school children to encourage low-emissions life-style practices.
 - At least 2 train-the-trainer workshops focused on teachers and principals conducted.

- By 2023, all TTRCS-supported primary and secondary schools along with youth champions will have access to TTRCS education materials regarding healthy lifestyles, balanced diet, importance of mental health and good lifestyle practices so young people can learn the importance and develop healthy lifestyle habits.
 - Prepare age-appropriate video materials and e-activity books targeting primary and secondary school children to encourage having a balanced diet and exercising regularly.
 - Prepare age-appropriate video materials and e-activity books targeting primary and secondary school children to encourage overall wellness including topics on mental health and managing stress.
 - Conduct at least 2 sessions annually targeted at youth focused on understanding mental health, alcohol, and drug abuse.
 - Prepare age-appropriate sessions for secondary school students and youth champions on the importance of safe sexual practices.
 - At least 2 train-the-trainer workshops focused on teachers and principals conducted.
- By 2025, at least 5 primary and secondary schools within each education district will have a TTRCS supported environmental programme so that young people can learn about the importance of the environment and participate in its preservation.
 - Conduct 5 train-the-trainer workshops aimed at equipping teachers and principals with knowledge of the relationship between environmental issues (including climate change) and the impacts to livelihoods, including food security.
 - Prepare age-appropriate education materials for students to better understand the linkage between environmental issues, ecosystems services and livelihoods.
 - Host monthly parent/expert led webinars targeting students to educate on environmental topics.
 - Host annual events and activities that promote environmental awareness and action among, at least, 5 schools within each education district.
 - Execute a climate youth-leadership competition that rewards persons under 25 for innovative community-based solutions to climate change.
- By 2024, all TTRCS youth will have access to TTRCS disaster management educational materials and training so youth will learn about and be better prepared in disaster management.
 - Prepare age-appropriate education materials including videos, e-activity booklets and assessments for students to better understand the natural disasters faced in Trinidad and Tobago and worldwide.

- Prepare age-appropriate materials including videos, e-activity booklets and assessments for students for primary and secondary school students targeted at basic first aid and CPR training.
- Prepare age-appropriate materials including videos, e-activity booklets and assessments for students for primary and secondary school targeted at fire safety.
- Annual workshop for TTRCS youth on oil spill clean-up techniques with a focus on animals with certification at the end.
- Training workshops for TTRCS youth between the ages of 15-35 in GIS based e-VCA mapping.
- By 2024, the TTRCS youth will have access to an online platform to engage with other youth members and share their progress within the TTRCS.
 - Develop an online platform for use by TTRCS youth that will have learning materials and user-friendly interface to interact with other TTRCS youth.
 - Host 2 workshops annually to teach all youth members on responsibly using the online platform.

PAGE INTENTIONALLY LEFT BLANK

3.3.2 Programme Details

Table 2 - Activities, Outputs and Outcomes for 'Youth Humanitarians'

ACTIVITY	DURATION	INPUTS/ RESOURCES REQUIRED	OUTPUTS	OUTCOMES	KEY PERFORMANCE INDICATORS	BENEFICIARIES	POTENTIAL KEY PARTNERS	TYPE OF FUNDING	ESTIMATED COST (USD)
<i>Objective: By 2025, no less than 1000 trees will be planted by TTRCS-supported communities, volunteers, staff and youth champions so youth will know the importance of trees to the environment and contribute to their preservation and restoration.</i>									
Prepare School education packages tailored to primary and secondary school levels.	4 months	<ul style="list-style-type: none"> • Consultant(s) w/ requisite experience. • Team comprised of TTRCS and Trailblazers members. • 2 consultations with staff. 	<ul style="list-style-type: none"> • Education packages containing activities and learning materials for each targeted school level. • 2 consultations with staff to validate the information in each package. 	Primary and Secondary school children are informed on the importance of addressing climate change, the role of tree planting and how to plant trees.	<ul style="list-style-type: none"> • No. of Education packages produced. • No. of primary school students exposed to education package. • No. of Secondary school children exposed to education package. • No. of meetings conducted. 	<ul style="list-style-type: none"> • Trinidad and Tobago Red Cross Society. • Primary school children. • Secondary school children 	<ul style="list-style-type: none"> • Ministry of Education • WhyFarmT T • CZITT • Advisors Next Door Ltd. • Sunbeam Foundation • Fondes Amandes Community Reforestation Project 	External, In-kind	\$2934.40
Train-the-trainer workshops focused on teachers and community leaders.	4 months	<ul style="list-style-type: none"> • Facilitator(s) w/ requisite experience. • Seedlings and gardening materials. 	<ul style="list-style-type: none"> • 2 consultations with staff to validate the material taught to 	The community leaders and teachers will be empowered to	<ul style="list-style-type: none"> • No. of workshops undertaken. • No. of meetings conducted. 	<ul style="list-style-type: none"> • Trinidad and Tobago Red Cross Society. • TTRCS-supported 	<ul style="list-style-type: none"> • CZITT • The Cropper Foundation. • Fondes Amandes Community 	External, In-kind.	\$10,892.00

TRINIDAD AND TOBAGO RED CROSS SOCIETY YOUTH PROGRAMME 2022 - 2026

ACTIVITY	DURATION	INPUTS/ RESOURCES REQUIRED	OUTPUTS	OUTCOMES	KEY PERFORMANCE INDICATORS	BENEFICIARIES	POTENTIAL KEY PARTNERS	TYPE OF FUNDING	ESTIMATED COST (USD)
		<ul style="list-style-type: none"> Team comprised of TTRCS and Trailblazers members. 2 consultations with staff. Teachers and community leaders from all TTRCS-supported communities. 	teachers and community leaders. <ul style="list-style-type: none"> 4 Train-the-trainer virtual workshops carried out to accommodate all community leaders and teachers. 	teach children the importance of planting trees and how to plant trees to address climate change.		primary and secondary schools. <ul style="list-style-type: none"> TTRCS-supported communities 	Reforestation Project. <ul style="list-style-type: none"> EMA/IWECO Project 		
Host Annual “Tree Champion” award for individuals/schools/groups that (a) planted the most that year and (b) have the most surviving trees from previous year.	4 months	<ul style="list-style-type: none"> Team comprised of TTRCS and Trailblazers members. Development of “Tree Champion” competition guidelines. Participating volunteers. Tree saplings to be distributed to volunteers. Physical and digital prizes. Platform to host/stream virtual award ceremony. 	<ul style="list-style-type: none"> “Tree Champion” competition to be carried out every year. 	Individuals, schools and groups are motivated to plant more trees and to ensure that trees planted are maintained.	<ul style="list-style-type: none"> No. of “Tree Champion” participants in the categories of individuals, schools or community groups. No. of trees planted over the course of the competition. Evidence of tree maintenance. 	<ul style="list-style-type: none"> Trinidad and Tobago Red Cross Society. TTRCS-supported primary and secondary schools. TTRCS-supported communities 	<ul style="list-style-type: none"> CZITT EMA Secondary and Primary Schools Various Community Based Organisations Corporate Sponsors. 	Self-funded. In-kind.	\$3528.80
<p><i>Objective: By 2023, all TTRCS-supported primary and secondary schools along with youth champions will have access to education materials regarding renewable energy, energy efficiency, low-emissions lifestyles and, ways to practical residential demand-side management (DMS) techniques so they can understand the importance of sustainability.</i></p>									

TRINIDAD AND TOBAGO RED CROSS SOCIETY YOUTH PROGRAMME 2022 - 2026

ACTIVITY	DURATION	INPUTS/ RESOURCES REQUIRED	OUTPUTS	OUTCOMES	KEY PERFORMANCE INDICATORS	BENEFICIARIES	POTENTIAL KEY PARTNERS	TYPE OF FUNDING	ESTIMATED COST (USD)
Prepare age-appropriate video materials and e-activity books targeting primary and secondary school children to encourage energy efficiency and conservation practices at home.	4 months	<ul style="list-style-type: none"> • Consultant(s) w/ requisite experience. • Videographer. • 2 consultations with staff. 	<ul style="list-style-type: none"> • 2 consultations with staff to validate the information being presented in these media. <ul style="list-style-type: none"> • Age-appropriate video materials prepared. • Age-appropriate activity e-books prepared. 	Students would be informed and take action to reduce electricity consumption at the household level.	<ul style="list-style-type: none"> • No. of video materials produced. • No. of activity books created. • No. of students engaged with materials. 	<ul style="list-style-type: none"> • Trinidad and Tobago Red Cross Society. • TTRCS-supported primary and secondary schools. • TTRCS-supported communities. 	<ul style="list-style-type: none"> • CZITT • TT Climate Change Institute • EMA • The Cropper Foundation • Advisors Next Door Ltd. 	External, Self-funded. In-kind.	\$5538.00
Prepare age-appropriate video materials and e-activity books targeting primary and secondary school children to encourage low-emissions life-style practices.	4 months	<ul style="list-style-type: none"> • Consultant(s) w/ requisite experience. • Videographer. • 2 consultations with staff. 	<ul style="list-style-type: none"> • Age-appropriate video materials prepared. • Age-appropriate activity books prepared. • 2 consultations with staff to validate the information being 	Students at the primary and secondary school levels will understand the importance of reducing emissions and ways they can do this through lifestyle practices.	<ul style="list-style-type: none"> • No. of video materials produced. • No. of activity books created. • No. of meetings undertaken. 	<ul style="list-style-type: none"> • Trinidad and Tobago Red Cross Society. • TTRCS-supported primary and secondary schools. • TTRCS-supported communities. 	<ul style="list-style-type: none"> • CZITT • TT Climate Change Institute • EMA • The Cropper Foundation • Advisors Next Door Ltd. 	External, In-kind	\$5538.00

TRINIDAD AND TOBAGO RED CROSS SOCIETY YOUTH PROGRAMME 2022 - 2026

ACTIVITY	DURATION	INPUTS/ RESOURCES REQUIRED	OUTPUTS	OUTCOMES	KEY PERFORMANCE INDICATORS	BENEFICIARIES	POTENTIAL KEY PARTNERS	TYPE OF FUNDING	ESTIMATED COST (USD)
			presented in these media.						
At least 2 train-the-trainer workshops focused on teachers and principals conducted.	1 month	<ul style="list-style-type: none"> Facilitators w/ requisite experience. Education Materials and Activity eBooks for low-emissions lifestyles and reducing household electricity consumption. Team comprised of TTRCS and Trailblazers members. 2 virtual workshops 	<ul style="list-style-type: none"> At least 2 train-the-trainer workshops carried out, focused on teachers and principals from TTRCS-supported schools. 	Teachers and Principals in the Youth Network will have the ability to teach students about electricity DSM and low-emissions lifestyles.	<ul style="list-style-type: none"> No. of workshops undertaken. 	<ul style="list-style-type: none"> Trinidad and Tobago Red Cross Society. TTRCS-supported primary and secondary schools. 	<ul style="list-style-type: none"> CZITT Advisors Next Door Ltd. The Cropper Foundation. 	External, In-kind.	\$1992.00
<p><i>Objective: By 2023, all TTRCS-supported primary and secondary schools along with youth champions will have access to education materials regarding healthy lifestyles, balanced diet, importance of mental health and good lifestyle practices so young people can learn the importance and develop healthy lifestyle habits.</i></p>									
Prepare age-appropriate video materials and e-activity books targeting primary and secondary school children to encourage having a balanced diet and exercising regularly.	4 months	<ul style="list-style-type: none"> Consultant(s) w/ requisite experience. Videographer. 2 consultations with staff 	<ul style="list-style-type: none"> 2 consultations with staff to validate the information being presented in these media. Age-appropriate video materials prepared. Age-appropriate activity e- 	Students would be informed about healthy eating habits and importance of exercising. This will empower them to lead healthy lifestyles.	<ul style="list-style-type: none"> No. of video materials produced. No. of activity books created. No. of students engaged with materials. 	<ul style="list-style-type: none"> Trinidad and Tobago Red Cross Society. TTRCS-supported primary and secondary schools. TTRCS-supported communities. 	<ul style="list-style-type: none"> Ministry of Health 	External. Self-funded, In-kind	3844.00

TRINIDAD AND TOBAGO RED CROSS SOCIETY YOUTH PROGRAMME 2022 - 2026

ACTIVITY	DURATION	INPUTS/ RESOURCES REQUIRED	OUTPUTS	OUTCOMES	KEY PERFORMANCE INDICATORS	BENEFICIARIES	POTENTIAL KEY PARTNERS	TYPE OF FUNDING	ESTIMATED COST (USD)
			books prepared.						
Prepare age-appropriate video materials and e-activity books targeting primary and secondary school children to encourage overall wellness including topics on mental health and managing stress.	4 months	<ul style="list-style-type: none"> • Consultant(s) w/ requisite experience. • Videographer • 2 consultations with staff. 	<ul style="list-style-type: none"> • 2 consultations with staff to validate the information being presented in these media. • Age-appropriate video materials prepared. • Age-appropriate activity e-books prepared. 	Students would be informed on healthy coping mechanisms to manage stress, anxiety and balance mental health leading to overall happier and healthier individuals.	<ul style="list-style-type: none"> • No. of video materials produced. • No. of activity books created. • No. of students engaged with materials. 	<ul style="list-style-type: none"> • Trinidad and Tobago Red Cross Society. • TTRCS-supported primary and secondary schools. • TTRCS-supported communities 	<ul style="list-style-type: none"> • Ministry of Health 	External. Self-funded, In-kind	\$3844.00
Conduct at least 2 sessions annually targeted at youth focused on understanding mental health, alcohol, and drug abuse.	60 months	<ul style="list-style-type: none"> • Facilitator(s) w/ requisite experience. • 2 consultations with staff. • Youth participants. 	<ul style="list-style-type: none"> • At least 2 sessions annually targeted at youth focused on understanding mental health, alcohol and drug abuse. 	Students will be informed on understanding mental health, healthy coping mechanisms and how to stay away from drug and alcohol abuse.	<ul style="list-style-type: none"> • No. of students engaged. • No. of sessions held 	<ul style="list-style-type: none"> • Trinidad and Tobago Red Cross Society. • TTRCS-supported youth. • TTRCS-supported communities 	<ul style="list-style-type: none"> • Ministry of Health • Arrive Alive 	External, In-kind	\$1992.00

TRINIDAD AND TOBAGO RED CROSS SOCIETY YOUTH PROGRAMME 2022 - 2026

ACTIVITY	DURATION	INPUTS/ RESOURCES REQUIRED	OUTPUTS	OUTCOMES	KEY PERFORMANCE INDICATORS	BENEFICIARIES	POTENTIAL KEY PARTNERS	TYPE OF FUNDING	ESTIMATED COST (USD)
			<ul style="list-style-type: none"> • Consultations with staff to validate the material being covered. 						
Prepare age-appropriate sessions for secondary school students and youth champions on the importance of safe sexual practices.	60 months	<ul style="list-style-type: none"> • Facilitator(s) w/ requisite experience. • 2 consultations with staff. • Youth participants of appropriate age. 	<ul style="list-style-type: none"> • Education material prepared. • Annual sessions held for appropriate age group on importance of safe sexual practices. • Consultation with staff to validate material being covered. 	Youth will be informed and understand the importance of safe sexual practices leading to healthier youth.	<ul style="list-style-type: none"> • No. of students engaged. • No. of sessions held. 	<ul style="list-style-type: none"> • Trinidad and Tobago Red Cross Society. • TTRCS-supported youth. • TTRCS supported communities 	<ul style="list-style-type: none"> • Ministry of Health • Family planning 	External, In-kind	\$1992.00
At least 2 train-the-trainer workshops focused on teachers and principals conducted.	1 month	<ul style="list-style-type: none"> • Facilitator(s) w/ requisite experience. • Education materials and activity e-books on balanced diet, mental health and good lifestyle practices. • Team comprised of TTRCS, teachers and principals. 	<ul style="list-style-type: none"> • At least 2 train-the-trainer workshops carried out, focused on teachers and principals from TTRCS-supported schools. 	Teachers and principals in the youth network will have the ability to teach students about balanced diet, good lifestyle practices and mental health.	<ul style="list-style-type: none"> • No. of workshops undertaken. 	<ul style="list-style-type: none"> • Trinidad and Tobago Red Cross Society. • TTRCS-supported primary and secondary schools. 		External, In-kind	\$1992.00

TRINIDAD AND TOBAGO RED CROSS SOCIETY YOUTH PROGRAMME 2022 - 2026

ACTIVITY	DURATION	INPUTS/ RESOURCES REQUIRED	OUTPUTS	OUTCOMES	KEY PERFORMANCE INDICATORS	BENEFICIARIES	POTENTIAL KEY PARTNERS	TYPE OF FUNDING	ESTIMATED COST (USD)
		<ul style="list-style-type: none"> • 2 virtual workshops 							
<p><i>Objective: By 2025, at least 5 primary and secondary schools within each education district will have a TTRCS supported environmental programme so that young people can learn about the importance of the environment and participate in its preservation.</i></p>									
Conduct 5 train-the-trainer workshops aimed at equipping teachers and principals with knowledge of the relationship between environmental issues (including climate change) and the impacts to livelihoods, including food security.	5 months	<ul style="list-style-type: none"> • Consultant(s) w/ background in the relationship between environmental issues and impacts to livelihoods • Facilitator(s) to conduct training • Platform/location to conduct training • 4 meetings with staff, consultant, and facilitator(s) 	<ul style="list-style-type: none"> • Teachers and principals equipped with knowledge of the relationship between environmental issues in at least 5 primary and secondary schools 	The TTRCS would have trained teachers and principals with knowledge of the relationship between environmental issues in at least 5 primary and secondary schools	<ul style="list-style-type: none"> • 5 train-the-trainer workshops • Workshops in 5 primary and secondary schools • No. of teachers/principal trained. 	<ul style="list-style-type: none"> • Trinidad and Tobago Red Cross Society • Teachers and principals in at least 5 primary and secondary schools 	Advisors Next Door	External, Self-funded.	\$3560.80
Prepare age-appropriate education materials for students to better understand the linkage between environmental issues, ecosystems services and livelihoods.	6 months	<ul style="list-style-type: none"> • Consultant(s) w/ background in creating age-appropriate materials for education • Consultant(s) w/ background in the linkage between environmental issues, ecosystems services and livelihoods. • 12 meetings with consultants and staff 	<ul style="list-style-type: none"> • Educational materials to enable students to better understand the environment, include brochures, posters, activity/colouring books and/or 	The TTRCS will be equipped with age-appropriate education materials for students to better understand the linkage between environmental issues, ecosystems	<ul style="list-style-type: none"> • No. of meetings conducted between consultants and staff • No. of materials produced for each age group • No. of students to comprehend material from 	Trinidad and Tobago Red Cross Society	CZITT	External, Self-funded, In-kind.	\$2160.80

TRINIDAD AND TOBAGO RED CROSS SOCIETY YOUTH PROGRAMME 2022 - 2026

ACTIVITY	DURATION	INPUTS/ RESOURCES REQUIRED	OUTPUTS	OUTCOMES	KEY PERFORMANCE INDICATORS	BENEFICIARIES	POTENTIAL KEY PARTNERS	TYPE OF FUNDING	ESTIMATED COST (USD)
			animated videos	services and livelihoods.	their targeted age group				
Host monthly parent/expert led webinars targeting students to educate on environmental topics.	6 months	<ul style="list-style-type: none"> • Expert(s) w/ background in various environmental topics • Online platform to deliver webinars • 4 meetings with staff 	<ul style="list-style-type: none"> • 1 Schedule for delivery of webinars • Activity/ lesson plans for each webinar 	The TTRCS would have educated parents and students on environmental topics and connected them to experts in the field.	<ul style="list-style-type: none"> • No. of webinars conducted • No. of attendee to webinars • No. of meetings conducted • No. of persons educated on environmental topics. 	<ul style="list-style-type: none"> • Trinidad and Tobago Red Cross Society • Parents and students who attended webinars 		External, Self-funded, In-kind.	\$2704.80
Host annual events and activities that promote environmental awareness and action among, at least, 5 schools within each education district.	Annually	<ul style="list-style-type: none"> • Facilitator(s) w/ experience hosting events • Location for event and activities • Prizes/trophies to award at event • 4 meetings with staff and facilitating team 	<ul style="list-style-type: none"> • List of environmental awareness programmes, activities and games for events • Annual events for promotion of environmental awareness and action. 	The TTRCS will be equipped to host annual events and activities that promote environmental awareness and action among, at least, 5 schools within each education district.	<ul style="list-style-type: none"> • Detailed schedule of activities for event • Successful first annual event • Annual hosting of event with expansion • No. of persons attending events 	<ul style="list-style-type: none"> • Trinidad and Tobago Red Cross Society • At least 5 schools within each education district. 	NIHERST	External, Self-funded, In-kind.	TBD

