



DREAMING
FOR IMPACT,
IGNITING HOPE

YCDF's Strategic Plan (SP) 2025-2035



Background Information

About Us

Youth and Cultural Development Foundation (YCDF) is a dynamic, Ethiopian independent, non-partisan, not-for-profit & non-governmental organization (NGO). Committed to empowering young people throughout Ethiopia, it is founded in 2013 by visionary youth leaders and passionate social entrepreneurs. YCDF is dedicated to offering educational opportunities, fostering economic inclusion, promoting health & well-being, encouraging civic engagement, & delivers programs that build social, entrepreneurial, & developmental capacities via training, knowledge exchange, and community engagement.

PURPOSE

To be a bold, trusted, Youth-serving organization that aims to empower young people, promote their development, and foster active citizenship by providing opportunities for personal and social growth, encouraging participation in community life, cultural preservation & advocating for their rights.

ORGANISATIONAL ASPIRATION

As a Youth-serving organization we aim to empower young people, foster positive development, and promote social change often through programs that provide opportunities for leadership, skill-building, and community engagement. Likewise, we support Youth-Led Initiatives to accelerate the impact of young changemakers to positively transform themselves and their communities.

VISION

We envision a future where Ethiopian youth are empowered as innovative leaders and stewards of cultural heritage - driving sustainable development in a peaceful, prosperous, and inclusive society.

Core Values

Striving to ensure effective youth participation and representation at all levels of decision making.

Guarantee of fair treatment, access, opportunity, and advancement.

Striving to find and end barriers that have prevented the full participation of our young people.

Striving to serve the youth [our constituency] in an honest, trustworthy and transparent manner.

Showing others that we are mature and can take responsibility for our actions.

All our employees are responsible for their actions, behaviors, performance and decisions.



The basis of the future success and commitment of YCDF to service excellence will be proved by its continuous improvement through creativity and innovations.

CORE VALUES

The organization supports and helps teamwork by recognizing both team and individual effort, output, continuous learning, accepting change and serving the youth (our constituency) professionally.

Being professional helps us to achieve high-quality results, while impressing and inspiring others and feeling good about ourselves.

Striving to reach the highest standards in all that we do is our belief.

Strategic Objectives and Initiatives

Promoting Youth-Led Peacebuilding Initiatives and Resilience Building

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- Empowering the youth to play a role in peace-building initiatives and as a catalyst in conflict resolution processes.
- Educating young people to be active participants in building peaceful and inclusive societies.
- Engage young people in mediation and conflict resolution techniques and facilitation of community-led peace dialogues.
- Providing digital literacy skills on peace education and fostering a culture of peace.
- Organizing tailored initiatives to counter violent extremism, foster critical thinking, and support the reintegration of at-risk youth.
- Organizing different youth forums and creating a platform for inter-ethnic, inter-religious, and inter-community dialogue.

Promoting Holistic Youth Advocacy & Policy Engagement

04

- Advocate for youth rights and opportunities to take part in decision-making.
- Engaging in policy dialogues to work with policymakers & community leaders to create policies and programs that support young people.
- Create opportunities for young people in local governance, community projects, & policy development.
- Fostering personal and social development through participation in social action.
- Focus on promoting democratic and social rights
- Encourage young people's social and political participation at all levels and empower them to be active citizens.

Community Engagement and Participation

06

- Providing capacity-building workshops for community leaders to support youth development.
- Promoting civic responsibility through activities like volunteer work, social leadership skills development, and advocating for youth-led initiatives.
- Support Youth-led and Youth serving organizations to take part in volunteerism and community service projects.
- Facilitating community and social awareness events to ensure their voices are heard in decision-making processes.
- Fostering their awareness to advocate for issues that affect their communities, such as education, healthcare, and environmental sustainability.
- Facilitate collaboration with other interest groups and local actors to achieve their goals.

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Amplifying the Impact of Youth Empowerment Programs

- Support in education and skills development for new economic opportunities.
- Encourage entrepreneurship and innovation for a successful future.
- Support young people in developing sustainable livelihoods and Agri-entrepreneurship.
- Promote civic engagement and social responsibility.
- Provide training and mentorship opportunities to develop young people's leadership potential.
- Establish Youth Excellence Action Hubs that support their entrepreneurial endeavors.

