



# IMPACT GOAL:

Young people and communities are empowered to build a just, sustainable, equitable, and inclusive world.

# Theory of CHANGE

**TARGET OUTCOMES**  
24+ MONTHS

**INTERMEDIATE OUTCOMES**  
6-24 MONTHS

**IMMEDIATE OUTCOMES**  
< 6 MONTHS

**OUTPUTS**

**ACTIVITIES**

**PILLARS**

The YMCA contributes to flexible, meaningful, and **equitable access to employment** and entrepreneurship opportunities



Young people and communities have access to **employment and entrepreneurship opportunities**

 Young people and community voices are amplified to advocate for policies promoting decent, flexible and meaningful work for all.

Programmes that offer education, upskilling, employment and entrepreneurship opportunities which increase readiness for the Future of Work.

Build a culture where meaningful work and lifelong opportunities exist for all




**Meaningful Work**

Young people's **lives are transformed** through engagement and support from the YMCA.



Young people are **empowered** to become **peace builders** and **transformative activists**.

 Young people and community ensure that all people, especially marginalised communities, are treated with dignity and all voices are heard and acted upon.

Young people are enabled and equipped to identify the role they can play addressing inequity, injustice and racism.

Train young people and communities to become advocates for diversity, equity, inclusion and social change.



**Just World**

YMCA champions improved policies and practices that **keep young people and communities safe** from harm.



Safe spaces are established that **nurture the body, mind, and spirit**.

 Young people and communities are safe from harm in an enabling environment.

Programmes which support the harmonious development of young people and communities when it comes to their physical, spiritual and mental health.

Change policies, procedures and practices to create a culture where wellbeing is truly supported.



**Community Wellbeing**

YMCA actively works towards ensuring that collectively we become an **environmentally sustainable movement**.



Young people and community have a **better understanding of climate change** and its impacts.

 Young people and communities are advocates for environmental sustainability.

Training sessions on climate change and environmental responsibility, and create awareness campaigns to educate the wider community about climate issues.

Integrate climate education components in all YMCA programmes and encourage our beneficiaries to practise and champion environmental responsibility.



**Sustainable Planet**