TRINIDAD AND TOBAGO RED CROSS SOCIETY YOUTH PROGRAMME 2022 - 2026

ACTIVITY	DURATION	INPUTS/ RESOURCES REQUIRED	OUTPUTS	OUTCOMES	KEY PERFORMANCE INDICATORS	BENEFICIARIES	POTENTIAL KEY PARTNERS	TYPE OF FUNDING	ESTIMATED COST (USD)
					<ul style="list-style-type: none"> No. of schools participating in event 				
Execute a climate youth-leadership competition that rewards persons under 25 for innovative community-based solutions to climate change.	6 months	<ul style="list-style-type: none"> Facilitating team w/ experience with climate youth leadership Marketing consultant to promote competition Entry requirements for competition Panel of judges qualified in climate change Prizes/rewards for top performers 8 meetings with staff 	<ul style="list-style-type: none"> 1 climate youth-leadership competition that rewards persons under 25 for innovative community-based solutions to climate change. 	The TTRCS will host a climate youth-leadership competition that rewards persons under 25 for innovative community-based solutions to climate change	<ul style="list-style-type: none"> No. of participants in the competition Innovative community-based solutions to climate change by participants 	<ul style="list-style-type: none"> Trinidad and Tobago Red Cross Society Youths under 25 involved in the competition 	<ul style="list-style-type: none"> The Cropper Foundation CYEN CYCN NIHERST 	External, Self-funded.	TBD
<i>Objective: By 2024, all TTRCS youth will have access to disaster management educational materials and training so youth will learn about and be better prepared in disaster management.</i>									
Prepare age-appropriate education materials including videos, e-activity booklets and assessments for students to better understand the natural disasters faced in Trinidad and Tobago and worldwide.	4 months	<ul style="list-style-type: none"> Consultant(s) w/ background in creating age-appropriate materials for education. Videographer. 2 consultations with staff. 	<ul style="list-style-type: none"> 2 consultations with staff to validate the information being presented in the media. Age-appropriate video materials prepared. 	Students would be informed on the natural disasters faced and be able to be prepared if any should occur.	<ul style="list-style-type: none"> No. of video materials produced. No. of activity books created. No. of students engaged in materials. 	<ul style="list-style-type: none"> Trinidad and Tobago Red Cross Society. TTRCS supported youth. TTRCS-supported communities. 	<ul style="list-style-type: none"> ODPM NIHERST 	External, Self-funded, In-kind.	\$4038.00

TRINIDAD AND TOBAGO RED CROSS SOCIETY YOUTH PROGRAMME 2022 - 2026

ACTIVITY	DURATION	INPUTS/ RESOURCES REQUIRED	OUTPUTS	OUTCOMES	KEY PERFORMANCE INDICATORS	BENEFICIARIES	POTENTIAL KEY PARTNERS	TYPE OF FUNDING	ESTIMATED COST (USD)
			<ul style="list-style-type: none"> • Age-appropriate activity books prepared • Age-appropriate assessments prepared. 						
Prepare age-appropriate materials including videos, e-activity booklets and assessments for students for primary and secondary school students targeted at basic first aid and CPR training.	6 months	<ul style="list-style-type: none"> • Consultant(s) w/ background in creating age-appropriate materials for education. • Videographer. • 2 consultations with staff. 	<ul style="list-style-type: none"> • 2 consultations with staff to validate the information being presented in the media. • Age-appropriate video materials prepared. • Age-appropriate activity books prepared • Age-appropriate assessments prepared. 	Students would be informed and trained in basic first aid in an age-appropriate manner. Secondary school youth members and older should leave with certification in basic first aid and CPR	<ul style="list-style-type: none"> • No. of video materials produced. • No. of activity books created. • No. of students engaged in materials. • No of youth with certification in basic first aid and CPR. 	<ul style="list-style-type: none"> • Trinidad and Tobago Red Cross Society. • TTRCS supported youth. • TTRCS-supported communities. 		External, Self-funded, In-kind	\$4038.00
Prepare age-appropriate materials including videos, e-	4 months	<ul style="list-style-type: none"> • Consultant(s) w/ background in creating age- 	<ul style="list-style-type: none"> • 2 consultations with staff to 	Students would be informed in	<ul style="list-style-type: none"> • No. of video materials produced. 	<ul style="list-style-type: none"> • Trinidad and Tobago Red Cross Society. 	<ul style="list-style-type: none"> • Fire Department 	External, Self-	\$4038.00

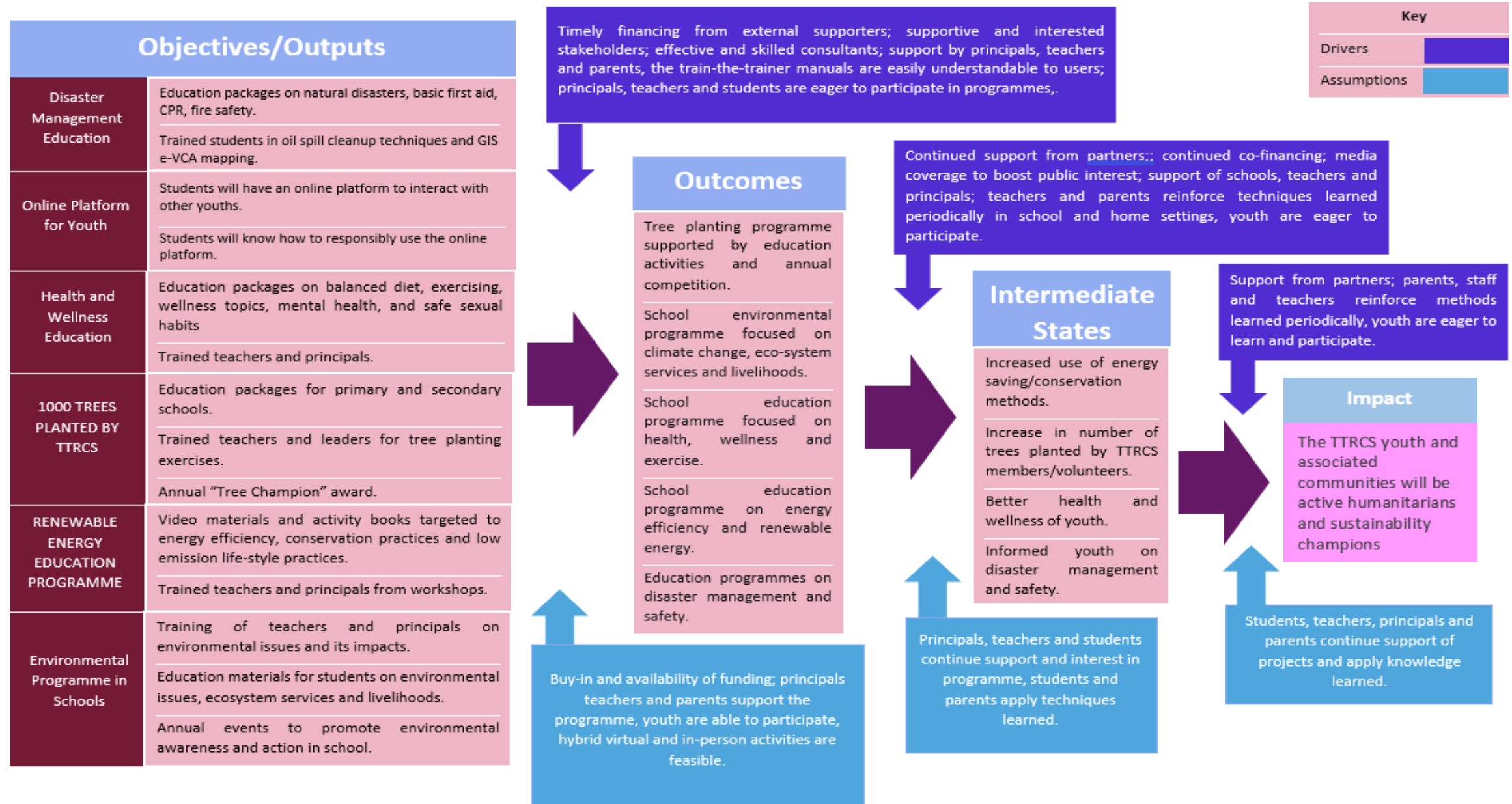
TRINIDAD AND TOBAGO RED CROSS SOCIETY YOUTH PROGRAMME 2022 - 2026

ACTIVITY	DURATION	INPUTS/ RESOURCES REQUIRED	OUTPUTS	OUTCOMES	KEY PERFORMANCE INDICATORS	BENEFICIARIES	POTENTIAL KEY PARTNERS	TYPE OF FUNDING	ESTIMATED COST (USD)
activity booklets and assessments for students for primary and secondary school students targeted at fire safety.		appropriate materials for education. <ul style="list-style-type: none"> • Videographer. • 2 consultations with staff. 	validate the information being presented in the media. <ul style="list-style-type: none"> • Age-appropriate video materials prepared. • Age-appropriate activity books prepared • Age-appropriate assessments prepared. 	fire safety and how to respond if one was to occur.	<ul style="list-style-type: none"> • No. of activity books created. • No. of students engaged in materials. 	<ul style="list-style-type: none"> • TTRCS supported youth. • TTRCS-supported communities. 		funded, In-kind	
Annual workshop for TTRCS youth on oil spill clean-up techniques with a focus on animals with certification at the end.	Annually	<ul style="list-style-type: none"> • Youth members • Trained facilitators w/ requisite experience. 	<ul style="list-style-type: none"> • Youth members will be trained in oil spill clean-ups 	Students will be trained in oil spill clean-up techniques with a particular focus on animals.	<ul style="list-style-type: none"> • No of training workshops held. • No. of students certified. 	<ul style="list-style-type: none"> • Trinidad and Tobago Red Cross Society. • TTRCS supported youth. • TTRCS-supported communities. 	El Socorro Centre For Wildlife Conservation	External, Self-funded, In-kind	TBD
Training workshops for TTRCS youth between the ages of 15-35 in GIS based e-VCA mapping.	8 months	<ul style="list-style-type: none"> • Youth members • The TTRCS staff trained in e-VCA 	<ul style="list-style-type: none"> • Youth members will be trained in GIS based e-VCA 	Youth members will be able to participate in GIS based e-	<ul style="list-style-type: none"> • No. of youth member trained in GIS based e-VCA mapping 	<ul style="list-style-type: none"> • Trinidad and Tobago Red Cross Society. 		External, In-kind	\$3105.60

TRINIDAD AND TOBAGO RED CROSS SOCIETY YOUTH PROGRAMME 2022 - 2026

ACTIVITY	DURATION	INPUTS/ RESOURCES REQUIRED	OUTPUTS	OUTCOMES	KEY PERFORMANCE INDICATORS	BENEFICIARIES	POTENTIAL KEY PARTNERS	TYPE OF FUNDING	ESTIMATED COST (USD)
				VCA mapping in communities.		<ul style="list-style-type: none"> • TTRCS supported youth. • TTRCS-supported communities. 			
<i>Objective: By 2024, the TTRCS youth will have access to an online platform to engage with other youth members and share their progress within the TTRCS.</i>									
Develop an online platform for use by TTRCS youth that will have learning materials and user-friendly interface to interact with other TTRCS youth.	1 year	<ul style="list-style-type: none"> • ICT consultant with requisite experience. • 4 consultations with staff 	<ul style="list-style-type: none"> • An online platform for TTRCS youth to engage with other members and interact with other clubs work. 	Youth members will have an online platform in which they can interact with other youth clubs and divisions and where learning material can be shared.	<ul style="list-style-type: none"> • Establishment of an online platform for use by TTRCS youth 	<ul style="list-style-type: none"> • Trinidad and Tobago Red Cross Society. • TTRCS supported youth. • TTRCS-supported communities 		External, In-kind	\$3140.00
Host 2 workshops annually to teach all youth members on responsible using the online platform.	Annually	<ul style="list-style-type: none"> • Facilitator with requisite experience. • Online platform. • 1 consultation with staff. 	<ul style="list-style-type: none"> • Youth members trained in responsible online use. 	Youth members will know how to responsibly use the TTRCS online youth platform.	<ul style="list-style-type: none"> • No. of students trained in responsibly using online platform 	<ul style="list-style-type: none"> • Trinidad and Tobago Red Cross Society. • TTRCS supported youth. 		External, In-kind	\$1392.00

3.3.3 Theory of Change



PAGE INTENTIONALLY LEFT BLANK

3.3.4 Budget

Table 3 – Budget for Activities under Pillar 1 (Youth Humanitarians and Sustainability Champions)

Budget Items	Total (USD)	External Requested	Self-Funded	In-Kind
	\$72,265.20	\$50,200.00	\$7194.00	\$14,871.20
<i>Prepare School education packages tailored to primary and secondary school levels.</i>				
ACTIVITY SUB-TOTAL	\$2934.40	\$2800.00		\$134.40
I. Personnel	\$2934.40	\$2800.00		\$134.40
A. Salaries and Wages	\$2934.40	\$2800.00		\$134.40
(2) Education consultant @\$300.00/day x 7 days	\$3934.40	\$2800.00		
(1) Project manager @\$9.60/hr x14 hours	\$134.40			\$134.40
II. Non-Personnel	-			
A. Space Cost	-			
B. Material Costs	-			
C. Installation Costs	-			
D. Other Costs	-			
<i>Train-the-trainer workshops focused on teachers and community leaders.</i>				
ACTIVITY SUB-TOTAL	\$10,892.00	\$3500.00		\$7392.00
I. Personnel	\$3192.00	\$3000.00		\$192.00
A. Salaries and Wages	\$3192.00	\$3000.00		
(1) Facilitator @\$300.00/day x10 days	\$3000.00	\$3000.00		
(1) Project Manager @\$9.60/hour x20 hours	\$192.00			\$192.00
II. Non-Personnel	\$500.00	\$500.00		\$7200.00
A. Space Cost				\$7200.00
(4) Workshop venue rentals @\$450/day x4 days	\$7200.00			
B. Material Costs				
(100) Tree Planting packs @\$5.00/pack	\$500.00	\$500.00		
C. Installation Costs				

D. Other Costs				
<i>Host Annual "Tree Champion" award for individuals/schools/groups that (a) planted the most that year and (b) have the most surviving trees from previous year.</i>				
ACTIVITY SUB-TOTAL	\$3528.80		\$800.00	\$2728.80
I. Personnel	\$1228.80			
A. Salaries and Wages	\$1228.80			
(1) Project Manager @9.60/hr x 128 hrs	\$1228.80			\$1228.80
II. Non-Personnel	\$2300.00		\$800.00	\$1500.00
A. Space Cost	-			
B. Material Costs	\$2300.00		\$800.00	\$1500.00
(6) Prizes @\$150/prize	\$900.00			\$900.00
(1) Marketing package @\$200/package	\$200.00		\$200.00	
(6) Trophies/Awards @\$200/ trophy	\$1200.00		\$600.00	\$600.00
C. Installation Costs	-			
D. Other Costs	-			
<i>Prepare age-appropriate video materials and e-activity books targeting primary and secondary school children to encourage energy efficiency and conservation practices at home.</i>				
ACTIVITY SUB-TOTAL	\$5538.00	\$4500.00	\$750.00	\$288.00
I. Personnel	\$5538.00	\$4500.00	\$750.00	\$288.00
A. Salaries and Wages	\$5538.00	\$4500.00	\$750.00	\$288.00
(1) Climate Change education consultant @\$300.00/day 15 days	\$4500.00	\$4500.00		
(1) Videographer \$150/day x 5 days	\$750.00		\$750.00	
(1) Project manager @ \$9.60/hr x 30 hrs	\$288.00			\$288.00
II. Non-Personnel	-			
A. Space Cost	-			
B. Material Costs	-			
C. Installation Costs	-			
D. Other Costs	-			
<i>Prepare age-appropriate video materials and e-activity books targeting primary and secondary school children to encourage low-emissions life-style practices.</i>				
ACTIVITY SUB-TOTAL	\$5538.00	\$4500.00	\$750.00	\$288.00
I. Personnel	\$5538.00	\$4500.00	\$750.00	\$288.00

TRINIDAD AND TOBAGO RED CROSS SOCIETY YOUTH PROGRAMME 2022 - 2026

A. Salaries and Wages	\$5538.00	\$4500.00	\$750.00	\$288.00
(1) Climate Change education consultant @ \$300.00/day x 15 days	\$4500.00	\$4500.00		
(1) Videographer @ \$150/day x 5 days	\$750.00		\$750.00	
(1) Project manager @ \$9.60/hr x 30 hrs	\$288.00			\$288.00
II. Non-Personnel	-			
A. Space Cost	-			
B. Material Costs	-			
C. Installation Costs	-			
D. Other Costs	-			
<i>At least 2 train-the-trainer workshops focused on teachers and principals conducted.</i>				
ACTIVITY SUB-TOTAL	\$1992.00	\$1800.00		\$192.00
I. Personnel	\$1992.00	\$1800.00		\$192.00
A. Salaries and Wages	\$1992.00			
(1) Facilitator @ \$300.00/day x 6 days	\$1800.00	\$1800.00		
(1) Project manager @ \$9.60/hr x 20 hours	\$192.00			\$192.00
II. Non-Personnel	-			
A. Space Cost	-			
B. Material Costs	-			
C. Installation Costs	-			
D. Other Costs	-			
<i>Prepare age-appropriate video materials and e-activity books targeting primary and secondary school children to encourage having a balanced diet and exercising regularly</i>				
ACTIVITY SUB-TOTAL	\$3844.00	\$3000.00	\$600.00	\$244.00
I. Personnel	\$3844.00	\$3000.00	\$600.00	\$244.00
A. Salaries and Wages	3844.00	\$3000.00	\$600.00	\$244.00
(1) Diet and nutrition consultant @ \$300.00/day x 10 days	\$3000.00	\$3000.00		
(1) Videographer @ \$150/day x 4 days	\$600.00		\$600.00	
(1) Project manager @ \$9.60/hr x 25 hrs	\$240.00			\$244.00
II. Non-Personnel	-			
A. Space Cost	-			

B. Material Costs	-			
C. Installation Costs	-			
D. Other Costs	-			
<i>Prepare age-appropriate video materials and e-activity books targeting primary and secondary school children to encourage overall wellness including topics on mental health and managing stress.</i>				
ACTIVITY SUB-TOTAL	\$3844.00	\$3000.00	\$600.00	\$244.00
I. Personnel	\$3844.00	\$3000.00	\$600.00	\$244.00
A. Salaries and Wages	3844.00	\$3000.00	\$600.00	\$244.00
(1) Wellness consultant @\$300.00/day x 10days	\$3000.00	\$3000.00		
(1) Videographer @\$150/day x 4 days	\$600.00		\$600.00	
(1) Project manager @ \$9.60/hr x 25 hrs	\$240.00			\$244.00
II. Non-Personnel	-			
A. Space Cost	-			
B. Material Costs	-			
C. Installation Costs	-			
D. Other Costs	-			
<i>Conduct at least 2 sessions annually targeted at youth focused on understanding mental health, alcohol, and drug abuse.</i>				
ACTIVITY SUB-TOTAL	\$1992.00	\$1800.00		\$192.00
I. Personnel	\$1992.00	\$1800.00		\$192.00
A. Salaries and Wages	\$1992.00	\$1800.00		\$192.00
(1) experienced consultant @\$300.00/day x 6 days	\$1800.00	\$1800.00		
(1) Project manager @ \$9.60/hr x 20 hrs	\$192.00			\$192.00
II. Non-Personnel				
A. Space Cost	-			
B. Material Costs	-			
C. Installation Costs	-			
D. Other Costs	-			
<i>Prepare age-appropriate sessions for secondary school students and youth champions on the importance of safe sexual practices.</i>				
ACTIVITY SUB-TOTAL	\$1992.00	\$1800.00		\$192.00
I. Personnel	\$1992.00	\$1800.00		\$192.00

