Below is a comprehensive Four-Year Strategic Plan (2025–2029) for the Sidama Region Youth Council. This document reflects your mission, goals, and focus areas while providing structured strategies, timelines, and implementation mechanisms.

**# 🌟 Strategic Plan 2025–2029**

Sidama Region Youth Council (SRYC)

\*Affiliated with the Ethiopia Youth Council and supervised by the Ministry of Women and Social Affairs\*

**## 📌 1. Introduction**

The Sidama Region Youth Council (SRYC) is an independent, inclusive, and youth-led Civil Society Organization (CSO) representing the voices and interests of all youth in Sidama Region. Founded with the guidance of the Ministry of Women and Social Affairs, the Council is committed to empowering youth—regardless of gender, political affiliation, disability, religion, ethnicity, or socioeconomic status.

Our mission is to create an enabling environment where youth are active participants in social, economic, cultural, and political spheres. This strategic plan outlines our vision and goals for the next four years, serving as a foundation for annual planning and implementation.

**## 🌍 2. Vision, Mission, and Core Values**

**### 🎯 Vision:**

A vibrant, empowered, and inclusive youth community in Sidama that actively contributes to regional and national development.

**🚀 Mission:**

To represent, empower, and mobilize the youth of Sidama Region through advocacy, capacity building, civic engagement, and strategic partnerships.

**### 🧭 Core Values:**

\* Inclusivity

\* Equity and Social Justice

\* Transparency and Accountability

\* Empowerment and Participation

\* Sustainability

\* Cultural Pride

**## 🧱 3. Strategic Pillars and Goals**

### Pillar 1: Institutional Strengthening & Grassroots Expansion

**Strategic Goals:**

\* Establish and strengthen SRYC structures in all woredas and kebeles.

\* Build institutional capacity at all levels.

**Key Strategies:**

\* Develop Woreda and Kebele-level youth structures by end of 2026.

\* Recruit and train local coordinators and volunteers.

\* Develop standard operational manuals and bylaws.

**Key Timeline:**

2025–2026 (Establishment & Capacity Building), ongoing monitoring till 2029.

**### Pillar 2: Membership Mobilization and Engagement**

**Strategic Goals:**

\* Increase active youth membership by 150% by 2029.

\* Foster a sense of ownership and participation among members.

**Key Strategies:**

\* Launch a membership drive campaign using local media and community mobilization.

\* Offer benefits such as training, legal assistance, job linkage, and entrepreneurship support.

**Mechanism:**

\* Digital membership portal and ID system by mid-2026.

**### Pillar 3: Youth Empowerment, Employability & Entrepreneurship**

**Strategic Goals:**

\* Improve youth employability and entrepreneurship capabilities.

\* Support job creation and self-employment.

**Key Strategies:**

\* Establish regional youth innovation hubs by 2027.

\* Partner with TVETs, universities, and private sector for job fairs and internships.

\* Deliver skill development training (e.g. digital literacy, soft skills, green jobs).

**Outcome Target:**

10,000 youths trained and at least 3,000 engaged in income-generating activities by 2029.

**### Pillar 4: Advocacy, Representation, and Legal Empowerment**

**Strategic Goals:**

\* Amplify youth voices in regional and national policy forums.

\* Provide legal support for women, youth with disabilities, and other vulnerable groups.

**Key Strategies:**

\* Host annual Sidama Youth Forum starting 2025.

\* Establish a Legal Aid and Rights Desk within the council by 2026.

**Monitoring Tools:**

\* Annual Policy Influence Report.

**### Pillar 5: Climate Justice and Sustainability**

**Strategic Goals:**

\* Enhance youth participation in environmental protection and climate justice.

**Key Strategies:**

\* Implement eco-clubs in schools and youth centers.

\* Organize community tree planting and waste management campaigns.

\* Partner with local environmental authorities and NGOs.

**Expected Outcome:**

50+ community environmental initiatives executed by 2029.

**### Pillar 6: Gender and Disability Inclusion**

Strategic Goals:

\* Mainstream gender and disability considerations across all programs.

\* Empower young women and persons with disabilities.

Key Strategies:

\* Launch Women’s and Disability Empowerment Units.

\* Provide targeted mentorship and leadership training.

\* Offer accessible programming and materials.

Target:

At least 40% of council leadership and beneficiaries to be women or persons with disabilities by 2028.

**### Pillar 7: Digital Engagement and Public Relations**

Strategic Goals:

\* Establish a strong digital presence and promote regional culture.

\* Raise visibility and connect with youth through modern platforms.