03

Support for Quality Youth-Friendly Services (YFS)

- Ensuring the provision of quality youth-friendly services in all our youth-friendly spaces.
- Promoting youth mental health interventions using a participatory approach.
- Advancing young adult reproductive health
- Conducting community outreach and awareness campaigns to inform young people and their families about YFS and their importance.
- Involving young people in the planning and implementation of YFS, ensuring that services are responsive to their needs and preferences.
- Engaging and collaborating with partners to ensure that YFS are prioritized & implemented effectively.

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Empowering Youth for Sustainable Cultural Preservation

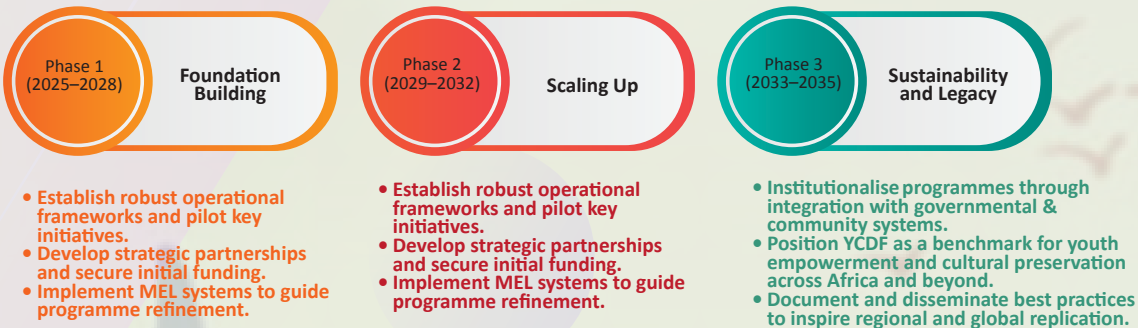
- Capacitate the youth to preserve and promote Ethiopian cultural heritage.
- Organize youth-led public cultural awareness events and cultural heritage programs through festivals, performances, & exhibitions.
- Providing a platform for youth participation to foster intercultural learning and exchange.
- Empowering the youth to actively engage in climate change mitigation and adaptation.
- Create opportunities for youth participation in cultural activities.
- Leveraging digital platforms to make cultural knowledge accessible and engaging for young people to use technology.
- Establish youth interest groups, school clubs, and organizations focused on cultural preservation.
- Support cultural and creative industries such as music, art, and crafts, which create more jobs and economic opportunities for young people.
- Recognizing and celebrating the contributions of young people to cultural preservation, inspiring further engagement & participation.

Scope of the Plan

YCDF’s ten-year strategic plan outlines a comprehensive roadmap to empower Ethiopian youth through holistic education, cultural preservation, and inclusive development. It details both immediate actions and long-term objectives to guide programmes implementation, resource mobilisation, and organisational growth.

Driving Execution: Phases, Metrics, Budget, and Collaboration

Implementation Phases



Key Metrics for Success

- Number of youths engaged through economic and educational programmes.
- Increased youth participation in governance and peacebuilding initiatives.
- Reduction in youth unemployment and gender disparities.
- Growth in revenue from youth-led enterprises and cultural initiatives.
- Enhanced organisational efficiency and programme impact.

Estimated Budget and Revenue Strategies

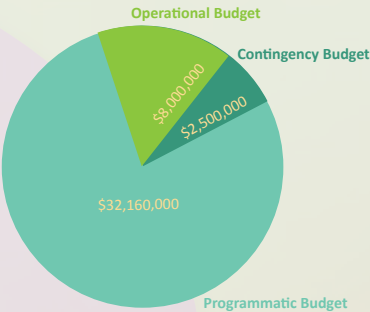
Proposed Strategic Grand Funding Plan for the SP 2025 – 2035.

Programme Delivery: 80% allocated to direct programme implementation.

Operational Costs: 15% assigned to administration, staffing, and infrastructure.

Contingency and Emergency Funds: 5% reserved for emergencies and unforeseen challenges.

Revenue strategies and cost optimization includes: diversifying income through social enterprises, government contracts & public-private partnerships, and innovative fundraising campaigns.



Partnership Strategy

YCDF will adopt a multi-faceted collaboration model by engaging government bodies, the private sector, youth-led organisations, and community groups to ensure comprehensive programme delivery and long-term sustainability.

Key future partnerships include:

Peace and Security Bodies: Strengthening collaborative security management such as Africa Union Commission, the Ministry of Peace, The House of Federation, Ethiopian Civil Societies Council, The Federal Police and Regional Security Bureaus, National Rehabilitation Commission, and relevant United Nations Agencies.