TRINIDAD AND TOBAGO RED CROSS SOCIETY YOUTH PROGRAMME 2022 - 2026

A. Salaries and Wages	\$1992.00	\$1800.00		\$192.00
(1) sexual health consultant @ \$300.00/day x 6 days	\$1800.00	\$1800.00		
(1) Project manager @ \$9.60/hr x 20 hrs	\$192.00			\$192.00
II. Non-Personnel				
A. Space Cost	-			
B. Material Costs	-			
C. Installation Costs	-			
D. Other Costs	-			
<i>At least 2 train-the-trainer workshops focused on teachers and principals conducted.</i>				
ACTIVITY SUB-TOTAL	\$1992.00	\$1800.00		\$192.00
I. Personnel	\$1992.00	\$1800.00		\$192.00
A. Salaries and Wages	\$1992.00			
(1) Facilitator @ \$300.00/day x 6 days	\$1800.00	\$1800.00		
(1) Project manager @ \$9.60/hr x 20 hours	\$192.00			\$192.00
II. Non-Personnel	-			
A. Space Cost	-			
B. Material Costs	-			
C. Installation Costs	-			
D. Other Costs	-			
<i>Conduct 5 train-the-trainer workshops aimed at equipping teachers and principals with knowledge of the relationship between environmental issues (including climate change) and the impacts to livelihoods, including food security.</i>				
ACTIVITY SUB-TOTAL	\$3560.80	\$2100.00	\$1000.00	\$460.80
I. Personnel	\$3560.80	\$2100.00	\$1000.00	\$460.80
A. Salaries and Wages	\$3560.80	\$2100.00	\$1000.00	\$460.80
(1) Climate Change consultant @ \$300.00/day x 7 days	\$2100.00	\$2100.00		
(1) Project manager @ \$9.60/hr x 48 hrs	\$460.80			\$460.80
(1) Facilitator @ \$200.00/day x 5 days	\$1000.00		\$1000.00	
II. Non-Personnel	-			
A. Space Cost	-			
B. Material Costs	-			

TRINIDAD AND TOBAGO RED CROSS SOCIETY YOUTH PROGRAMME 2022 - 2026

C. Installation Costs	-			
D. Other Costs	-			
<i>Prepare age-appropriate education materials for students to better understand the linkage between environmental issues, ecosystems services and livelihoods.</i>				
ACTIVITY SUB-TOTAL	\$2160.80	\$1400.00	\$300.00	\$460.80
I. Personnel	\$2160.80	\$1400.00	\$300.00	\$460.80
A. Salaries and Wages	\$2160.80	\$1400.00	\$300.00	\$460.80
(1) Project Manager @ \$9.60/hr x 48 hrs	\$460.80			\$460.80
(1) Education consultant @\$200.00/day x 7 days	\$1400.00	\$1400.00		
(1) Focus Group	\$300.00		\$300.00	
II. Non-Personnel	-			
A. Space Cost	-			
B. Material Costs	-			
C. Installation Costs	-			
D. Other Costs	-			
<i>Host monthly parent/expert led webinars targeting students to educate on environmental topics.</i>				
ACTIVITY SUB-TOTAL	\$2704.80	\$2100.00	\$144.00	\$460.80
I. Personnel	\$3704.80	\$2100.00	\$144.00	\$460.80
A. Salaries and Wages	\$2560.80	\$2100.00		\$460.80
(1) Environmental education consultant @ \$300.00/day x days	\$2100.00	\$2100.00		
(1) Project manager @ \$9.60/hr x 48hrs	\$460.80			\$460.80
II. Non-Personnel	\$144.00		\$144.00	
A. Space Cost	-			
B. Material Costs	-			
C. Installation Costs	-			
D. Other Costs	-			
Zoom Premium Membership (yearly)	\$144.00		\$144.00	
<i>Host annual events and activities that promote environmental awareness and action among, at least, 5 schools within each education district.</i>				
ACTIVITY SUB-TOTAL	TBD			
I. Personnel	TBD			

A. Salaries and Wages	TBD			
II. Non-Personnel	TBD			
A. Space Cost	TBD			
B. Material Costs	TBD			
C. Installation Costs	TBD			
D. Other Costs	TBD			
<i>Execute a climate youth-leadership competition that rewards persons under 25 for innovative community-based solutions to climate change.</i>				
ACTIVITY SUB-TOTAL	TBD			
I. Personnel	TBD			
A. Salaries and Wages	TBD			
II. Non-Personnel	TBD			
A. Space Cost	TBD			
B. Material Costs	TBD			
C. Installation Costs	TBD			
D. Other Costs	TBD			
<i>Prepare age-appropriate education materials including videos, activity booklets and assessments for students to better understand the natural disasters faced in Trinidad and Tobago and worldwide.</i>				
ACTIVITY SUB-TOTAL	\$4038.00	\$3000.00	\$750.00	\$288.00
I. Personnel	\$4038.00	\$3000.00	\$750.00	\$288.00
A. Salaries and Wages	\$3000.00	\$3000.00	\$750.00	\$288.00
(1) Disaster education consultant @ \$300.00/day x 10 days	\$3000.00	\$3000.00		
(1) Videographer \$150.00/day x 5 days	\$750.00		\$750.00	
(1) Project manager @\$9.60/hr x 30 hrs	\$288.00			\$288.00
II. Non-Personnel	-			
A. Space Cost	-			
B. Material Costs	-			
C. Installation Costs	-			
D. Other Costs	-			
<i>Prepare age-appropriate materials including videos, e-activity booklets and assessments for students for primary and secondary school students targeted at basic first aid and CPR training.</i>				

TRINIDAD AND TOBAGO RED CROSS SOCIETY YOUTH PROGRAMME 2022 - 2026

ACTIVITY SUB-TOTAL	\$4038.00	\$3000.00	\$750.00	\$288.00
I. Personnel	\$4038.00	\$3000.00	\$750.00	\$288.00
A. Salaries and Wages	\$3000.00	\$3000.00	\$750.00	\$288.00
(1) First Aid consultant @\$300.00/day x 10 days	\$3000.00	\$3000.00		
(1) Videographer \$150.00/day x 5 days	\$750.00		\$750.00	
(1) Project manager @\$9.60/hr x 30 hrs	\$288.00			\$288.00
II. Non-Personnel	-			
A. Space Cost	-			
B. Material Costs	-			
C. Installation Costs	-			
D. Other Costs	-			
<i>Prepare age-appropriate materials including videos, e-activity booklets and assessments for students for primary and secondary school students targeted at fire safety.</i>				
ACTIVITY SUB-TOTAL	\$4038.00	\$3000.00	\$750.00	\$288.00
I. Personnel	\$4038.00	\$3000.00	\$750.00	\$288.00
A. Salaries and Wages	\$3000.00	\$3000.00	\$750.00	\$288.00
(1) Fire safety consultant @\$300.00/day x 10 days	\$3000.00	\$3000.00		
(1) Videographer \$150.00/day x 5 days	\$750.00		\$750.00	
(1) Project manager @\$9.60/hr x 30 hrs	\$288.00			\$288.00
II. Non-Personnel	-			
A. Space Cost	-			
B. Material Costs	-			
C. Installation Costs	-			
D. Other Costs	-			
<i>Annual workshop for TTRCS youth on oil spill clean-up techniques with a focus on animals with certification at the end.</i>				
ACTIVITY SUB-TOTAL	TBD			
I. Personnel	TBD			
A. Salaries and Wages	TBD			
II. Non-Personnel	TBD			

TRINIDAD AND TOBAGO RED CROSS SOCIETY YOUTH PROGRAMME 2022 - 2026

A. Space Cost	TBD			
B. Material Costs	TBD			
C. Installation Costs	TBD			
D. Other Costs	TBD			
<i>Training workshops for TTRCS youth between the ages of 15-35 in GIS based e-VCA mapping.</i>				
ACTIVITY SUB-TOTAL	\$3105.60	\$3000.00		\$105.60
I. Personnel	\$3105.60	\$3000.00		\$105.60
A. Salaries and Wages	\$3000.00	\$3000.00		\$105.60
(1) Environment/GIS consultant @ \$300.00/day x 10 days	\$3000.00	\$3000.00		
(1) Project Manager @\$9.60hrs x 11hrs	\$105.60			\$105.60
II. Non-Personnel	-			
A. Space Cost	-			
B. Material Costs	-			
C. Installation Costs	-			
D. Other Costs	-			
<i>Develop an online platform for use by TTRCS youth that will have learning materials and user-friendly interface to interact with other TTRCS youth.</i>				
ACTIVITY SUB-TOTAL	\$3140.00	\$2900.00		\$240.00
I. Personnel	\$2640.00	\$2400.00		\$240.00
A. Salaries and Wages				
(1) ICT consultant @\$300.00/day x 8 days	\$2400.00	\$2400.00		
(1) Project manager @\$9.60/hr x 25 hrs	\$240.00			\$240.00
II. Non-Personnel	\$500.00	\$500.00		
A. Space Cost	-			
B. Material Costs	-			
C. Installation Costs	-			
D. Other Costs	\$500.00	\$500.00		
Web-based platform hosting	\$500.00	\$500.00		
<i>Host 2 workshops annually to teach all youth members on responsible using the online platform.</i>				
ACTIVITY SUB-TOTAL	\$1392.00	\$1200.00		\$192.00
I. Personnel	\$1392.00	\$1200.00		\$192.00

A. Salaries and Wages	\$1200.00	\$1200.00		\$192.00
(1) ICT education consultant @\$300.00/day x 4 days	\$1200.00	\$1200.00		
(1) Project manager @\$9.60/hr x 20hrs	\$192.00			\$192.00
II. Non-Personnel	-			
A. Space Cost	-			
B. Material Costs	-			
C. Installation Costs	-			
D. Other Costs	-			

Budget Notes:

- Exchange rates assumed to be 1 USD to \$6.50 TTD
- A 'project manager' within the TTRCS is estimated to earn \$1536 USD per month.
- A cost of \$300 USD/day is used as the minimum cost for an external consultant/ resource.
- Figures are conservative based on best professional judgement and should be refined as a detailed work plan is developed for each activity.
- 'External Requested' refers to grants or loans provided by external parties to the TTRCS.
- 'Self-Funded' refers to cash contributed to the project through the TTRCS' income generated by the business unit.
- 'In Kind' refers to the value of time spent by TTRCS staff, value of TTRCS facilities, or non-monetary donations provided by TTRCS partners.

3.3.5 Programme Alignment

Table 4 – Alignment of ‘Youth Humanitarians’ with Key Policies.

PROGRAMME OBJECTIVES	2020-2025 National Youth Policy	IFRC Youth Engagement Strategy 2013
<p><i>By 2025, no less than 1000 trees will be planted by TTRCS-supported communities, volunteers, staff and youth champions so youth will know the importance of trees to the environment and contribute to their preservation and restoration.</i></p>	<ul style="list-style-type: none"> • Pillar 3: Facilitating inclusive and active youth participation in the civic and democratic life of Trinidad and Tobago. • Pillar 5: Accentuating holistic youth health and wellbeing. • Pillar 6: Emphasising youth contributions to rural transformation, agricultural production, and food security. • Pillar 7: Supporting youth action on climate change, environmental sustainability, and climate justice. • Pillar 8: Creating an enabling environment for positive youth development in Trinidad and Tobago. 	<p style="text-align: center;">Youth as Leaders</p> <ul style="list-style-type: none"> • Strategic direction #2: Strengthening the leading role of young people in connecting with vulnerable and marginalized people, advocating for and with them, and identifying and tackling emerging issues together. <p style="text-align: center;">Youth as Volunteers</p> <ul style="list-style-type: none"> • Strategic direction #1: Increasing meaningful engagement of young volunteers. • Strategic direction #2: Motivating and retaining young volunteers.
<p><i>By 2023, all TTRCS supported primary and secondary schools along with youth champions will have access to education materials regarding renewable energy, energy efficiency, low-emissions lifestyles and, ways to practical residential demand-side management (DMS) techniques so they can</i></p>	<ul style="list-style-type: none"> • Pillar 2: Harnessing youth social and intellectual capital • Pillar 3: Facilitating inclusive and active youth participation in the civic and democratic life of Trinidad and Tobago. • Pillar 7: Supporting youth action on climate change, environmental sustainability, and climate justice. • Pillar 8: Creating an enabling environment for positive youth development in Trinidad and Tobago. 	<p style="text-align: center;">Youth as Volunteers</p> <ul style="list-style-type: none"> • Strategic direction #1: Increasing meaningful engagement of young volunteers. • Strategic direction #2: Motivating and retaining young volunteers. <p style="text-align: center;">Youth as Volunteers</p> <ul style="list-style-type: none"> • Strategic direction #4: Recognising young volunteers as contributors to innovation. <p style="text-align: center;">Youth as Beneficiaries</p> <p>Strategic direction #2: Strengthening personal capacities of young beneficiaries by putting</p>

PROGRAMME OBJECTIVES	2020-2025 National Youth Policy	IFRC Youth Engagement Strategy 2013
<i>understand the importance of sustainability.</i>		special emphasis on their abilities and developmental needs.
<i>By 2023, all TTRCS-supported primary and secondary schools along with youth champions will have access to education materials regarding healthy lifestyles, balanced diet, importance of mental health and good lifestyle practices so young people can learn the importance and develop healthy lifestyle habits.</i>	<ul style="list-style-type: none"> • Pillar 2: Harnessing youth social and intellectual capital • Pillar 3: Facilitating inclusive and active youth participation in the civic and democratic life of Trinidad and Tobago. • Pillar 5: Accentuating holistic youth health and wellbeing. • Pillar 6: Emphasising youth contributions to rural transformation, agricultural production, and food security. • Pillar 8: Creating an enabling environment for positive youth development in Trinidad and Tobago. 	<p style="text-align: center;">Youth as Volunteers</p> <ul style="list-style-type: none"> • Strategic direction #1: Increasing meaningful engagement of young volunteers. • Strategic direction #2: Motivating and retaining young volunteers. <p style="text-align: center;">Youth as Volunteers</p> <ul style="list-style-type: none"> • Strategic direction #4: Recognising young volunteers as contributors to innovation. <p style="text-align: center;">Youth as Beneficiaries</p> <ul style="list-style-type: none"> • Strategic direction #2: Strengthening personal capacities of young beneficiaries by putting special emphasis on their abilities and developmental needs.
<i>By 2025, at least 5 primary and secondary schools within each education district will have a TTRCS supported environmental programme so that young people can learn about the importance of the environment and participate in its preservation.</i>	<ul style="list-style-type: none"> • Pillar 3: Facilitating inclusive and active youth participation in the civic and democratic life of Trinidad and Tobago. • Pillar 5: Accentuating holistic youth health and wellbeing. • Pillar 6: Emphasising youth contributions to rural transformation, agricultural production, and food security. • Pillar 7: Supporting youth action on climate change, environmental sustainability, and climate justice. 	<p style="text-align: center;">Youth as Leaders</p> <ul style="list-style-type: none"> • Strategic direction #2: Strengthening the leading role of young people in connecting with vulnerable and marginalized people, advocating for and with them, and identifying and tackling emerging issues together. <p style="text-align: center;">Youth as Volunteers</p> <ul style="list-style-type: none"> • Strategic direction #1: Increasing meaningful engagement of young volunteers. • Strategic direction #2: Motivating and retaining young volunteers. <p style="text-align: center;">Youth as Beneficiaries</p>

PROGRAMME OBJECTIVES	2020-2025 National Youth Policy	IFRC Youth Engagement Strategy 2013
	<ul style="list-style-type: none"> • Pillar 8: Creating an enabling environment for positive youth development in Trinidad and Tobago. 	<ul style="list-style-type: none"> • Strategic direction #2: Strengthening personal capacities of young beneficiaries by putting special emphasis on their abilities and developmental needs.
<p><i>By 2024, all TTRCS youth will have access to disaster management educational materials and training so youth will learn about and be better prepared in disaster management.</i></p>	<ul style="list-style-type: none"> • Pillar 2: Harnessing youth social and intellectual capital • Pillar 3: Facilitating inclusive and active youth participation in the civic and democratic life of Trinidad and Tobago. • Pillar 7: Supporting youth action on climate change, environmental sustainability, and climate justice. • Pillar 8: Creating an enabling environment for positive youth development in Trinidad and Tobago. 	<p style="text-align: center;">Youth as Volunteers</p> <ul style="list-style-type: none"> • Strategic direction #1: Increasing meaningful engagement of young volunteers. • Strategic direction #2: Motivating and retaining young volunteers. <p style="text-align: center;">Youth as Volunteers</p> <ul style="list-style-type: none"> • Strategic direction #4: Recognising young volunteers as contributors to innovation. <p style="text-align: center;">Youth as Beneficiaries</p> <ul style="list-style-type: none"> • Strategic direction #2: Strengthening personal capacities of young beneficiaries by putting special emphasis on their abilities and developmental needs.
<p><i>By 2024, the TTRCS youth will have access to an online platform to engage with other youth members and share their progress within the TTRCS.</i></p>	<ul style="list-style-type: none"> • Pillar 2: Harnessing youth social and intellectual capital • Pillar 3: Facilitating inclusive and active youth participation in the civic and democratic life of Trinidad and Tobago. • Pillar 5: Accentuating holistic youth health and wellbeing. • Pillar 8: Creating an enabling environment for positive youth development in Trinidad and Tobago. 	<p style="text-align: center;">Youth as Leaders</p> <ul style="list-style-type: none"> • Strategic Direction #1: Ensuring Youth participation in decision-making at all levels of management, governance, and service delivery. • Strategic direction #2: Strengthening the leading role of young people in connecting with vulnerable and marginalized people, advocating for and with them, and identifying and tackling emerging issues together.

PAGE INTENTIONALLY LEFT BLANK

3.4 Pillar 2 – Youth Personal Development

Youth are recognised as future leaders and as agents of change to do good. Young people are set to inherit the world we create tomorrow and play a pivotal role in creating the future we want. We recognise that it is important for young people to develop skills and be given opportunities that allow them to grow into leadership positions.

This pillar of the TTRCS' 2022-2026 Youth Programme sets out the goal of developing youth personal and leadership skills and giving them opportunities to showcase this. This pillar contains 5 programmes of work (sets of activities) with complementary objectives for achieving this goal.

The total cost of implementing this programme is conservatively estimated to be **US \$22,029.60 (TT\$143,192.40)** which would be met through a combination of external financing, in-kind, and internal allocations. During project preparation, it is anticipated that project figures would be refined in greater detail.

3.4.1 Goal and Objectives

Goal: Trinidad and Tobago's Red Cross Society Youth will be all-rounded individuals with outstanding leadership and personal skills.

Objectives and Activities:

- By 2024, the leadership ability among the TTRCS would have been enhanced through hands-on and virtual training and activities.
 - The TTRCS board will have 1 youth-aged (18 – 35) member sitting in representing youth voices of the society.
 - Establish a youth steering committee with responsibility of partaking in the running of the supported youth throughout the society.
 - Establish a structured Trailblazer Club in each TTRCS youth supported school to participate in the running of the school's activities.
 - Preparation of a train-the-trainer manual and training the Trailblazer Club's Executive in each TTRCS supported school.
 - Leadership Preparation of Trailblazer Club executive.
- By 2025, there will be greater interaction and collaboration between individual TTRCS clubs throughout the country.
 - Host a bi-annual (every 2 years) Team-building day for youth members to participate in.
 - Host youth forums annually in which each TTRCS Trailblazers Clubs can interact with each other, update what their club has done and share ideas.