Key Strategies:

\* Launch a youth-centric website and social media platforms by early 2026.

\* Run monthly social media campaigns and youth stories.

\* Organize virtual town halls and consultations.

Metrics:

50,000+ online followers and monthly engagement of 10,000 youth by 2029.

### Pillar 8: Culture, Identity, and Civic Engagement

Strategic Goals:

\* Promote the rich cultural heritage of Sidama youth.

\* Encourage youth-led civic participation and volunteerism.

Key Strategies:

\* Celebrate an annual Sidama Youth Culture Week.

\* Develop cultural exchange programs with other regions.

\* Train youth in civic education and democratic governance.

## 📆 4. Implementation Timeline (2025–2029)

| Year | Key Focus |

| -------- | ------------------------------------------------------------------------------ |

| 2025 | Institutional assessment, structure set-up, member drive, and partnerships |

| 2026 | Launch legal, digital, and women’s/disability support programs |

| 2027 | Youth innovation hubs, climate projects, and online platforms fully functional |

| 2028 | Expansion of programs, cross-regional partnerships, impact assessment |

| 2029 | Review, sustainability planning, and scale-up successful models |

## 🔍 5. Monitoring and Evaluation (M\&E)

\* Quarterly performance reviews at all administrative levels.

\* Annual progress reports aligned with this strategic plan.

\* Youth scorecard surveys and public feedback platforms.

\* Internal and external evaluations (midline in 2027, endline in 2029).

## 🔗 6. Partnerships and Sustainability

\* Work closely with: Ministry of Women & Social Affairs, Ethiopia Youth Council, universities, NGOs, private sector, and donor agencies.

\* Develop a sustainability model through membership dues, project grants, and social enterprises.

## 🔚 7. Conclusion

This Strategic Plan marks a new era for the Sidama Region Youth Council. Grounded in inclusion, empowerment, and action, the plan lays a solid foundation to transform the realities of our youth. Through consistent effort, transparent leadership, and strong partnerships, we aim to elevate youth voices and capacities in all spheres of development.

Would you like this formatted into a Word or PDF document, or need it translated into Amharic or Sidaamu Afoo as well?

-Motto*:"Empowering Sidama Youth: Locally Rooted, Globally Connected."*

Got it ✅ — you want me to adapt your sample draft into a tailored Programs and Initiatives framework for the Sidama Region Youth Council (SRYC), reflecting your mission to represent all 2.2 million Sidama Region youth without discrimination, and framing them under key thematic focus areas like *entrepreneurship, human rights, youth empowerment, women’s empowerment, disability, environment, climate justice*, etc.

Here’s a well-structured, SRYC-specific version you can use in your strategic plan:

**Programs and Initiatives**

The Sidama Region Youth Council (SRYC) works to address the diverse needs of Sidama’s 2.2 million youth through inclusive, transformative, and sustainable programs. Our initiatives aim to empower youth in social, economic, cultural, environmental, and political spheres—ensuring that no one is left behind.

**1. Youth Empowerment & Leadership Development**

* Entrepreneurship & Skills Training: Provide business incubation, vocational skills development, and start-up support for young entrepreneurs.
* Youth Leadership Academy: Build leadership, advocacy, and decision-making skills among young people to prepare them for community and national leadership roles.
* Civic Participation: Promote active youth involvement in policy dialogues, local governance, and community initiatives.

**2. Human Rights & Social Justice**

* Human Rights Education: Conduct workshops, forums, and awareness campaigns on fundamental human rights.
* Access to Justice: Facilitate free legal aid services, public interest litigation, and community paralegal programs to protect vulnerable groups.
* Anti-Discrimination Campaigns: Advocate for equality regardless of ethnicity, gender, disability, religion, or political affiliation.

**3. Gender Equality & Women’s Empowerment**

* Women’s Leadership & Advocacy: Support women’s participation in politics, entrepreneurship, and decision-making platforms.
* Gender-Based Violence Prevention: Implement awareness campaigns, survivor support services, and community-based prevention programs.
* Economic Empowerment for Women: Provide targeted skills training, micro-financing, and market linkage programs for young women.

**4. Disability Inclusion**

* Inclusive Education & Employment: Advocate for disability-friendly policies and infrastructure in schools, workplaces, and public spaces.
* Awareness & Rights Campaigns: Promote understanding of disability rights and fight stigma.
* Assistive Technology Access: Partner with stakeholders to provide assistive devices for youth with disabilities.