Religious Institutions: As partners in deradicalisation efforts.

CSOs Focused on Peacebuilding: To collaborate on conflict resolution and community cohesion initiatives.



Target Populations and Key Stakeholders

Direct (Primary) Beneficiaries

Youth (15–35): With a particular emphasis on rural youth, young women, youth with disabilities, and those from conflict-affected regions.

Indirect (Secondary) Beneficiaries

Families and Local Communities: Enhancing support systems and community engagement.

Government Agencies and Educational Institutions: Collaborating for effective programme delivery and policy alignment.

International NGOs and Donors: Providing technical expertise and funding support.

Monitoring, Evaluation, Accountability and Learning (MEAL)

YCDF has developed a separate MEAL Framework document for its strategic plan. YCDF's MEL framework ensures systematic tracking of progress of each goal, impact assessment, and continuous learning to enhance program effectiveness.

For each strategic goal, we have identified a set of specific, measurable, achievable, relevant, and time-bound (SMART) KPIs.

These indicators serve as benchmarks for assessing performance and success.

Every Key Performance Indicator (KPI) is set include:

A Measure: Clearly defined quantitative or qualitative indicators to assess performance.

A Target: A specific numerical or qualitative goal aligned with the program's objectives and timeline.

A Data Source: Reliable and verifiable data sources to ensure accuracy and consistency in measurement.

Reporting Frequency: Regular tracking and reporting, with a minimum standard of monthly reviews.

Owner: Designated personnel responsible for monitoring, reporting, and refining each KPI.

Resource Mobilisation and Sustainability

Funding Strategy

- Diversify funding sources through grants, individual donations, corporate sponsorships, fundraising campaigns, and social enterprises.
- Strengthen donor and collaborative partners relations with regular communication, transparent reporting, and proactive relationship management.

Human Resource Development and Management

- Recruit and retain talent by offering diversified competitive incentives, compliance, embracing diversity initiatives, and ensuring continuous professional development and aligning personal development goals with broader organizational goals.

Financial and Grant Management

- Overseeing all aspects of financial operations and grant lifecycle such as maintaining robust internal controls, adopt participatory budgeting processes, and ensure transparent financial reporting.

Tools and Mechanisms for Tracking Progress

Utilise program management tools like: surveys, focus groups, communication platforms, digital portfolios and regular performance reviews to ensure continuous, actionable feedback.

Evaluation and Impact Assessment

Conduct mid-term, annual, & end-of-project evaluations employing both qualitative & quantitative methodologies.

Learning and Adaptation

Foster a culture of continuous improvement through structured knowledge management systems & flexible programme designs that integrate stakeholder feedback.

Risk Management

Risk Identification

Internal Risks:

Funding volatility, operational, strategic, compliance, reputational challenges, breakdown in communication & governance issues.

External Risks:

Political instability, economic downturns, and environmental hazards and change in regulatory requirements.

Mitigation Strategies

Implement contingency planning, staff training, flexible project designs, and proactive partnership development.

Crisis Communication

Develop a comprehensive crisis communication strategy with designated response teams, stakeholder mapping, & multi-channel information dissemination.

Conclusion and Future Directions

Summary of Strategic Direction and Anticipated Outcomes

YCDF’s strategic plan sets out clear, actionable pathways to empower Ethiopian youth. Through focused initiatives in economic empowerment, inclusive education, gender equality, cultural preservation, and climate resilience, YCDF aims to deliver measurable improvements in youth development and community transformation by 2035.

Reaffirmation of Commitment

YCDF remains resolute in its mission to empower Ethiopian youth. By deepening partnerships, bolstering internal capacity, and driving innovative programmes, the organisation is committed to establishing a legacy of positive change.

Emphasis on Youth-Led Peacebuilding & Deradicalisation

With a renewed focus on youth-led peacebuilding & deradicalisation, YCDF positions itself as a catalyst for fostering resilience, tolerance, & stability among Ethiopian youth, thereby contributing to the broader national agenda for peacebuilding.

CALL TO ACTION

We call on government agencies, international donors, private sector partners, community leaders, and youth organisations to join us in realising this transformative vision for Ethiopia. Together, we can forge a vibrant, resilient, and inclusive future where youth lead the charge in cultural preservation and national development.

" Our Strategies for Engaging Adults in Youth-Adult Partnerships in Fostering Youth-led Change"



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**Responsible, Caring,
Contributing Leaders**



**Thank You for your
partnership!**

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