- By 2023, the personal development skills of the TTRCS youth will be enhanced through workshops and training.
 - Prepare age-appropriate workshops and educational material focused on teaching youth about financial literacy and budgeting.
 - Prepare age-appropriate workshops and educational material on understanding emotions and emotional intelligence.
 - Prepare age-appropriate workshops and educational material on conflict resolution.
 - Prepare age-appropriate workshops and educational material on effective communication.
- By 2026, the TTRCS youth will participate in volunteer work in their respective communities so young people can give back to their communities and learn the importance of doing such work.
 - At the end of each year TTRCS supported club will plan and submit a report on what community-service based activities they will do in the upcoming year and what activities was done in the concluding year.
 - TTRCS youth club members will volunteer at a community-based initiative (Senior Citizen, Children's, animal shelter, etc.).
 - TTRCS youth club members will participate in international coastal clean-up day.
 - TTRCS youth club members will participate in national conservation and environmental preservation efforts.
- By 2024, the TTRCS will have more youth volunteer members.
 - School-based activities will be conducted to promote the TTRCS school club and attract new members.
 - Development of youth arm logo based on the varying levels (Youth Links, Trailblazers and Heroes)
 - Acquisition of T-shirts for the youth clubs for use in out of school activities (field trips, outreach, external events etc.)
 - Development of a badge system based on activities and achievements by youth members.
 - Enhanced social media presence to appeal to more youth volunteers.

3.4.2 Programme Details

Table 5 - Activities, Outputs and Outcomes for 'Youth Personal Development'

ACTIVITY	DURATION	INPUTS/ RESOURCES REQUIRED	OUTPUTS	OUTCOMES	KEY PERFORMANCE INDICATORS	BENEFICIARIES	POTENTIAL KEY PARTNERS	TYPE OF FUNDING	ESTIMATED COST (USD)
<i>Objective: By 2024, the leadership ability among the TTRCS would have been enhanced through training and various activities.</i>									
The TTRCS board will have 1 youth member sitting in representing youth voices of the society.	Continuous	<ul style="list-style-type: none"> • 5 consultations with staff. • 2 consultations with youth members. • CVs of nominated youth. • Letter of interest from nominated youth 	<ul style="list-style-type: none"> • Consultation report • Report on each nominated candidate from teachers/TTRCS staff. 	The TTRCS will have a youth member on its board to represent the youth members of the society and bring a young new perspective to the running of the society. This will help enhance the leadership capability of youth.	<ul style="list-style-type: none"> • Presence of a youth member on the TTRCS youth board. 	<ul style="list-style-type: none"> • Trinidad and Tobago Red Cross Society. • TTRCS supported youth • TTRCS supported communities. 		In-Kind	\$518.40
Establish a youth steering committee with responsibility of partaking in the running of the supported youth throughout the society.	Continuous	<ul style="list-style-type: none"> • 5 consultations with staff. • 2 consultations with teachers. • CVs of nominated youth. • Letter of interest from nominated youth. 	<ul style="list-style-type: none"> • Consultation report • Report on each nominated candidate from teachers/TTRCS staff. 	The TTRCS youth arm will have a youth steering committee in which youth will contribute to the running of the youth clubs. This will	<ul style="list-style-type: none"> • No of youth on steering committee 	<ul style="list-style-type: none"> • Trinidad and Tobago Red Cross Society. • TTRCS supported youth • TTRCS supported communities. 		In-Kind	\$518.40

TRINIDAD AND TOBAGO RED CROSS SOCIETY YOUTH PROGRAMME 2022 - 2026

ACTIVITY	DURATION	INPUTS/ RESOURCES REQUIRED	OUTPUTS	OUTCOMES	KEY PERFORMANCE INDICATORS	BENEFICIARIES	POTENTIAL KEY PARTNERS	TYPE OF FUNDING	ESTIMATED COST (USD)
				enhance the leadership capability of youth.					
Establish a board in each TTRCS youth supported school to participate in the running of the school's activities.	Continuous	<ul style="list-style-type: none"> 1 consultation with TTRCS staff 3 consultations with teachers/principals Nomination of youth 	<ul style="list-style-type: none"> Consultation report Recommendations based on teachers/principals 	Each TTRCS supported school will have a board that supports the running of the club. This will enhance the leadership capability of youth.	<ul style="list-style-type: none"> No. of youth in club board. 	<ul style="list-style-type: none"> Trinidad and Tobago Red Cross Society. TTRCS supported youth TTRCS supported communities. 		In-Kind	\$614.40
Preparation of a train-the-trainer manual and training the board in each TTRCS supported school.	5 months	<ul style="list-style-type: none"> Consultant(s) w/ requisite experience. 3 consultations with TTRCS staff 2 consultations with teachers/students. 	<ul style="list-style-type: none"> Train-the-trainer manual for TTRCS supported schools. Training workshop for TTRCS youth board in each school. 	The TTRCS youth board in each school will have the knowledge and be able to train each form level in their school.	<ul style="list-style-type: none"> No. of train-the-trainer manuals. No. of students trained. 	<ul style="list-style-type: none"> Trinidad and Tobago Red Cross Society. TTRCS supported youth TTRCS supported communities. 		External, In-Kind	\$1418.40
Leadership Preparation of Trailblazer Club executive.	Continuous	<ul style="list-style-type: none"> 2 consultations w/TTRCS staff. 1 facilitator w/ requisite experience. 2 consultations with youth coordinator and executive 	<ul style="list-style-type: none"> Report on training. Leadership preparation training for Trailblazer executive. 	Each TTRCS Trailblazers executive will have had leadership training conducted to ensure they are	<ul style="list-style-type: none"> No. of executive members trained. 	<ul style="list-style-type: none"> Trinidad and Tobago Red Cross Society. TTRCS Trailblazer executive. 		External, In-Kind	\$792.00

TRINIDAD AND TOBAGO RED CROSS SOCIETY YOUTH PROGRAMME 2022 - 2026

ACTIVITY	DURATION	INPUTS/ RESOURCES REQUIRED	OUTPUTS	OUTCOMES	KEY PERFORMANCE INDICATORS	BENEFICIARIES	POTENTIAL KEY PARTNERS	TYPE OF FUNDING	ESTIMATED COST (USD)
		<ul style="list-style-type: none"> The trailblazer club executive 		adequately prepared to help lead the club.		<ul style="list-style-type: none"> TTRCS Trailblazers club. TTRCS supported communities. 			
<i>Objective: By 2025, there will be greater interaction and collaboration between individual TTRCS clubs throughout the country.</i>									
Host a bi-annual (every 2 years) Team-building day for youth members to participate in	6 months	<ul style="list-style-type: none"> Location for team-building day 5 consultations with TTRCS staff 3 consultations with teachers/principals Medals/trophies/prizes 	<ul style="list-style-type: none"> Bi-annual team-building day for all TTRCS youth members 	The TTRCS youth will participate in team-building event and get to interact with other TTRCS youth to build a greater bond between members.	<ul style="list-style-type: none"> No. of team-building days. No. of participants in team building. 	<ul style="list-style-type: none"> Trinidad and Tobago Red Cross Society. TTRCS supported youth 		External, Self-Funded, In-Kind	TBD
Host online youth forums annually in which each TTRCS youth club can interact with each other and update what their club has done and share ideas.	4 months	<ul style="list-style-type: none"> Online platform for forum. 3 consultations with TTRCS staff. Consultant w/ requisite experience. 	<ul style="list-style-type: none"> 1 schedule for the online youth platforms. Agenda for each forum 	TTRCS youth will have greater interaction with each other and learn of what other clubs in the society are doing.	<ul style="list-style-type: none"> No. of youth forums. No. of attendees. 	<ul style="list-style-type: none"> Trinidad and Tobago Red Cross Society. TTRCS supported youth 		Self-Funded, In-Kind	\$662.40
<i>Objective: By 2023, the personal development skills of the TTRCS youth will be enhanced through workshops and training.</i>									

TRINIDAD AND TOBAGO RED CROSS SOCIETY YOUTH PROGRAMME 2022 - 2026

ACTIVITY	DURATION	INPUTS/ RESOURCES REQUIRED	OUTPUTS	OUTCOMES	KEY PERFORMANCE INDICATORS	BENEFICIARIES	POTENTIAL KEY PARTNERS	TYPE OF FUNDING	ESTIMATED COST (USD)
Prepare age-appropriate workshops and educational material focused on teaching youth about financial literacy and budgeting.	5 months	<ul style="list-style-type: none"> • Consultant(s) w/ requisite experience. • 2 consultations with staff. • 1 consultation with teachers/principals. 	<ul style="list-style-type: none"> • Education packages containing activities and learning materials for each targeted school level. • 2 consultations with staff to validate the information in each package. 	Primary and Secondary school children are informed on the importance of financial planning and how to effectively budget.	<ul style="list-style-type: none"> • No. of Education packages produced. • No. of primary school students exposed to education package. • No. of Secondary school children exposed to education package. • No. of meetings conducted. 	<ul style="list-style-type: none"> • Trinidad and Tobago Red Cross Society. • Primary school children. • Secondary school children 	<ul style="list-style-type: none"> • Advisors Next Door 	External, Self-Funded, In-Kind	\$3288.00
Prepare age-appropriate workshops and educational material on understanding emotions and emotional intelligence.	5 months	<ul style="list-style-type: none"> • Consultant(s) w/ requisite experience. • 2 consultations with staff. • 1 consultation with teachers/principals. 	<ul style="list-style-type: none"> • Education packages containing activities and learning materials for each targeted school level. • 2 consultations with staff to validate the information in each package. 	Primary and Secondary school children are informed on the importance of understanding their emotions and healthy ways to deal with it.	<ul style="list-style-type: none"> • No. of Education packages produced. • No. of primary school students exposed to education package. 	<ul style="list-style-type: none"> • Trinidad and Tobago Red Cross Society. • Primary school children. • Secondary school children 		External, Self-Funded, In-Kind	\$3288.00

TRINIDAD AND TOBAGO RED CROSS SOCIETY YOUTH PROGRAMME 2022 - 2026

ACTIVITY	DURATION	INPUTS/ RESOURCES REQUIRED	OUTPUTS	OUTCOMES	KEY PERFORMANCE INDICATORS	BENEFICIARIES	POTENTIAL KEY PARTNERS	TYPE OF FUNDING	ESTIMATED COST (USD)
					<ul style="list-style-type: none"> No. of Secondary school children exposed to education package. No. of meetings conducted. 				
Prepare age-appropriate workshops and educational material on conflict resolution.	5 months	<ul style="list-style-type: none"> Consultant(s) w/ requisite experience. 2 consultations with staff. 1 consultation with teachers/principals. 	<ul style="list-style-type: none"> Education packages containing activities and learning materials for each targeted school level. 2 consultations with staff to validate the information in each package. 	Primary and Secondary school children are informed on how to deal with conflicts in a safe healthy manner.	<ul style="list-style-type: none"> No. of Education packages produced. No. of primary school students exposed to education package. No. of Secondary school children exposed to education package. No. of meetings conducted. 	<ul style="list-style-type: none"> Trinidad and Tobago Red Cross Society. Primary school children. Secondary school children 		External, Self-Funded, In-Kind	\$3288.00

TRINIDAD AND TOBAGO RED CROSS SOCIETY YOUTH PROGRAMME 2022 - 2026

ACTIVITY	DURATION	INPUTS/ RESOURCES REQUIRED	OUTPUTS	OUTCOMES	KEY PERFORMANCE INDICATORS	BENEFICIARIES	POTENTIAL KEY PARTNERS	TYPE OF FUNDING	ESTIMATED COST (USD)
Prepare age-appropriate workshops and educational material on effective communication.	5 months	<ul style="list-style-type: none"> • Consultant(s) w/ requisite experience. • 2 consultations with staff • 1 consultation with teachers/principals. 	<ul style="list-style-type: none"> • Education packages containing activities and learning materials for each targeted school level. • 2 consultations with staff to validate the information in each package. 	Primary and Secondary school children are informed on how to effectively communicate.	<ul style="list-style-type: none"> • No. of Education packages produced. • No. of primary school students exposed to education package. • No. of Secondary school children exposed to education package. • No. of meetings conducted. 	<ul style="list-style-type: none"> • Trinidad and Tobago Red Cross Society. • Primary school children. • Secondary school children 		External, Self-Funded, In-Kind	\$3288.00
<i>Objective: By 2026, the TTRCS youth will participate more in volunteer work in their respective communities so young people can give back to their communities and learn the importance of doing such work.</i>									
At the end of each year TTRCS supported club will plan and submit a report on what community-service based activities they	Continuous	<ul style="list-style-type: none"> • 2 consultations with staff. • 2 consultations with teachers/principals 	<ul style="list-style-type: none"> • Yearly report from each TTRCS supported clubs on community service projects undertaken that year. • A plan from each TTRCS supported club on the community service projects they will 	All TTRCS supported clubs will have a clear understanding of what community service projects they did in the past	<ul style="list-style-type: none"> • No. of TTRCS supported clubs that submit plans and reports. 	<ul style="list-style-type: none"> • Trinidad and Tobago Red Cross Society • TTRCS supported clubs • TTRCS supported communities 		In-kind	\$307.20

TRINIDAD AND TOBAGO RED CROSS SOCIETY YOUTH PROGRAMME 2022 - 2026

ACTIVITY	DURATION	INPUTS/ RESOURCES REQUIRED	OUTPUTS	OUTCOMES	KEY PERFORMANCE INDICATORS	BENEFICIARIES	POTENTIAL KEY PARTNERS	TYPE OF FUNDING	ESTIMATED COST (USD)
will do in the upcoming year and what activities was done in the concluding year.			undertake in the upcoming year.	year and have a clear plan on the projects they will undertake in the upcoming year					
TTRCS youth club members will volunteer at a community-based initiative (Senior Citizen, Children's, animal shelter, etc.).	2 months	<ul style="list-style-type: none"> • 2 consultations with staff. • 5 consultations with teachers/principals. 	<ul style="list-style-type: none"> • Feedback from community-based initiative, teachers/principals/youth 	Youth will be able to understand the importance of community service.	<ul style="list-style-type: none"> • No. of youth volunteers. • No. of community-based initiatives participated in 	<ul style="list-style-type: none"> • Trinidad and Tobago Red Cross Society. • TTRCS supported youth clubs • TTRCS supported communities. • Community-based initiatives 		In-Kind	\$336.00
TTRCS youth club members will participate in international coastal clean-up day.	2 months	<ul style="list-style-type: none"> • 2 consultations with staff. • 5 consultations with teachers/principals. 	<ul style="list-style-type: none"> • Feedback from teachers/principals and youth 	Youth will be able to understand the importance of community service.	<ul style="list-style-type: none"> • No. of youth volunteers • No. of clubs participating. 	<ul style="list-style-type: none"> • Trinidad and Tobago Red Cross Society. • TTRCS supported youth clubs • TTRCS supported communities. • Communities surrounding clean-up area. 		In-Kind	\$336.00

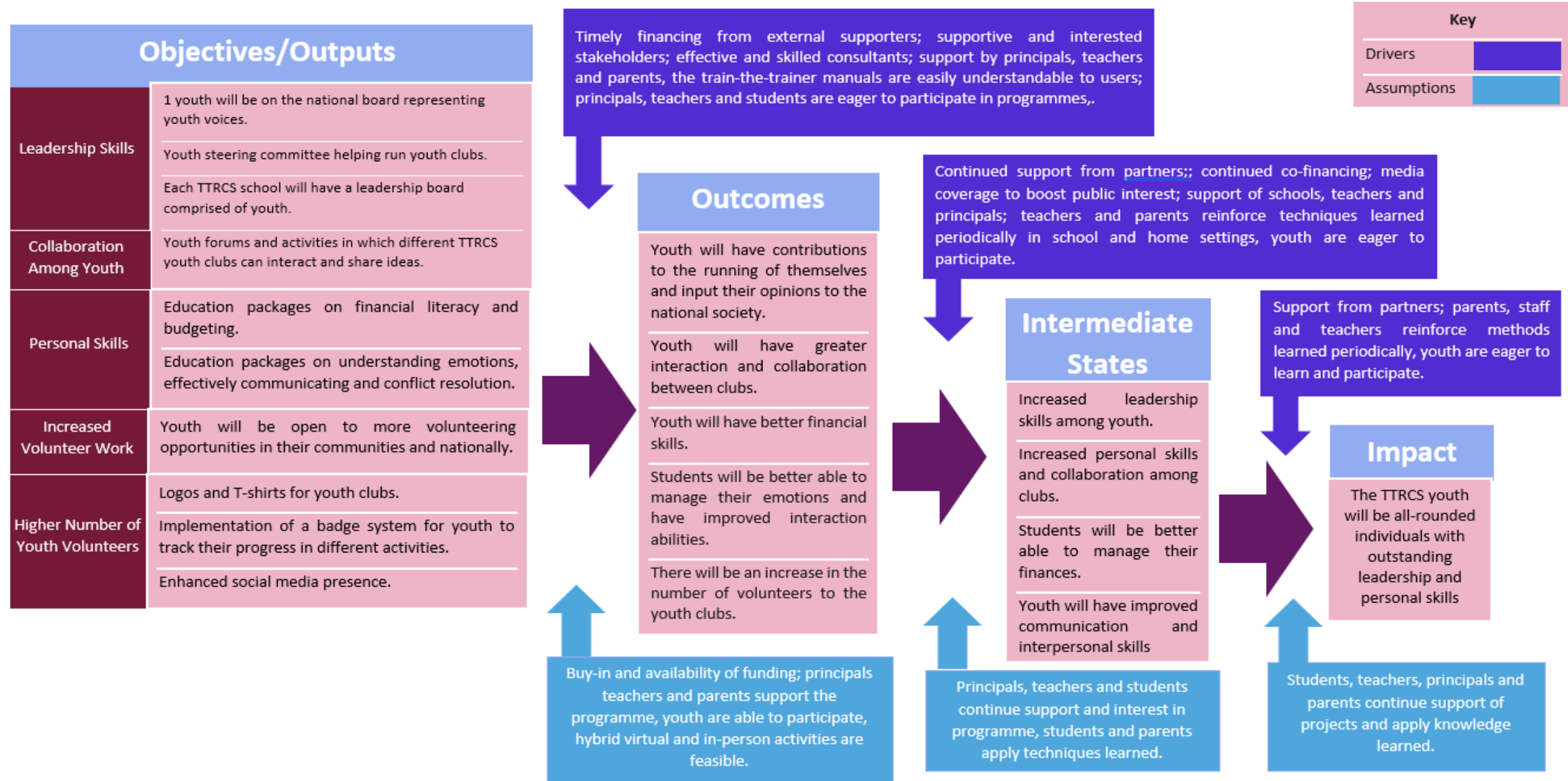
TRINIDAD AND TOBAGO RED CROSS SOCIETY YOUTH PROGRAMME 2022 - 2026

ACTIVITY	DURATION	INPUTS/ RESOURCES REQUIRED	OUTPUTS	OUTCOMES	KEY PERFORMANCE INDICATORS	BENEFICIARIES	POTENTIAL KEY PARTNERS	TYPE OF FUNDING	ESTIMATED COST (USD)
TTRCS youth club members will participate in national conservation and environmental preservation efforts	2 months	<ul style="list-style-type: none"> • 2 consultations with staff. • 5 consultations with teachers/principals. 	<ul style="list-style-type: none"> • Feedback from teachers/principals and youth. 	Youth will be able to understand the importance of community service.	<ul style="list-style-type: none"> • No. of youth volunteers. • No. of clubs participating. 	<ul style="list-style-type: none"> • Trinidad and Tobago Red Cross Society. • TTRCS supported youth clubs • TTRCS supported communities. 		In-Kind	\$336.00
<i>Objective: By 2024, the TTRCS will have more youth volunteer members.</i>									
School-based activities will be conducted to promote the TTRCS school club and attract new members.	Continuous	<ul style="list-style-type: none"> • 2 consultations with TTRCS staff • 4 consultations with teachers/principals 	<ul style="list-style-type: none"> • Plan of yearly activities each TTRCS club will conduct in schools to promote the club • Feedback from teachers/principals 	There will be an increase in the number of new TTRCS school members	<ul style="list-style-type: none"> • No. of new members in TTRCS school clubs. • No. of school-based activities carried out each year in TTRCS supported schools. 	<ul style="list-style-type: none"> • Trinidad and Tobago Red Cross Society. • TTRCS supported primary and secondary schools. 		In-Kind	\$720.00
Development of youth arm logo based on the varying levels (Youth Links, Trailblazers and Heroes) – Competition within TTRCS youth clubs	1 month	<ul style="list-style-type: none"> • 2 consultations from teachers/principals. • 2 consultations with TTRCS staff. • Logo submission from youth. 	<ul style="list-style-type: none"> • Final logo submissions. 	Each youth stage will have an individual logo to identify them and place on their associated work.	<ul style="list-style-type: none"> • No. of logo submissions 	<ul style="list-style-type: none"> • Trinidad and Tobago Red Cross Society • TTRCS supported youth clubs. 		In-Kind	\$720.00