**5. Environmental Protection & Climate Justice**

* Youth Climate Action: Mobilize youth-led environmental projects, including tree planting, waste management, and renewable energy initiatives.
* Climate Advocacy: Work for policies that address climate change impacts in Sidama Region, particularly on rural communities.
* Green Entrepreneurship: Support eco-friendly start-ups and sustainable farming practices.

**6. Cultural Preservation & Creative Industries**

* Cultural Heritage Protection: Document, preserve, and promote Sidama’s rich cultural traditions.
* Arts & Innovation Programs: Create platforms for young artists, musicians, and innovators to showcase their talents.
* Intercultural Dialogue: Foster peace and unity through cultural exchange programs.

**7. Health, Well-being & SRHR**

* Sexual and Reproductive Health & Rights (SRHR): Provide youth-friendly SRHR education and services.
* Mental Health Support: Create counseling services, peer support groups, and awareness programs on mental health.
* Substance Abuse Prevention: Run educational campaigns and rehabilitation referral services.

**8. Education, Research & Innovation**

* Youth Research Hub: Conduct research on youth challenges and opportunities to guide policy and program development.
* Scholarship & Mentorship Programs: Link young people to academic and career advancement opportunities.
* Digital Skills Training: Equip youth with IT, coding, and online business skills for the modern economy.

**9. Employment & Labor Rights**

* Job Readiness Programs: Offer career counseling, internship placements, and job fairs.
* Workers’ Rights Education: Raise awareness about fair labor practices and workplace safety.
* Cooperative Development: Support youth-led cooperatives in agriculture, services, and manufacturing.

**10. Partnerships & Networking**

* Government Engagement: Serve as a bridge between youth and regional/national government institutions.
* Civil Society Collaboration: Partner with local, national, and international organizations to expand opportunities for youth.
* Private Sector Engagement: Build partnerships with businesses for internships, apprenticeships, and investment in youth projects.

**What We Do**

The Sidama Region Youth Council (SRYC) is an independent, inclusive, and youth-led Civil Society Organization (CSO) representing the voices and interests of all 2.2 million youth in Sidama Region—without any discrimination based on gender, ethnicity, political affiliation, education level, disability, religion, or any other grounds.

Founded with the guidance of the Ministry of Women and Social Affairs, SRYC is committed to creating an enabling environment where young people can thrive socially, economically, culturally, and politically. Our work is grounded in inclusivity, empowerment, and sustainable impact.

1. Youth Empowerment and Leadership

* Build leadership and advocacy skills among young people through training, mentorship, and participation in decision-making processes.
* Support youth-led initiatives and social enterprises that drive positive change in the community.

2. Access to Justice and Human Rights

* Provide free legal aid, rights awareness, and referral services to ensure fairness and equality for all youth.
* Advocate against discrimination, exploitation, and any violations of youth rights.

3. Advocacy and Awareness

* Lead campaigns on gender equality, child protection, disability inclusion, labor rights, and cultural preservation.
* Raise awareness about sexual and reproductive health and rights (SRHR), mental health, and environmental justice.

4. Education, Skills Development, and Employment

* Facilitate access to quality education, vocational skills training, and digital literacy programs.
* Connect youth with internship opportunities, job fairs, and entrepreneurship support programs.

5. Research and Policy Engagement

* Conduct research on youth challenges and opportunities to inform policies and programs.
* Publish findings and policy recommendations to guide government and stakeholder interventions.

6. Civic Engagement and Good Governance

* Encourage active participation of youth in governance, elections, and community decision-making.
* Promote transparency, accountability, and democratic values at all levels.

7. Community Support and Social Inclusion

* Address barriers faced by marginalized youth, including those with disabilities, rural youth, and unemployed graduates.
* Partner with community organizations to deliver inclusive social and economic programs.

8. Environmental Protection and Climate Justice

* Mobilize youth to lead initiatives in tree planting, waste reduction, and sustainable agriculture.
* Advocate for policies that protect the environment and address climate change impacts in Sidama.

9. Networking and Collaboration

* Build partnerships with government agencies, private sector actors, NGOs, and international organizations.
* Engage in joint projects to amplify impact and share best practices.

Through these initiatives, SRYC works to ensure that every young person in Sidama has the opportunity, resources, and voice to shape their future and contribute meaningfully to the region’s development.