TRINIDAD AND TOBAGO RED CROSS SOCIETY YOUTH PROGRAMME 2022 - 2026

ACTIVITY	DURATION	INPUTS/ RESOURCES REQUIRED	OUTPUTS	OUTCOMES	KEY PERFORMANCE INDICATORS	BENEFICIARIES	POTENTIAL KEY PARTNERS	TYPE OF FUNDING	ESTIMATED COST (USD)
Acquisition of T-shirts for the youth clubs for use in out of school activities (field trips, outreach, external events etc.)	3 months	<ul style="list-style-type: none"> • 2 consultations with TTRCS staff and teachers/principals • Printery. 	<ul style="list-style-type: none"> • T-shirt quotes from various printeries. 	TTRCS youth will have an identifiable t-shirt they can use for out-of-school TTRCS activities.	<ul style="list-style-type: none"> • T-shirt price quotes from printeries. • T-shirts for youth members 	<ul style="list-style-type: none"> • Trinidad and Tobago Red Cross Society • TTRCS supported youth clubs. 			TBD
Development of a badge system based on activities and achievements by youth members.	3 months	<ul style="list-style-type: none"> • 4 consultations between TTRCS staff and principals/teachers. • Badge supplier 	<ul style="list-style-type: none"> • Outline of a badge system. • Qualifying criteria for badges. • List of at least 25 badges for various activities. 	A badging system that will allow youth to identify their progression within the society.	<ul style="list-style-type: none"> • No. of badges in the system. • No. of badges youth acquire. 	<ul style="list-style-type: none"> • Trinidad and Tobago Red Cross Society • TTRCS supported youth clubs. 		In-Kind	\$499.20
Enhanced social media presence to appeal to more youth volunteers.	Ongoing	<ul style="list-style-type: none"> • Social Media manager • Images from club activities/projects. • Videos and content produced by TTRCS youth members. 	<ul style="list-style-type: none"> • Content for social media posts attracting more youth. 	Social media presence that will be attractive to youth volunteers.	<ul style="list-style-type: none"> • No. of interactions in posts. 	<ul style="list-style-type: none"> • Trinidad and Tobago Red Cross Society • TTRCS supported youth clubs. 		External, In-Kind	\$1099.20

3.4.3 Theory of Change



PAGE INTENTIONALLY LEFT BLANK

3.4.4 Budget

Table 6 – Budget for Activities under ‘Youth Personal Development’

Budget Items	Total (USD)	External Requested	Self-Funded	In-Kind
	\$22,029.60	\$11,700.00	\$2,544.00	\$7,785.60
<i>The TTRCS board will have 1 youth member sitting in representing youth voices of the society.</i>				
ACTIVITY SUB-TOTAL	\$518.40			\$518.40
I. Personnel	\$518.40			\$518.40
A. Salaries and Wages	\$518.40			\$518.40
(1) Project Manager @\$9.60/hr x 54 hrs	\$518.40			\$518.40
II. Non-Personnel	-			
A. Space Cost	-			
B. Material Costs	-			
C. Installation Costs	-			
D. Other Costs	-			
<i>Establish a youth steering committee with responsibility of partaking in the running of the supported youth throughout the society.</i>				
ACTIVITY SUB-TOTAL	\$518.40			\$518.40
I. Personnel	\$518.40			\$518.40
A. Salaries and Wages	\$518.40			\$518.40
(1) Project manager @\$9.60/hr x 54 hrs	\$518.40			\$518.40
II. Non-Personnel	-			
A. Space Cost	-			
B. Material Costs	-			
C. Installation Costs	-			
D. Other Costs	-			
<i>Establish a board in each TTRCS youth supported school to participate in the running of the school’s activities.</i>				
ACTIVITY SUB-TOTAL	\$614.40			\$614.40

Budget Items	Total (USD)	External Requested	Self-Funded	In-Kind
I. Personnel	\$614.40			\$614.40
A. Salaries and Wages	\$614.40			\$614.40
(1) Project manager @\$9.60/hr x 64hrs	\$614.40			\$614.40
II. Non-Personnel	-			
A. Space Cost	-			
B. Material Costs	-			
C. Installation Costs	-			
D. Other Costs	-			
<i>Preparation of a train-the-trainer manual and training the board in each TTRCS supported school.</i>				
ACTIVITY SUB-TOTAL	\$1418.40	\$900.00		\$518.40
I. Personnel	\$1418.40	\$900.00		\$518.40
A. Salaries and Wages	\$1418.40	\$900.00		\$518.40
(1) Project manager @\$9.60/hr x 54hrs	\$518.40			\$518.40
(1) Facilitator @\$300.00/day x 3 days	\$900.00	\$900.00		
II. Non-Personnel	-			
A. Space Cost	-			
B. Material Costs	-			
C. Installation Costs	-			
D. Other Costs	-			
Leadership Preparation of Trailblazer Club executive.				
ACTIVITY SUB-TOTAL	\$792.00	\$600.00		\$192.00
I. Personnel	\$792.00	\$600.00		\$192.00
A. Salaries and Wages	\$792.00	\$600.00		\$192.00
(1) Project manager @\$9.60/hr x 20hrs	\$192.00			\$192.00
(1) Facilitator @\$300.00/day x 2 days	\$600.00	\$600.00		
II. Non-Personnel	-			

Budget Items	Total (USD)	External Requested	Self-Funded	In-Kind
A. Space Cost	-			
B. Material Costs	-			
C. Installation Costs	-			
D. Other Costs				
<i>Host a bi-annual (every 2 years) Team-building day for youth members to participate in.</i>				
ACTIVITY SUB-TOTAL	TBD			
I. Personnel	TBD			
A. Salaries and Wages	TBD			
II. Non-Personnel	TBD			
A. Space Cost	TBD			
B. Material Costs	TBD			
C. Installation Costs	TBD			
D. Other Costs	TBD			
<i>Host youth forums annually in which each TTRCS youth club can interact with each other and update what their club has done and share ideas.</i>				
ACTIVITY SUB-TOTAL	\$662.40		\$144.00	\$518.40
I. Personnel	\$518.40			\$518.40
A. Salaries and Wages	\$518.40			\$518.40
(1) Project manager @\$9.60/hr x 54hrs	\$518.40			\$518.40
II. Non-Personnel	\$144.00		\$144.00	
A. Space Cost	-			
B. Material Costs	-			
C. Installation Costs	-			
D. Other Costs				
Zoom premium membership (yearly)	\$144.00		\$144.00	
<i>Prepare age-appropriate workshops and educational material focused on teaching youth about financial literacy and budgeting.</i>				
ACTIVITY SUB-TOTAL	\$3288.00	\$2400.00	\$600.00	\$288.00
I. Personnel	\$3288.00	\$2400.00	\$600.00	\$288.00

Budget Items	Total (USD)	External Requested	Self-Funded	In-Kind
A. Salaries and Wages	\$3288.00	\$2400.00	\$600.00	\$288.00
(1) Financial consultant @\$300.00/day x 8 days	\$2400.00	\$2400.00		
(1) Videographer @\$150.00/day x 4 days	\$600.00		\$600.00	
(1) Project manager @\$9.60/hr x 30hrs	\$288.00			\$288.00
II. Non-Personnel	-			
A. Space Cost	-			
B. Material Costs	-			
C. Installation Costs	-			
D. Other Costs	-			
<i>Prepare age-appropriate workshops and educational material on understanding emotions and emotional intelligence.</i>				
ACTIVITY SUB-TOTAL	\$3288.00	\$2400.00	\$600.00	\$288.00
I. Personnel	\$3288.00	\$2400.00	\$600.00	\$288.00
A. Salaries and Wages	\$3288.00	\$2400.00	\$600.00	\$288.00
(1) Relevant consultant @\$300.00/day x 8 days	\$2400.00	\$2400.00		
(1) Videographer @\$150.00/day x 4 days	\$600.00		\$600.00	
(1) Project manager @\$9.60/hr x 30hrs	\$288.00			\$288.00
II. Non-Personnel	-			
A. Space Cost	-			
B. Material Costs	-			
C. Installation Costs	-			
D. Other Costs	-			
<i>Prepare age-appropriate workshops and educational material on conflict resolution.</i>				
ACTIVITY SUB-TOTAL	\$3288.00	\$2400.00	\$600.00	\$288.00
I. Personnel	\$3288.00	\$2400.00	\$600.00	\$288.00
A. Salaries and Wages	\$3288.00	\$2400.00	\$600.00	\$288.00

Budget Items	Total (USD)	External Requested	Self-Funded	In-Kind
(1) Relevant consultant @\$300.00/day x 8 days	\$2400.00	\$2400.00		
(1) Videographer @\$150.00/day x 4 days	\$600.00		\$600.00	
(1) Project manager @\$9.60/hr x 30hrs	\$288.00			\$288.00
II. Non-Personnel	-			
A. Space Cost	-			
B. Material Costs	-			
C. Installation Costs	-			
D. Other Costs	-			
<i>Prepare age-appropriate workshops and educational material on effective communication</i>				
ACTIVITY SUB-TOTAL	\$3288.00	\$2400.00	\$600.00	\$288.00
I. Personnel	\$3288.00	\$2400.00	\$600.00	\$288.00
A. Salaries and Wages	\$3288.00	\$2400.00	\$600.00	\$288.00
(1) Relevant consultant @\$300.00/day x 8 days	\$2400.00	\$2400.00		
(1) Videographer @\$150.00/day x 4 days	\$600.00		\$600.00	
(1) Project manager @\$9.60/hr x 30hrs	\$288.00			\$288.00
II. Non-Personnel	-			
A. Space Cost	-			
B. Material Costs	-			
C. Installation Costs	-			
D. Other Costs	-			
<i>At the end of each year TTRCS supported club will plan and submit a report on what community-service based activities they will do in the upcoming year and what activities was done in the concluding year.</i>				
ACTIVITY SUB-TOTAL	\$307.20			\$307.20
I. Personnel	\$307.20			\$307.20
A. Salaries and Wages	\$307.20			\$307.20
(1) Project manager @\$9.60/hr x 32hrs	\$307.20			\$307.20

Budget Items	Total (USD)	External Requested	Self-Funded	In-Kind
II. Non-Personnel				
A. Space Cost	-			
B. Material Costs	-			
C. Installation Costs	-			
D. Other Costs	-			
<i>TTRCS youth club members will volunteer at a community-based initiative (Senior Citizen, Children's, animal shelter, etc.).</i>				
ACTIVITY SUB-TOTAL	\$336.00			\$336.00
I. Personnel	\$336.00			\$336.00
A. Salaries and Wages	\$336.00			\$336.00
(1) Project manager @\$9.60/hr x 35 hrs	\$336.00			\$336.00
II. Non-Personnel	-			
A. Space Cost	-			
B. Material Costs	-			
C. Installation Costs	-			
D. Other Costs	-			
<i>TTRCS youth club members will have the option to participate in national conservation and environmental preservation efforts</i>				
ACTIVITY SUB-TOTAL	\$336.00			\$336.00
I. Personnel	\$336.00			\$336.00
A. Salaries and Wages	\$336.00			\$336.00
(1) Project manager @\$9.60/hr x 35 hrs	\$336.00			\$336.00
II. Non-Personnel	-			
A. Space Cost	-			
B. Material Costs	-			
C. Installation Costs	-			
D. Other Costs	-			
<i>TTRCS youth club members will have the option to participate in international coastal clean-up day.</i>				
ACTIVITY SUB-TOTAL	\$336.00			\$336.00

Budget Items	Total (USD)	External Requested	Self-Funded	In-Kind
I. Personnel	\$336.00			\$336.00
A. Salaries and Wages	\$336.00			\$336.00
(1) Project manager @\$9.60/hr x 35 hrs	\$336.00			\$336.00
II. Non-Personnel	-			
A. Space Cost	-			
B. Material Costs	-			
C. Installation Costs	-			
D. Other Costs	-			
<i>School-based activities will be conducted to promote the TTRCS school club and attract new members</i>				
ACTIVITY SUB-TOTAL	\$720.00			\$720.00
I. Personnel	\$720.00			\$720.00
A. Salaries and Wages	\$720.00			\$720.00
(1) Project manager @\$9.60/hr x 75 hrs	\$720.00			\$720.00
II. Non-Personnel	-			
A. Space Cost	-			
B. Material Costs	-			
C. Installation Costs	-			
D. Other Costs	-			
<i>Development of youth arm logo based on the varying levels (Youth Links, Trailblazers and Heroes)</i>				
ACTIVITY SUB-TOTAL	\$720.00			\$720.00
I. Personnel	\$720.00			\$720.00
A. Salaries and Wages	\$720.00			\$720.00
(1) Project manager @\$9.60/hr x 75 hrs	\$720.00			\$720.00
II. Non-Personnel	-			
A. Space Cost	-			
B. Material Costs	-			
C. Installation Costs	-			
D. Other Costs	-			

Budget Items	Total (USD)	External Requested	Self-Funded	In-Kind
<i>Acquisition of T-shirts for the youth clubs for use in out of school activities (field trips, outreach, external events etc.)</i>				
ACTIVITY SUB-TOTAL	TBD			
I. Personnel	TBD			
A. Salaries and Wages	TBD			
II. Non-Personnel	-			
A. Space Cost	-			
B. Material Costs	-			
C. Installation Costs	-			
D. Other Costs	-			
<i>Development of a badge system based on activities and achievements by youth members.</i>				
ACTIVITY SUB-TOTAL	\$499.20			\$499.20
I. Personnel	\$499.20			\$499.20
A. Salaries and Wages	\$499.20			\$499.20
<i>(1) Project manager @\$9.60/hr x 52hrs</i>	\$499.20			\$499.20
II. Non-Personnel	-			
A. Space Cost	-			
B. Material Costs	-			
C. Installation Costs	-			
D. Other Costs	-			
<i>Enhanced social media presence to appeal to more youth volunteers.</i>				
ACTIVITY SUB-TOTAL	\$1099.20	\$600.00		\$499.20
I. Personnel	\$1099.20	\$600.00		\$499.20
A. Salaries and Wages	\$1099.20	\$600.00		\$499.20
<i>(1) Social media consultant @\$300.00/day x 2 days</i>	\$600.00	\$600.00		
<i>(1) Project manager @\$9.60/hr x 52 hrs</i>	\$499.20			\$499.20
II. Non-Personnel	-			

Budget Items	Total (USD)	External Requested	Self-Funded	In-Kind
A. Space Cost	-			
B. Material Costs	-			
C. Installation Costs	-			
D. Other Costs	-			

Budget Notes:

- Exchange rates assumed to be 1 USD to \$6.50 TTD
- A 'project manager' within the TTRCS is estimated to earn \$1536 USD per month.
- A cost of \$300 USD/day is used as the minimum cost for an external consultant/ resource.
- Figures are conservative based on best professional judgement and should be refined as a detailed work plan is developed for each activity.
- 'External Requested' refers to grants or loans provided by external parties to the TTRCS.
- 'Self-Funded' refers to cash contributed to the project through the TTRCS' income generated by the business unit.
- 'In Kind' refers to the value of time spent by TTRCS staff, value of TTRCS facilities, or non-monetary donations provided by TTRCS partners.

3.4.5 Programme Alignment

Table 7 - Alignment OF 'Youth Personal Development' with Key Policies.

PROGRAMME OBJECTIVES	GOVERNMENT OF TRINIDAD AND TOBAGO NATIONAL YOUTH POLICY 2020-2025	IFRC Youth Engagement Strategy 2013
<i>By 2024, the leadership ability among the TTRCS would have been enhanced through training and various activities.</i>	<ul style="list-style-type: none"> • Pillar 1: Prioritising youth economic participation and empowerment. • Pillar 3: Facilitating inclusive and active youth participation in the civic and democratic life of Trinidad and Tobago. • Pillar 4: Creating safe spaces, peaceful communities, and environments • Pillar 8: Creating an enabling environment for positive youth development in Trinidad and Tobago. 	<p style="text-align: center;">Youth as Leaders</p> <ul style="list-style-type: none"> • Strategic Direction #1: Ensuring Youth participation in decision-making at all levels of management, governance, and service delivery. • Strategic direction #4: Strengthening the leading role of young people in opening the doors to new partnerships. <p style="text-align: center;">Youth as Volunteers</p> <ul style="list-style-type: none"> • Strategic direction #2: Motivating and retaining young volunteers.
<i>By 2025, there will be greater interaction and collaboration between individual TTRCS clubs throughout the country.</i>	<ul style="list-style-type: none"> • Pillar 3: Facilitating inclusive and active youth participation in the civic and democratic life of Trinidad and Tobago. • Pillar 4: Creating safe spaces, peaceful communities, and environments. • Pillar 8: Creating an enabling environment for positive youth development in Trinidad and Tobago. 	<p style="text-align: center;">Youth as Volunteers</p> <ul style="list-style-type: none"> • Strategic direction #2: Motivating and retaining young volunteers. • Strategic direction #4: Recognising young volunteers as contributors to innovation. • Strategic direction #5: Recognising and promoting the social value that young volunteers bring to development. <p style="text-align: center;">Youth as Beneficiaries</p> <ul style="list-style-type: none"> • Strategic direction #2: Strengthening personal capacities of young beneficiaries by putting special emphasis on their abilities and developmental needs.
<i>By 2023, the personal development skills of the</i>	<ul style="list-style-type: none"> • Pillar 1: Prioritising youth economic participation and empowerment. 	<p style="text-align: center;">Youth as Leaders</p>

<p><i>TTRCS youth will be enhanced through workshops and training.</i></p>	<ul style="list-style-type: none"> • Pillar 4: Creating safe spaces, peaceful communities, and environments • Pillar 5: Accentuating holistic youth health and wellbeing. • Pillar 8: Creating an enabling environment for positive youth development in Trinidad and Tobago. 	<ul style="list-style-type: none"> • Strategic direction #3: Prioritizing and investing in personal and professional development for current and future leadership roles of young people. <p style="text-align: center;">Youth as Volunteers</p> <ul style="list-style-type: none"> • Strategic direction #2: Motivating and retaining young volunteers. • Strategic direction #3: Guaranteeing the well-being, security, and safety of young volunteers throughout, and after their engagement in RCRC programmes and services.
<p><i>By 2026, the TTRCS youth will participate more in volunteer work in their respective communities so young people can give back to their communities and learn the importance of doing such work.</i></p>	<ul style="list-style-type: none"> • Pillar 3: Facilitating inclusive and active youth participation in the civic and democratic life of Trinidad and Tobago. • Pillar 4: Creating safe spaces, peaceful communities, and environments • Pillar 5: Accentuating holistic youth health and wellbeing. • Pillar 8: Creating an enabling environment for positive youth development in Trinidad and Tobago. 	<p style="text-align: center;">Youth as Leaders</p> <ul style="list-style-type: none"> • Strategic direction #2: Strengthening the leading role of young people in connecting with vulnerable and marginalized people, advocating for and with them, and identifying and tackling emerging issues together. <p style="text-align: center;">Youth as Volunteers</p> <ul style="list-style-type: none"> • Strategic direction #1: Increasing meaningful engagement of young volunteers. <p style="text-align: center;">Youth as Beneficiaries</p> <ul style="list-style-type: none"> • Strategic direction #3: Developing a culture of young beneficiaries taking action and giving back to their communities.
<p><i>By 2024, the TTRCS will have more youth volunteer members.</i></p>	<ul style="list-style-type: none"> • Pillar 3: Facilitating inclusive and active youth participation in the civic and democratic life of Trinidad and Tobago. • Pillar 8: Creating an enabling environment for positive youth development in Trinidad and Tobago. 	<p style="text-align: center;">Youth as Leaders</p> <ul style="list-style-type: none"> • Strategic Direction #1: Ensuring Youth participation in decision-making at all levels of management, governance, and service delivery.

		<p style="text-align: center;">Youth as Volunteers</p> <ul style="list-style-type: none">• Strategic direction #2: Motivating and retaining young volunteers.
--	--	--

PAGE INTENTIONALLY LEFT BLANK

3.5 Pillar 3 – Youth Employment and Entrepreneurism

Young people are inheriting a world with an uncertain economic future. More and more youth are leaving the education system and struggling to find their place in the working world, gain employment and have opportunities to create a sustainable financial future for themselves. It is important that they be given the right tools and opportunities to develop entrepreneurial skills and to have work experience in their chosen fields. The humanitarian development sector has in the past and continued to be an important part of society with regards to employment of persons and social enterprises.

This pillar of the TTRCS' 2022-2026 Youth Programme sets out the goal of providing youth with employable and entrepreneurial skills through work and opportunities with the TTRCS. This pillar contains 3 programmes of work (sets of activities) with complementary objectives for achieving this goal.

The total cost of implementing this programme is conservatively estimated to be **US \$34,271.60 (TT\$222,765.40)** which would be met through a combination of external financing, in-kind, and internal allocations. During project preparation, it is anticipated that project figures would be refined in greater detail.

3.5.1 Goal and Objectives

Goal: Increase Employability and Entrepreneurial Skills in Trinidad and Tobago's Red Cross Society Youth.

Objectives and Activities:

- By 2023, the TTRCS will facilitate virtual workshops for its youth members focused on developing their skills for job hunting.
 - At least 1 resume workshop annually focused on training TTRCS youth how to highlight their strengths and craft a good resume.
 - At least 2 interview workshops annually focused on guiding TTRCS youth on how to properly dress and answer interview questions.
 - Host a workshop on professional identities focused on teaching youth about their professional image and the use of various social media viz. Facebook, Instagram, TikTok, LinkedIn.
 - Developing age-appropriate education materials and activities that promote social enterprise, humanitarian development entrepreneurship and jobs.
 - Developing age-appropriate education materials and activities that focus on the in-person and virtual workplace.
- By 2024, the TTRCS will give at least 1 Red Cross-involved student (Trail Blazers, Champions) per District annually valuable work experience related to their field of study through internships.

- Host an annual “Work Fair” where members of the TTRCS in different professional fields speak to TTRCS affiliated youth about their careers.
- Provide networking opportunities for TTRCS affiliated youth related to their specific fields.
- Pair a selected number of TTRCS youth with a member from the national society in their related field to serve as a mentor.
- Host 8 interns throughout various TTRCS units relating to their field for a 6-month period.
- By 2025, the TTRCS will promote entrepreneurship among its members by providing them with opportunities to showcase their work.
 - Develop e-courses inclusive of assessments and certifications focused on teaching youth business strategy, budgeting, marketing, and branding for their entrepreneurial work.
 - Annual entrepreneurship programme in which 1 TTRCS youth with promising entrepreneurship ideas are supported with start-up funding.
 - Host a Virtual Entrepreneurship Conference for TTRCS youth between the ages of 16-25.
 - Host a marketplace annually in which TTRCS youth can showcase their business and sell their items.

3.3.2 Programme Details

Table 8 – Activities, Outputs and Outcomes for ‘Youth Employment and Entrepreneurism’

ACTIVITY	DURATION	INPUTS/ RESOURCES REQUIRED	OUTPUTS	OUTCOMES	KEY PERFORMANCE INDICATORS	BENEFICIARIES	POTENTIAL KEY PARTNERS	TYPE OF FUNDING	ESTIMATED COST (USD)
<i>Objective: By 2023, the TTRCS will facilitate virtual workshops for its youth members focused on developing their skills for job hunting.</i>									
At least 1 resume workshop annually focused on training TTRCS youth how to highlight their strengths and craft a good resume.	Annually	<ul style="list-style-type: none"> • Consultant(s) w/ requisite experience. • 2 consultations with TTRCS staff. 	<ul style="list-style-type: none"> • At least 1 resume workshop annually • At least 2 consultation meetings with staff • Feedback from workshops. 	The TTRCS supported youth will have well-crafted resumes and they will be more confident in job hunting.	<ul style="list-style-type: none"> • No. of youth engaged in workshops. • No of workshops conducted. 	<ul style="list-style-type: none"> • Trinidad and Tobago Red Cross Society • TTRCS supported youth 	<ul style="list-style-type: none"> • Resuwrite 	External, In-kind	\$1399.20
At least 2 interview workshops annually focused on guiding TTRCS youth on how to properly dress and answer interview questions.	Annually	<ul style="list-style-type: none"> • Consultant(s) w/ requisite experience. • 2 consultations with TTRCS staff. 	<ul style="list-style-type: none"> • At least 1 resume workshop annually • At least 2 consultation meetings with staff • Feedback from workshops. 	The TTRCS youth will be well prepared to dress for interviews and answer questions. They will be better prepared in their job search.	<ul style="list-style-type: none"> • No. of youth engaged in workshops. • No of workshops conducted. 	<ul style="list-style-type: none"> • Trinidad and Tobago Red Cross Society • TTRCS supported youth 	<ul style="list-style-type: none"> • Resuwrite 	External, In-kind	\$1399.20
Host a workshop on professional identities focused on teaching youth about their professional image and LinkedIn.	Annually	<ul style="list-style-type: none"> • Consultant(s) w/ requisite experience. • 2 consultations with TTRCS staff. 	<ul style="list-style-type: none"> • At least 1 resume workshop annually • At least 2 consultation meetings with staff 	The TTRCS youth will be informed of their professional identity and how to craft a good LinkedIn profile	<ul style="list-style-type: none"> • No. of youth engaged in workshops. • No of workshops conducted. 	<ul style="list-style-type: none"> • Trinidad and Tobago Red Cross Society • TTRCS supported youth 	<ul style="list-style-type: none"> • Resuwrite 	External, In-kind	\$1399.20

TRINIDAD AND TOBAGO RED CROSS SOCIETY YOUTH PROGRAMME 2022 - 2026

ACTIVITY	DURATION	INPUTS/ RESOURCES REQUIRED	OUTPUTS	OUTCOMES	KEY PERFORMANCE INDICATORS	BENEFICIARIES	POTENTIAL KEY PARTNERS	TYPE OF FUNDING	ESTIMATED COST (USD)
			<ul style="list-style-type: none"> Feedback from workshops. 	to aid in their job search.					
Developing age-appropriate education materials and activities that promote social enterprise, humanitarian development entrepreneurship and jobs.	6 months	<ul style="list-style-type: none"> Consultant(s) w/ requisite experience. 2 consultations with TTRCS staff. 1 consultation with teachers/principals 	<ul style="list-style-type: none"> Age-appropriate video materials prepared. Age-appropriate e-activity books prepared. 2 consultations with staff to validate the information being taught. 	The TTRCS youth will have a good understanding of social enterprises, humanitarian development entrepreneurship and its link to jobs.	<ul style="list-style-type: none"> No. of Education packages produced. No. of youth exposed to education package. No. of meetings conducted 	<ul style="list-style-type: none"> Trinidad and Tobago Red Cross Society TTRCS supported youth TTRCS supported communities 	<ul style="list-style-type: none"> 	External, In-kind	\$1776.00
Developing age-appropriate education materials and activities that focus on the in-person and virtual workplace.	4 months	<ul style="list-style-type: none"> Consultant(s) w/ requisite experience. 2 consultations with TTRCS staff. 	<ul style="list-style-type: none"> Age-appropriate video materials prepared. Age-appropriate e-activity books prepared. 2 consultations with staff to validate the information being taught. 	The TTRCS youth will have a good understanding of workplace etiquette, both in-person and remote.	<ul style="list-style-type: none"> No. of Education packages produced. No. of youth exposed to education package. No. of meetings conducted 	<ul style="list-style-type: none"> Trinidad and Tobago Red Cross Society TTRCS supported youth TTRCS supported communities 	<ul style="list-style-type: none"> 	External, In-kind	\$1476.00
<p><i>Objective:</i> By 2024, the TTRCS will give at least 1 Red Cross-involved student (Trail Blazers, Champions) per District annually valuable work experience related to their field of study through internships.</p>									

TRINIDAD AND TOBAGO RED CROSS SOCIETY YOUTH PROGRAMME 2022 - 2026

ACTIVITY	DURATION	INPUTS/ RESOURCES REQUIRED	OUTPUTS	OUTCOMES	KEY PERFORMANCE INDICATORS	BENEFICIARIES	POTENTIAL KEY PARTNERS	TYPE OF FUNDING	ESTIMATED COST (USD)
Host an annual "Work Fair" where members of the TTRCS in different professional fields speak to youth about their careers.	Annually	<ul style="list-style-type: none"> 4 consultations with TTRCS staff. Volunteer Speakers. Virtual platform 	<ul style="list-style-type: none"> Annual work fair Feedback reports from attendees. At least 4 consultations from staff 	The TTRCS youth will get valuable industry knowledge and be motivated by speakers in their respective fields.	<ul style="list-style-type: none"> No. of attendees. No. of professional speakers. No. of fairs held. No. of consultations held. 	<ul style="list-style-type: none"> Trinidad and Tobago Red Cross Society TTRCS supported youth 		In-Kind	\$1152.00
Provide networking opportunities for youth related to their specific fields.	Annually	<ul style="list-style-type: none"> Resources TBD 	<ul style="list-style-type: none"> TBD 	The TTRCS youth will be provided with networking opportunities in their specific field.	<ul style="list-style-type: none"> No. of youth provided with networking opportunities. 	<ul style="list-style-type: none"> Trinidad and Tobago Red Cross Society TTRCS supported youth 		In-Kind	TBD
Pair a selected number of TTRCS youth with a member from the national society in their related field to serve as a mentor.	Annually	<ul style="list-style-type: none"> Volunteer TTRCS mentors TTRCS youth 1 consultation with staff. 	<ul style="list-style-type: none"> Consultation feedback from staff 	The TTRCS youth will gain valuable knowledge and advice from mentors and mentors will pass their knowledge to mentees.	<ul style="list-style-type: none"> No. of youth mentored. No. of mentors that volunteer 	<ul style="list-style-type: none"> Trinidad and Tobago Red Cross Society TTRCS supported youth 		In-Kind	\$960.00
Host 8 interns throughout various TTRCS units relating to their field for a 6-month period.	Annually	<ul style="list-style-type: none"> 3 consultations with staff TTRCS youth 	<ul style="list-style-type: none"> Internship feedback from interns. TTRCS report on internship experience. 	8 TTRCS youth annually will benefit from valuable work experience in their field for 8 weeks and be able to add the experience to their resume/CV.	<ul style="list-style-type: none"> No. of youth interns annually. No. of placements annually 	<ul style="list-style-type: none"> Trinidad and Tobago Red Cross Society TTRCS supported youth TTRCS supported communities 		External, In-Kind	\$10,160.00

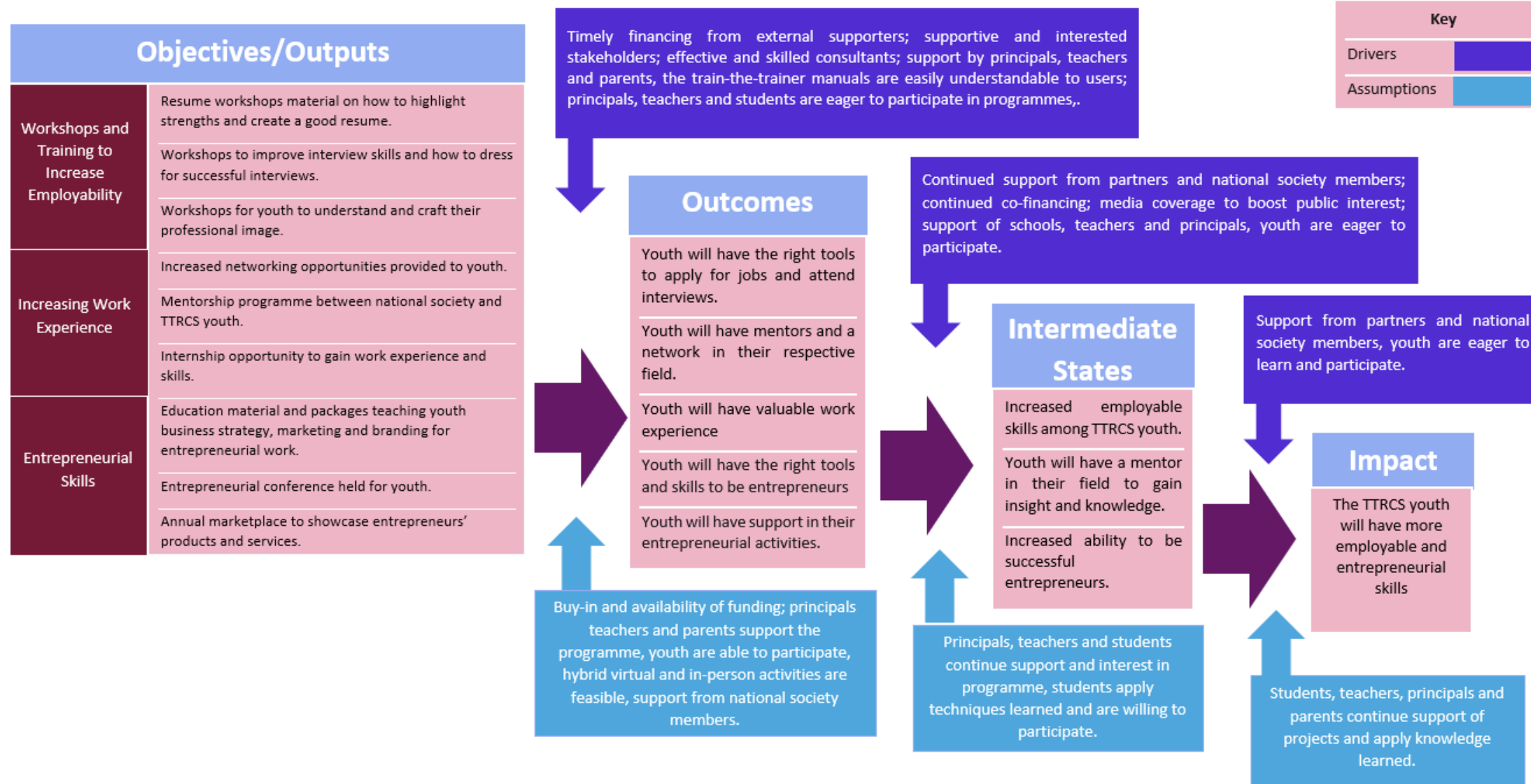
TRINIDAD AND TOBAGO RED CROSS SOCIETY YOUTH PROGRAMME 2022 - 2026

ACTIVITY	DURATION	INPUTS/ RESOURCES REQUIRED	OUTPUTS	OUTCOMES	KEY PERFORMANCE INDICATORS	BENEFICIARIES	POTENTIAL KEY PARTNERS	TYPE OF FUNDING	ESTIMATED COST (USD)
<i>By 2025, the TTRCS will promote entrepreneurship among its members by providing them with opportunities to showcase their work.</i>									
Develop e-courses inclusive of assessments and certifications focused on teaching youth business strategy, budgeting, marketing, and branding for their entrepreneurial work.	6 months	<ul style="list-style-type: none"> • 2 consultations with TTRCS staff • Consultant(s) w/ requisite experience • Videographer • Online platform to deliver courses 	<ul style="list-style-type: none"> • Course material. • Course videos • Assessments for course • Activity books 	TTRCS youth will have access to relevant course that will teach them business strategy, marketing and branding to accelerate their entrepreneurial work.	<ul style="list-style-type: none"> • No. of youth having gained certification. • No. of participants. • No. of videos prepared. • No of activity books prepared. • No. of material prepared. 	<ul style="list-style-type: none"> • Trinidad and Tobago Red Cross Society • TTRCS supported youth • TTRCS supported communities 		External, In-Kind	\$1669.20
Host a Virtual Entrepreneurship Conference for TTRCS youth between the ages of 16-25.	Annually	<ul style="list-style-type: none"> • 4 consultations with TTRCS staff • Consultant(s) w/ requisite experience • Online platform to host event. • Guest speakers • Participants 	<ul style="list-style-type: none"> • Consultation meeting notes. • Annual Entrepreneurship conference for youth 	Youth will be exposed to ideas around entrepreneurship and develop the right mindset to be successful entrepreneurs.	<ul style="list-style-type: none"> • No. of youth participants. • No. of guest speakers. • No of virtual entrepreneurship conferences. 	<ul style="list-style-type: none"> • Trinidad and Tobago Red Cross Society • TTRCS supported youth • TTRCS supported communities 		External, In-Kind	\$940.80
Host a marketplace annually in which TTRCS youth can showcase their business and sell their items.	Annually	<ul style="list-style-type: none"> • Location for marketplace • 5 consultations with staff. • Consultant or planner w/ requisite experience. 	<ul style="list-style-type: none"> • 1 marketplace annually • Feedback survey from marketplace 	Youth will have a place to promote their business and will meet other young entrepreneurs like themselves.	<ul style="list-style-type: none"> • No. of youth participants. • No of virtual entrepreneurship conferences. 	<ul style="list-style-type: none"> • Trinidad and Tobago Red Cross Society • TTRCS supported youth • TTRCS supported communities 		External, In-Kind	\$1560.00

TRINIDAD AND TOBAGO RED CROSS SOCIETY YOUTH PROGRAMME 2022 - 2026

ACTIVITY	DURATION	INPUTS/ RESOURCES REQUIRED	OUTPUTS	OUTCOMES	KEY PERFORMANCE INDICATORS	BENEFICIARIES	POTENTIAL KEY PARTNERS	TYPE OF FUNDING	ESTIMATED COST (USD)
		<ul style="list-style-type: none"> • Entrepreneurial youth to participate. 							
Annual entrepreneurship programme in which 1 TTRCS youth with promising entrepreneurship ideas are supported with start-up funding.	Annually	<ul style="list-style-type: none"> • 4 consultations with staff. • 3 consultations with teachers. 	Reports after supported timeframe from youth, TTRCS staff and teachers.	Youth with promising entrepreneurship ideas will benefit from support.	<ul style="list-style-type: none"> • No. of youth supported. 	<ul style="list-style-type: none"> • Trinidad and Tobago Red Cross Society • TTRCS supported youth • TTRCS supported communities 		External, In-Kind	\$3302.00

3.3.3 Theory of Change



PAGE INTENTIONALLY LEFT BLANK

3.3.4 Budget

Table 9 – Budget for Activities under ‘Youth Employment and Entrepreneurism’

Budget Items	Total (USD)	External Requested	Self-Funded	In-Kind
	\$34,271.60	\$24,998.00	-	\$9,273.60
<i>At least 1 resume workshop annually focused on training TTRCS youth how to highlight their strengths and craft a good resume.</i>				
ACTIVITY SUB-TOTAL	\$1399.20	\$900.00		\$499.20
I. Personnel	\$1399.20	\$900.00		\$499.20
A. Salaries and Wages	\$1399.20	\$900.00		\$499.20
(1) Professional resume consultant @ \$300.00/day x 3 days	\$900.00	\$900.00		
(1) Project manager @ \$9.60/hr x 52 hrs	\$499.20			\$499.20
II. Non-Personnel	TBD			
A. Space Cost	TBD			
B. Material Costs	-			
C. Installation Costs	-			
D. Other Costs	-			
<i>At least 2 interview workshops annually focused on guiding TTRCS youth on how to properly dress and answer interview questions.</i>				
ACTIVITY SUB-TOTAL	\$1399.20	\$900.00		\$499.20
I. Personnel	\$1399.20	\$900.00		\$499.20
A. Salaries and Wages	\$1399.20	\$900.00		\$499.20
(1) Professional interview consultant @ \$300.00/day x 3 days	\$900.00	\$900.00		
(1) Project manager @ \$9.60/hr x 52 hrs	\$499.20			\$499.20
II. Non-Personnel	TBD			
A. Space Cost	TBD			
B. Material Costs	-			
C. Installation Costs	-			
D. Other Costs	-			

Budget Items	Total (USD)	External Requested	Self-Funded	In-Kind
<i>Host a workshop on professional identities focused on teaching youth about their professional image and LinkedIn.</i>				
ACTIVITY SUB-TOTAL	\$1399.20	\$900.00		\$499.20
I. Personnel	\$1399.20	\$900.00		\$499.20
A. Salaries and Wages	\$1399.20	\$900.00		\$499.20
(1) Professional interview consultant @ \$300.00/day x 3 days	\$900.00	\$900.00		
(1) Project manager @ \$9.60/hr x 52 hrs	\$499.20			\$499.20
II. Non-Personnel	TBD			
A. Space Cost	TBD			
B. Material Costs	-			
C. Installation Costs	-			
D. Other Costs	-			
<i>Developing age-appropriate education materials and activities that promote social enterprise, humanitarian development entrepreneurship and jobs.</i>				
ACTIVITY SUB-TOTAL	\$1776.00	\$1200.00		\$576.00
I. Personnel	\$1776.00	\$1200.00		\$576.00
A. Salaries and Wages	\$1776.00	\$1200.00		\$576.00
(1) Consultant w/ requisite experience @ \$300.00/day x 4 days	\$1200.00			
(1) Project manager @ \$9.60/hr x 60 hrs	\$576.00			\$576.00
II. Non-Personnel	-			
A. Space Cost	-			
B. Material Costs	-			
C. Installation Costs	-			
D. Other Costs	-			
<i>Developing age-appropriate education materials and activities that focus on the in-person and virtual workplace.</i>				
ACTIVITY SUB-TOTAL	\$1476.00	\$900.00		\$576.00

Budget Items	Total (USD)	External Requested	Self-Funded	In-Kind
I. Personnel	\$1476.00	\$900.00		\$576.00
A. Salaries and Wages	\$1476.00	\$900.00		\$576.00
(1) Consultant w/ requisite experience @ \$300.00/day x 3 days	\$900.00	\$900.00		
(1) Project manager @ \$9.60/hr x 60 hrs	\$576.00			\$576.00
II. Non-Personnel	-			
A. Space Cost	-			
B. Material Costs	-			
C. Installation Costs	-			
D. Other Costs	-			
<i>Host an annual "Work Fair" where members of the TTRCS in different professional fields speak to youth about their careers.</i>				
ACTIVITY SUB-TOTAL	\$1152.00			\$1152.00
I. Personnel	\$1152.00			\$1152.00
A. Salaries and Wages	\$1152.00			\$1152.00
(1) Project manager @ \$9.60/hr x 120 hrs	\$1152.00			\$1152.00
II. Non-Personnel	-			
A. Space Cost	-			
B. Material Costs	-			
C. Installation Costs	-			
D. Other Costs	-			
<i>Provide networking opportunities for youth related to their specific fields.</i>				
ACTIVITY SUB-TOTAL	TBD			
I. Personnel	TBD			
A. Salaries and Wages	TBD			
II. Non-Personnel	TBD			
A. Space Cost	TBD			

Budget Items	Total (USD)	External Requested	Self-Funded	In-Kind
B. Material Costs	TBD			
C. Installation Costs	TBD			
D. Other Costs	TBD			
<i>Pair a selected number of TTRCS youth with a member from the national society in their related field to serve as a mentor.</i>				
ACTIVITY SUB-TOTAL	\$960.00			\$960.00
I. Personnel	\$960.00			\$960.00
A. Salaries and Wages	\$960.00			\$960.00
(1) Project manager @\$9.60/hr x 100hrs	\$960.00			\$960.00
II. Non-Personnel	-			
A. Space Cost	-			
B. Material Costs	-			
C. Installation Costs	-			
D. Other Costs	-			
<i>Host 8 interns throughout various TTRCS units relating to their field for a 6-month period.</i>				
ACTIVITY SUB-TOTAL	\$17,208.00	\$16,248.00		\$960.00
I. Personnel	\$17,208.00	\$16,248.00		\$960.00
A. Salaries and Wages	\$17,208.00	\$16,248.00		\$960.00
(1) Project manager @\$9.60/hr x 100hrs	\$960.00			\$960.00
Wages for interns @\$338.50/month for 6-month period/intern x 8 interns	\$16,248.00	\$16,248.00		
II. Non-Personnel	-			
A. Space Cost	-			
B. Material Costs	-			
C. Installation Costs	-			
D. Other Costs	-			
<i>Develop e-courses inclusive of assessments and certifications focused on teaching youth business strategy, budgeting, marketing, and branding for their entrepreneurial</i>				
ACTIVITY SUB-TOTAL	\$1,669.20	\$1200.00		\$499.20
I. Personnel	\$1,669.20	\$1200.00		\$499.20

Budget Items	Total (USD)	External Requested	Self-Funded	In-Kind
A. Salaries and Wages	\$1,669.20	\$1200.00		\$499.20
(1) Marketing education consultant @\$300.00/day x 2 days	\$600.00	\$600.00		
(1) Business strategy education consultant @\$300.00/day x 2 days	\$600.00	\$600.00		
(1) Project manager @\$9.60/hr x 52 hrs	\$499.20			\$499.20
II. Non-Personnel	-			
A. Space Cost	-			
B. Material Costs	-			
C. Installation Costs	-			
D. Other Costs	-			
<i>Host a Virtual Entrepreneurship Conference for TTRCS youth between the ages of 16-25.</i>				
ACTIVITY SUB-TOTAL	\$940.80			\$940.80
I. Personnel	\$940.80			\$940.80
A. Salaries and Wages	\$940.80			\$940.80
(1) Project manager @\$9.60/hr x 98hrs	\$940.80			\$940.80
Guest speakers	TBD	TBD		
II. Non-Personnel	-			
A. Space Cost	-			
B. Material Costs	-			
C. Installation Costs	-			
D. Other Costs	-			
<i>Host a marketplace annually in which TTRCS youth can showcase their business and sell their items.</i>				
ACTIVITY SUB-TOTAL	\$1560.00	\$600.00		\$960.00
I. Personnel	\$960.00			\$960.00
A. Salaries and Wages	\$960.00			\$960.00
(1) Project manager @\$9.60/hr x 100 hrs	\$960.00			\$960.00
II. Non-Personnel	\$600.00	\$600.00		

Budget Items	Total (USD)	External Requested	Self-Funded	In-Kind
A. Space Cost	\$600.00	\$600.00		
(1) Venue	\$600.00	\$600.00		
B. Material Costs	-			
C. Installation Costs	-			
D. Other Costs	-			
Annual entrepreneurship programme in which 1 TTRCS youth with promising entrepreneurship ideas are supported with start-up funding.				
ACTIVITY SUB-TOTAL	\$3302.00	\$2150.00		\$1152.00
I. Personnel	\$1152.00			\$1152.00
A. Salaries and Wages	\$1152.00			\$1152.00
(1) Project manager @\$9.60/hr x 120hrs	\$1152.00			\$1152.00
II. Non-Personnel	\$2150.00	\$2150.00		
A. Space Cost	-			
B. Material Costs	-			
C. Installation Costs	-			
D. Other Costs	\$2150.00	\$2150.00		
Funding for entrepreneur	\$2150.00	\$2150.00		

Budget Notes:

- Exchange rates assumed to be 1 USD to \$6.50 TTD
- A 'project manager' within the TTRCS is estimated to earn \$1536 USD per month.
- A cost of \$300 USD/day is used as the minimum cost for an external consultant/ resource.
- Figures are conservative based on best professional judgement and should be refined as a detailed work plan is developed for each activity.
- 'External Requested' refers to grants or loans provided by external parties to the TTRCS.
- 'Self-Funded' refers to cash contributed to the project through the TTRCS' income generated by the business unit.
- 'In Kind' refers to the value of time spent by TTRCS staff, value of TTRCS facilities, or non-monetary donations provided by TTRCS partners.

3.3.5 Programme Alignment

Table 10 - Alignment of 'Youth Employment and Entrepreneurism' with Key Policies.

PROGRAMME OBJECTIVES	GOVERNMENT OF TRINIDAD AND TOBAGO NATIONAL YOUTH POLICY 2020-2025	IFRC Youth Engagement Strategy 2013
<p><i>By 2025, the TTRCS will promote entrepreneurship among its members by providing them with opportunities to showcase their work.</i></p>	<ul style="list-style-type: none"> ● Pillar 1: Prioritising youth economic participation and empowerment. ● Pillar 2: Harnessing youth social and intellectual capital ● Pillar 4: Creating safe spaces, peaceful communities, and environments. ● Pillar 6: Emphasising youth contributions to rural transformation, agricultural production, and food security. ● Pillar 8: Creating an enabling environment for positive youth development in Trinidad and Tobago. 	<p style="text-align: center;">Youth as Leaders</p> <ul style="list-style-type: none"> ● Strategic Direction #1: Ensuring Youth participation in decision-making at all levels of management, governance, and service delivery. ● Strategic direction #2: Strengthening the leading role of young people in connecting with vulnerable and marginalized people, advocating for and with them, and identifying and tackling emerging issues together. ● Strategic direction #3: Prioritizing and investing in personal and professional development for current and future leadership roles of young people. <p style="text-align: center;">Youth as Volunteers</p> <ul style="list-style-type: none"> ● Strategic direction #4: Recognising young volunteers as contributors to innovation.
<p><i>By 2024, the TTRCS will give at least 1 Red Cross-involved student (Trail Blazers, Champions) per District annually valuable work experience related to their field of study through internships.</i></p>	<ul style="list-style-type: none"> ● Pillar 1: Prioritising youth economic participation and empowerment. ● Pillar 2: Harnessing youth social and intellectual capital. ● Pillar 8: Creating an enabling environment for positive youth development in Trinidad and Tobago. 	<p style="text-align: center;">Youth as Leaders</p> <ul style="list-style-type: none"> ● Strategic direction #2: Strengthening the leading role of young people in connecting with vulnerable and marginalized people, advocating for and with them, and identifying and tackling emerging issues together. ● Strategic direction #3: Prioritizing and investing in personal and professional

PROGRAMME OBJECTIVES	GOVERNMENT OF TRINIDAD AND TOBAGO NATIONAL YOUTH POLICY 2020-2025	IFRC Youth Engagement Strategy 2013
		<p>development for current and future leadership roles of young people.</p> <p style="text-align: center;">Youth as Volunteers</p> <ul style="list-style-type: none"> • Strategic direction #4: Recognising young volunteers as contributors to innovation. <p style="text-align: center;">Youth as Beneficiaries</p> <ul style="list-style-type: none"> • Strategic direction #2: Strengthening personal capacities of young beneficiaries by putting special emphasis on their abilities and developmental needs.
<p><i>By 2023, the TTRCS will facilitate virtual workshops for its youth members focused on developing their skills for job hunting.</i></p>	<ul style="list-style-type: none"> • Pillar 1: Prioritising youth economic participation and empowerment. • Pillar 2: Harnessing youth social and intellectual capital. • Pillar 8: Creating an enabling environment for positive youth development in Trinidad and Tobago. 	<p style="text-align: center;">Youth as Leaders</p> <ul style="list-style-type: none"> • Strategic Direction #1: Ensuring Youth participation in decision-making at all levels of management, governance, and service delivery. • Strategic direction #3: Prioritizing and investing in personal and professional development for current and future leadership roles of young people. <p style="text-align: center;">Youth as Volunteers</p> <ul style="list-style-type: none"> • Strategic direction #4: Recognising young volunteers as contributors to innovation. <p style="text-align: center;">Youth as Beneficiaries</p> <ul style="list-style-type: none"> • Strategic direction #2: Strengthening personal capacities of young beneficiaries by putting special emphasis on their abilities and developmental needs.

3.6 Pillar 4 – The TTRCS Youth Champions

Young people are inheriting a world with an uncertain future. Youth are recognized as people who both individually and collectively can make a difference to create the future they deserve and make the world a better place for all of humanity. It is important that they are given the opportunities and avenues to make a difference and be able to contribute positively to society.

This pillar of the TTRCS' 2022-2026 Youth Programme sets out the goal of expanding the TTRCS youth pipeline to include young adults as they leave school. This pillar contains 1 programmes of work (sets of activities) with complimentary objectives for achieving this goal.

The total cost of implementing this programme is conservatively estimated to be **US \$3,746.40 (TT\$24,351.60)** which would be met through a combination of external financing, in-kind, and internal allocations. During project preparation, it is anticipated that project figures would be refined in greater detail.

3.6.1 Goals and Objectives

Goal: To increase the participation of youth between the ages of 16-35 in the Trinidad and Tobago Red Cross Society.

Objectives and Activities:

- By 2026, the TTRCS will have at least 4 functioning TTRCS Youth Champions club across Trinidad and Tobago.
 - Complete and formalize the draft by-laws for a Model Trinidad and Tobago Red Cross Society Youth Champions Club.
 - Prepare promotional material for the Youth Champions on social media.
 - Hold outreach to promote the clubs in TTRCS supported communities.
 - Prepare TTRCS guidebook for newly established Youth Champions Clubs.

3.6.2 Programme Details

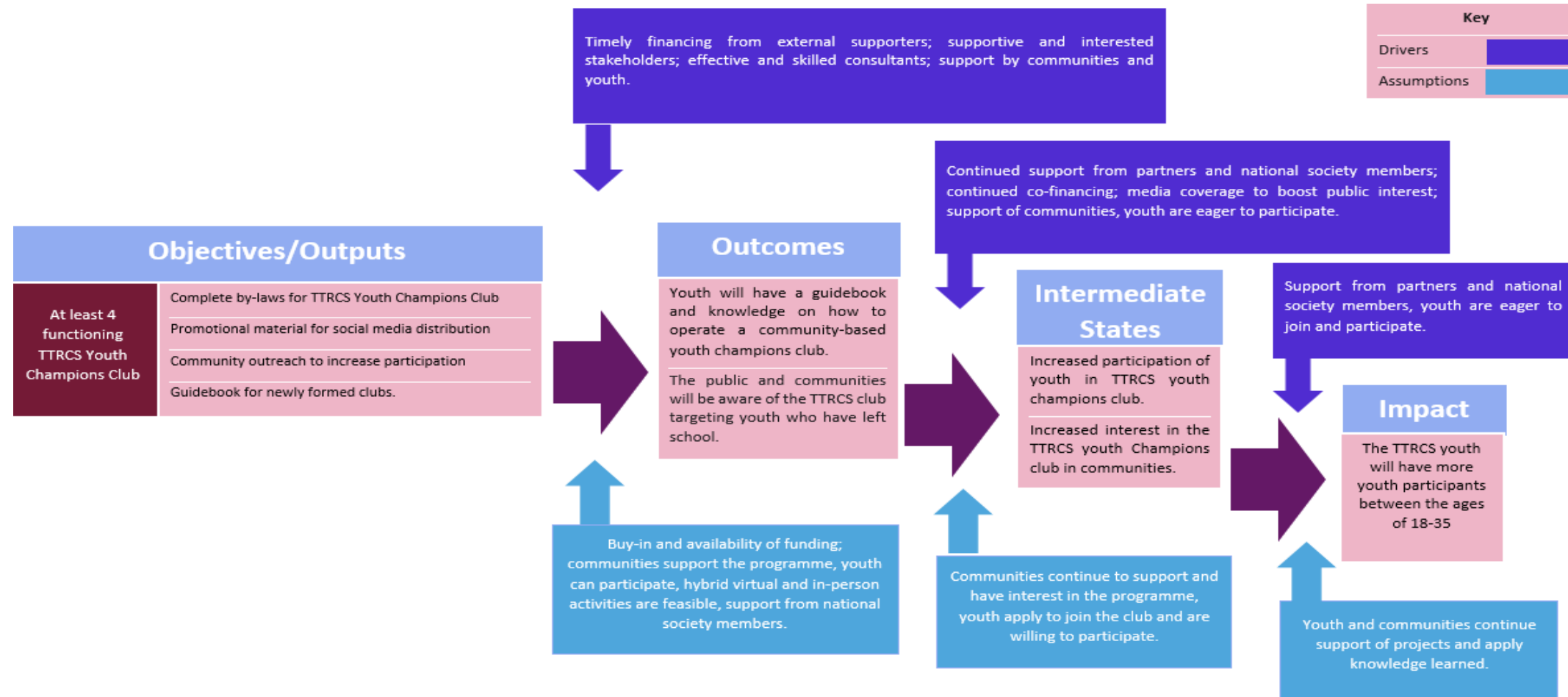
Table 11 – Activities, Outputs and Outcomes for ‘TTRCS Youth Champions Club’

ACTIVITY	DURATION	INPUTS/ RESOURCES REQUIRED	OUTPUTS	OUTCOMES	KEY PERFORMANCE INDICATORS	BENEFICIARIES	POTENTIAL KEY PARTNERS	TYPE OF FUNDING	ESTIMATED COST (USD)
<i>Objective: To increase the participation of youth between the ages of 16-35 in the Trinidad and Tobago Red Cross Society.</i>									
Complete and formalize the draft by-laws for a Model Trinidad and Tobago Red Cross Society Youth Champions Club.	3 months	<ul style="list-style-type: none"> 4 consultations with TTRCS staff 	<ul style="list-style-type: none"> Completed by-laws for the TTRCS Youth Champions Club 	The TTRCS will have by-laws for the Youth Champions Club and will have an outline for clubs to follow.	<ul style="list-style-type: none"> Report from consultations 	<ul style="list-style-type: none"> Trinidad and Tobago Red Cross Society TTRCS supported youth TTRCS supported communities 		In-Kind	\$768.00
Prepare promotional material for the Youth Champions on social media.	2 months	<ul style="list-style-type: none"> 2 consultations with staff Social Media consultant 	<ul style="list-style-type: none"> Promotional material for TTRCS Youth Champions Schedule for posting. 	The TTRCS will have promotional material for their social media to encourage youth participation in the youth champions club and to inform the public about the club.	<ul style="list-style-type: none"> Engagement on social media posts. No of promotional material prepared. 	<ul style="list-style-type: none"> Trinidad and Tobago Red Cross Society TTRCS supported youth TTRCS supported communities 		External, In-Kind	\$1080.00

TRINIDAD AND TOBAGO RED CROSS SOCIETY YOUTH PROGRAMME 2022 - 2026

ACTIVITY	DURATION	INPUTS/ RESOURCES REQUIRED	OUTPUTS	OUTCOMES	KEY PERFORMANCE INDICATORS	BENEFICIARIES	POTENTIAL KEY PARTNERS	TYPE OF FUNDING	ESTIMATED COST (USD)
Hold outreach to promote the clubs in TTRCS supported communities.	6 months	<ul style="list-style-type: none"> 3 consultations with staff 	<ul style="list-style-type: none"> Reports from outreach in communities. 	More community youth will know about the TTRCS Youth Champions Club, and it will increase the participation of youth.	<ul style="list-style-type: none"> No. of outreach activities undertaken in communities. Feedback from outreach activities 	<ul style="list-style-type: none"> Trinidad and Tobago Red Cross Society TTRCS supported youth TTRCS supported communities 		In-Kind	\$499.20
Prepare TTRCS guidebook for newly established Youth Champions Club.	6 months	<ul style="list-style-type: none"> 4 consultations with staff. 1 consultant w/ requisite experience. 	<ul style="list-style-type: none"> Completed guidebook to aid newly formed clubs in functioning as a Youth Champions club 	Youth Champions Club members will have a guide on how to properly function and run the club to ensure longevity of it.	<ul style="list-style-type: none"> Complete guidebook created. 	<ul style="list-style-type: none"> Trinidad and Tobago Red Cross Society TTRCS supported youth TTRCS supported communities 		External, In-Kind	\$1399.20

3.6.3 Theory of Change



3.6.4 Budget

Table 12 – Budget for Activities under ‘TTRCS Youth Champions Club’

Budget Items	Total (USD)	External Requested	Self-Funded	In-Kind
	\$3,746.40	\$1500.00	-	\$2246.40
<i>Complete and formalize the draft by-laws for a Model Trinidad and Tobago Red Cross Society Youth Champions Club.</i>				
ACTIVITY SUB-TOTAL	\$768.00			\$768.00
I. Personnel	\$768.00			\$768.00
A. Salaries and Wages	\$768.00			\$768.00
(1) Project manager @\$9.60/hr x 80hrs	\$768.00			\$768.00
II. Non-Personnel	-			
A. Space Cost	-			
B. Material Costs	-			
C. Installation Costs	-			
D. Other Costs	-			
<i>Prepare promotional material for the Youth Champions on social media.</i>				
ACTIVITY SUB-TOTAL	\$1080.00	\$600.00		\$480.00
I. Personnel	\$1080.00	\$600.00		\$480.00
A. Salaries and Wages	\$1080.00	\$600.00		\$480.00
(1) Social Media Consultant @\$300.00/day x 2 days	\$600.00	\$600.00		\$480.00
(1) Project manager @\$9.60/hr x 50hrs	\$480.00			\$480.00
II. Non-Personnel	-			
A. Space Cost	-			
B. Material Costs	-			
C. Installation Costs	-			
D. Other Costs	-			
<i>Hold outreach to promote the clubs in TTRCS supported communities.</i>				
ACTIVITY SUB-TOTAL	\$499.20			\$499.20

Budget Items	Total (USD)	External Requested	Self-Funded	In-Kind
I. Personnel	\$499.20			\$499.20
A. Salaries and Wages	\$499.20			\$499.20
(1) Project manager @\$9.60/hr x 52 hrs	\$499.20			\$499.20
II. Non-Personnel	-			
A. Space Cost	-			
B. Material Costs	-			
C. Installation Costs	-			
D. Other Costs	-			
<i>Prepare TTRCS guidebook for newly established Youth Champions Club.</i>				
ACTIVITY SUB-TOTAL	\$1399.20	\$900.00		\$499.20
I. Personnel	\$1399.20	\$900.00		\$499.20
A. Salaries and Wages	\$1399.20	\$900.00		\$499.20
(1) consultant @\$300.00/day x 3 days	\$900.00	\$900.00		
(1) Project manager @\$9.60/hr x 52 hrs	\$499.20			\$499.20
II. Non-Personnel	-			
A. Space Cost	-			
B. Material Costs	-			
C. Installation Costs	-			
D. Other Costs	-			

Budget Notes:

- Exchange rates assumed to be 1 USD to \$6.50 TTD
- A 'project manager' within the TTRCS is estimated to earn \$1536 USD per month.
- A cost of \$300 USD/day is used as the minimum cost for an external consultant/ resource.
- Figures are conservative based on best professional judgement and should be refined as a detailed work plan is developed for each activity.
- 'External Requested' refers to grants or loans provided by external parties to the TTRCS.
- 'Self-Funded' refers to cash contributed to the project through the TTRCS' income generated by the business unit.
- 'In Kind' refers to the value of time spent by TTRCS staff, value of TTRCS facilities, or non-monetary donations provided by TTRCS partners.

3.6.5 Programme Alignment

Table 3 - Alignment of 'TTRCS Youth Champions' with Key Policies.

PROGRAMME OBJECTIVES	GOVERNMENT OF TRINIDAD AND TOBAGO NATIONAL YOUTH POLICY 2020-2025	IFRC Youth Engagement Strategy 2013
<p>By 2026, the TTRCS will have at least 4 functioning TTRCS Youth Champions club across Trinidad and Tobago.</p>	<ul style="list-style-type: none"> • Pillar 1: Prioritising youth economic participation and empowerment. • Pillar 2: Harnessing youth social and intellectual capital • Pillar 3: Facilitating inclusive and active youth participation in the civic and democratic life of Trinidad and Tobago • Pillar 4: Creating safe spaces, peaceful communities, and environments. • Pillar 6: Emphasising youth contributions to rural transformation, agricultural production, and food security. • Pillar 8: Creating an enabling environment for positive youth development in Trinidad and Tobago. 	<p style="text-align: center;">Youth as Leaders</p> <ul style="list-style-type: none"> • Strategic Direction #1: Ensuring Youth participation in decision-making at all levels of management, governance, and service delivery. • Strategic direction #2: Strengthening the leading role of young people in connecting with vulnerable and marginalized people, advocating for and with them, and identifying and tackling emerging issues together. • Strategic direction #3: Prioritizing and investing in personal and professional development for current and future leadership roles of young people. <p style="text-align: center;">Youth as Volunteers</p> <ul style="list-style-type: none"> • Strategic direction #1: Increasing meaningful engagement of young volunteers. • Strategic direction #4: Recognising young volunteers as contributors to innovation. • Strategic direction #5: Recognising and promoting the social value that young volunteers bring to development. <p style="text-align: center;">Youth as Beneficiaries</p> <ul style="list-style-type: none"> • Strategic direction #2: Strengthening personal capacities of young beneficiaries by putting special emphasis on their abilities and developmental needs.

		<ul style="list-style-type: none">• Strategic direction #3: Developing a culture of young beneficiaries taking action and giving back to their communities.
--	--	---

04. THE TTRCS YOUTH DEVELOPMENT PIPELINE

Figure 3 shows the expected outcome of each stage of the youth development pipeline: the Youth Links, the Trail Blazers, and the Youth Champions.

Figure 3-Showing the Youth Development Pipeline for TTRCS youth

THE STAGES OF THE TTRCS YOUTH		
YOUTH LINKS	TRAIL BLAZERS	YOUTH CHAMPIONS
<ul style="list-style-type: none"> Youth will know the basic types of renewable energy and the importance of conserving energy. Youth will know the main food groups, the importance of exercise and understand their emotions. Youth will understand natural disasters and what to do in the event of you. Youth will know how to treat a cut and basic first aid. Youth will know how to be responsible online. Youth will know what is a budget and the importance of managing money. Youth will know how to express their emotions in a healthy manner. Youth will know how food grows and know how to plant trees. 	<ul style="list-style-type: none"> Youth will know about the types of renewable energy, which are applicable to the Caribbean and ways to conserve energy. Youth will know about carbon sequestration, the importance of trees and how to plant them. Youth will know about the food groups, how to prepare balanced meals, lifestyle diseases, how to manage mental health and managing stress. Youth will understand alcohol and drug abuse, healthy ways to deal with stress and safe sexual habits. Youth will understand environmental issues, food security and ecosystem services. Youth will be able to develop innovative ways to deal with climate change. Youth will understand natural disasters, how to prepare for them, be certified in basic first aid and CPR. Youth will be certified in oil spill cleanups. There will be a board in each club comprised of youth partaking in running the school's TTRCS youth activities. Youth will know how to budget, the importance of saving and be financially literate. Youth will know how to effectively communicate and resolve conflict. Youth will have more volunteering opportunities in their communities. 	<ul style="list-style-type: none"> Youth will know about the types of renewable energy, how they work, which ones are applicable to different countries, methods of conserving energy. Youth will know about carbon sequestration, how it works, the importance of trees and nature-based solutions. Youth will know about food, balanced diets and how to prepare meals, lifestyle diseases, managing stress and mental health. Youth will understand alcohol and drug abuse, healthy ways to deal with stress and safe sexual practices. Youth will understand environmental issues and the link between food security and ecosystem services. Youth will be able to develop habits to be successful innovators and entrepreneurs. Youth will understand natural disasters, how to prepare for them, be certified in basic first aid and CPR. Youth will be certified in oil spill cleanups. There will be a board for each club. Youth will know the importance of savings, budgeting and be financially literate. Youth will know how to effectively communicate and resolve conflict. Youth will have more volunteering opportunities in their communities.

4.2 The Establishment of the Youth Champions Clubs

4.2.1 Rationale for Youth Champion Clubs.

The title of the new TTRCS club “Youth Champions” was selected for two purposes in mind. Firstly, it is an attractive name that brings hope of gathering the participation of youth across Trinidad and Tobago. Secondly, it carries the hope of what the club promises to be. With this new club targeting young adults in various communities, it has the potential of transforming the lives of not only the youth but the communities in which the clubs are established in multiple ways. The young people who form the club will essentially become the champions of their communities with transformational action undertaken from this programme.

The model selected for the club was based on several consultations with the youth coordinators and the committee to establish the vision for what the club should be and should achieve. While each club will be autonomous to an extent, there will also be an overarching leadership steering committee to ensure alignment with all clubs throughout Trinidad and Tobago similarly to the one being developed for the TTRCS Trail Blazers.

The establishment of the clubs was based on a model like already existing clubs serving humanitarian functions such as the Lions Club and Rotary Club. It was important to model the clubs to be decentralized and exist in communities to provide the youth with the skills and opportunities this programme wishes to achieve. By existing in communities and having the youth responsible for the running it gives the clubs and members to develop leadership, financial and critical thinking abilities while simultaneously allowing the TTRCS to reach communities throughout Trinidad and Tobago. This provides the youth with opportunity to rise to the challenge of governing themselves while still providing technical support and annual objectives based on operational plans.

Appendix A provides draft by-laws for the establishment of TTRCS Youth Champions Club.

4.2.2 Conditions for formation of a new club.

For a new club or branch of the Youth Heroes to be set up they shall in writing, apply to the executive board of the Youth Champions.

For the new club to be established the following criteria must be met:

- a) At least 5 members have agreed to be part of the formation of the new club.
- b) All 5 members are youth between the ages of 15-35 years old.
- c) There is not an already existing Youth Champions Club in the community it is being established.

05. Monitoring and Evaluation

At the project level, process indicators identified in the “Programme Details” table of each Pillar will be monitored by a *Project Manager*, or other suitable member of the staff as appointed by the President of the TTRCS. The *Project Manager* is the primary TTRCS focal point responsible for a given activity or portfolio of activities under a Pillar. These indicators have been developed based on the activities identified at the time of preparation of this programme but may be refined when reviewing activities for the preparation of Terms of References, as appropriate. Results indicators, including assessments of participation and impact of projects, will be disaggregated by gender as far as practicably possible.

The overall progress on the outcomes and objectives under each pillar will be monitored and evaluated by the *Youth Coordinator*, or other suitable member of staff as appointed by the President of the TTRCS. This will be done on an annual basis. The *Youth Coordinator* will also be tasked with monitoring and evaluating the budget and project spends of the Project Manager(s) and adjusting projects as necessary.

06. APPENDICIES

Appendix A – Draft By-Laws for a Model Trinidad and Tobago Red Cross Society Youth Champions Club.

The TTRCS Youth Champions of _____ (Geographical Area).

1.0 – General

1.1. Official Name

The name of the organization shall be the “TTRCS Youth Champions of [City or Town]” (hereafter “TTRCS Youth Champions” or “Youth Champions”)

1.2 – Type of Organization

- a) The Youth Champions shall be a non-profit humanitarian organization functioning under the Youth arm of the Trinidad and Tobago Red Cross Society.
- b) The Youth Champions are held under the same principles of the Trinidad and Tobago Red Cross Society, the International Federation of Red Cross and Red Crescent, the International Committee of the Red Cross and the entire Movement.

1.3 Purpose

- a) The function of the TTRCS Youth Champions shall be to carry on the function of the wider society under its best practices and standards to provide humanitarian aid, disaster preparedness, environmental initiatives, and quality health programmes.
- b) To act as humanitarian agents of change.
- c) To establish and maintain an active network of youth members who will further transition into the national society.

2.0 – Membership

2.1 Eligibility

To be eligible for membership of the organisation a person must be:

- a) Between the ages of 5-35 years old.
- b) A resident or national of Trinidad and Tobago.

2.2 – Application

- a) Application for membership shall be submitted to the Youth Champions of the area to which an individual resides.
- b) The request for admission implies acceptance of the organisation’s mission, values and those of the wider society.
- c) All information submitted for application must be true and complete and without error.
- d) When membership is accepted the organisation will notify the individual in writing and entered into the organization’s membership database.

2.3 Membership Types

Membership in the Youth Champions may be one of the following:

- a) General Youth Member: Individuals who are national or resident of Trinidad and Tobago between the ages of 15-35.
- b) Executive Board Member: An individual who through democratic process of the organisation has been elected to serve in a leadership position for a period of 1 term (1 year).

The board may modify the categories of membership, that is create new classes or remove classes, as recommended or as they determine fit.

2.3 Meetings

- a) There shall be 1 annual general meeting which all members should attend on a day and time as the board sees fit.
- b) Members shall receive an annual report at the end of the year in which all the organisation’s major achievements and projects are outlined.
- c) There shall be 1 general election meeting each year in which a new board is elected. Every member shall have the right to vote in this election.
- d) Each club of the Youth Heroes shall have at least 1 monthly meeting.

3.4 Board

The executive board of the Trinidad and Tobago Red Cross Society shall be comprised of:

- (1) President
- (1) Vice- President
- (1) Treasurer
- (1) Secretary
- (1) Public Relations Officer
- (1) Marketing Chief
- (3) Executive Members – optional

Each individual club of the Trinidad and Tobago Red Cross Society Youth Champions shall have a functioning board. The president of the individual club of the Youth Champions (or any noted representative) shall communicate directly with the board of the entire organisation.

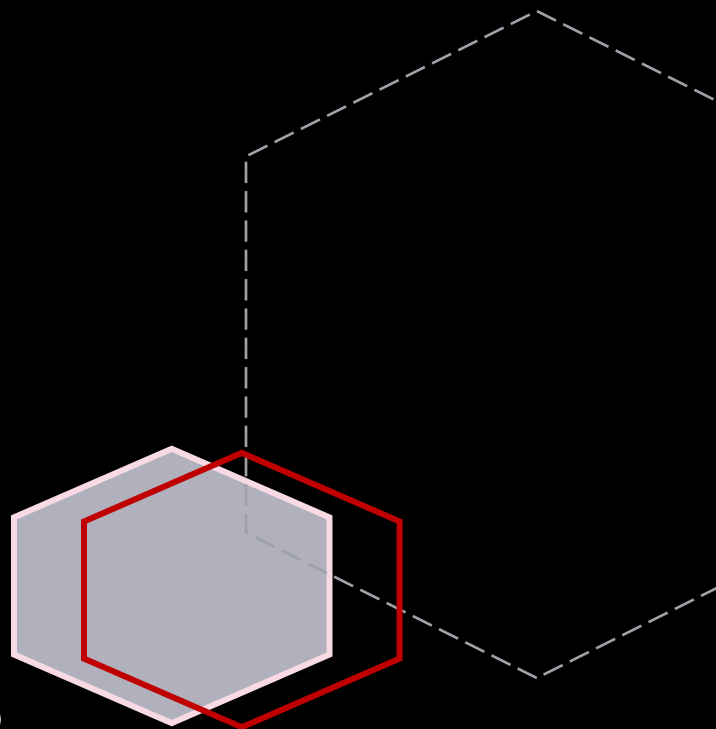
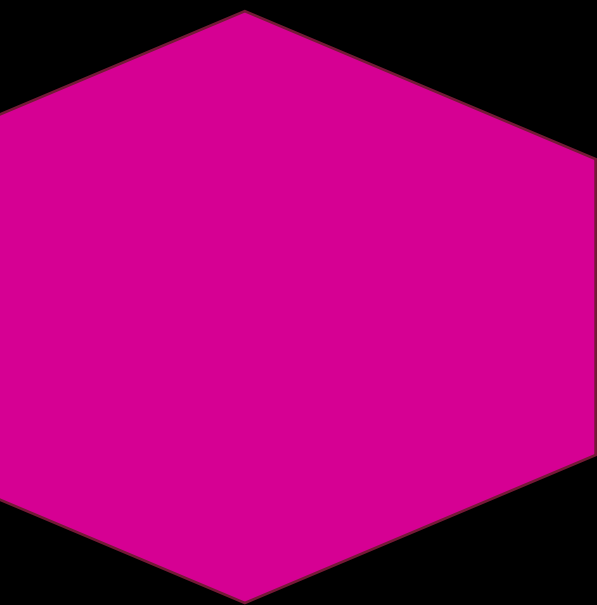
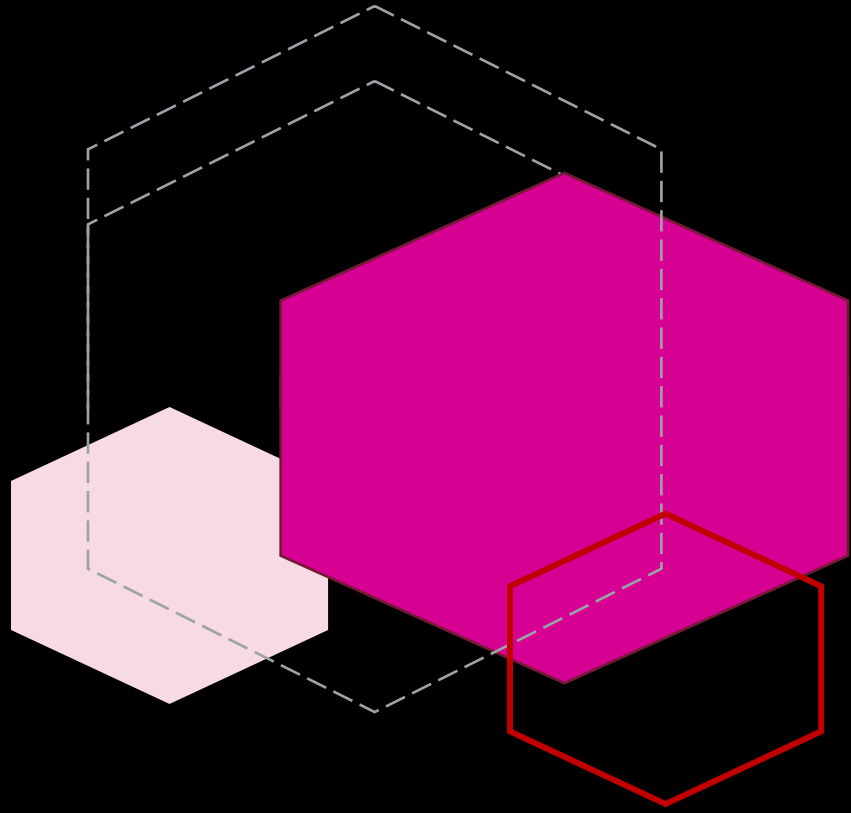


VOLUNTEER

FRAGILE
HANDLE WITH CARE

FOOD

PAGE INTENTIONALLY LEFT BLANK



© TRINIDAD AND TOBAGO
RED CROSS SOCIETY