**Our Values**

As the Sidama Region Youth Council (SRYC), representing all 2.2 million youth of Sidama Region without any form of discrimination, we are guided by the following values in all our work:

1. Equality and Inclusion  
   We believe in the inherent dignity, equality, and rights of all youth. We are committed to inclusive practices that ensure everyone—regardless of gender, ethnicity, political opinion, education level, disability, religion, or social background—has equal opportunities to thrive.
2. Equity and Fairness  
   We recognize that fairness sometimes requires providing additional support to marginalized groups to ensure equal outcomes and opportunities.
3. Dignity and Respect  
   We uphold the inherent dignity of every person, advocating for their rights and ensuring they are treated with respect in all aspects of life.
4. Justice and Accountability  
   We strive to uphold justice by ensuring fairness, protecting rights, and holding individuals, institutions, and ourselves accountable for our actions.
5. Integrity and Transparency  
   We conduct our work with honesty, openness, and ethical standards, ensuring our decisions and operations are transparent to the communities we serve.
6. Sustainability and Responsibility  
   We are committed to environmental stewardship, ensuring that development in Sidama protects the planet, conserves resources, and benefits future generations.
7. Environmental Ethics and Climate Justice  
   We emphasize ecological balance, ethical treatment of nature, and the active involvement of youth in climate action and environmental protection.
8. Networking and Collaboration  
   We believe in the power of partnerships—working with local, national, and international stakeholders to maximize impact, share best practices, and drive systemic change.
9. Respect for Cultural Heritage  
   We value Sidama’s cultural diversity and heritage, ensuring the rights of all to participate in cultural life and preserve traditions while embracing positive innovation.
10. Innovation and Creativity  
    We encourage forward-thinking ideas, creative problem-solving, and youth-led innovation to address community challenges.
11. Empowerment  
    We provide tools, resources, and opportunities for young people—especially those marginalized or disadvantaged—to realize their potential and lead positive change in society.

*"Equality. Empowerment. Integrity. Innovation. Sustainability. Respect."*

**Our Activities**

The Sidama Region Youth Council (SRYC) implements a wide range of initiatives aimed at empowering youth, advancing human rights, and fostering inclusive and sustainable development across Sidama Region. As the voice of 2.2 million young people, we work to ensure that all youth—regardless of gender, ethnicity, political opinion, education level, disability, religion, or any other status—have the opportunities, resources, and rights they deserve.

**1. Youth Empowerment and Leadership**

* Entrepreneurship & Skills Development: Provide vocational training, business incubation, and start-up support for youth-led enterprises.
* Youth Leadership Academy: Build leadership, advocacy, and decision-making skills to prepare young people for community and national leadership roles.
* Civic Participation: Facilitate youth involvement in policy dialogues, local governance, and community initiatives.

**2. Access to Justice and Human Rights**

* Free Legal Aid Services: Offer legal representation, counseling, and referral services for youth who cannot afford legal assistance.
* Public Interest Litigation: Engage in legal actions to address systemic injustices and protect the rights of marginalized youth.
* Human Rights Education: Conduct workshops, forums, and community outreach on fundamental rights and legal protections.

**3. Advocacy and Public Awareness**

* Equality & Anti-Discrimination Campaigns: Promote equal rights regardless of ethnicity, gender, disability, or political affiliation.
* Thematic Advocacy: Lead campaigns on gender equality, child rights, labor rights, disability inclusion, and cultural heritage preservation.
* Media & Outreach: Use traditional and digital media to amplify youth voices and highlight key issues.

**4. Gender Equality and Women’s Empowerment**

* GBV Prevention & Response: Implement awareness programs, survivor support services, and community-based prevention initiatives.
* Women’s Leadership Support: Provide mentorship, skills training, and advocacy platforms for young women leaders.
* Economic Empowerment for Women: Offer microfinance access, business coaching, and market linkages.

**5. Disability Inclusion**

* Inclusive Education & Employment Advocacy: Promote accessible infrastructure and equal opportunities for youth with disabilities.
* Rights Awareness: Conduct campaigns to reduce stigma and promote understanding of disability rights.
* Assistive Technology Access: Collaborate with partners to provide mobility aids and assistive devices.

6. Environmental Protection and Climate Justice

* Youth Climate Action Projects: Mobilize youth for tree planting, waste reduction, and renewable energy adoption.
* Climate Advocacy: Campaign for policies addressing climate change impacts, particularly on rural and vulnerable communities.
* Green Entrepreneurship: Support eco-friendly start-ups and sustainable agricultural practices.

7. Cultural Preservation and Creative Industries

* Heritage Documentation: Record, protect, and promote Sidama’s cultural heritage and traditional knowledge.
* Creative Platforms: Support young artists, musicians, and innovators to showcase their work.
* Intercultural Dialogue: Foster peace and unity through cultural exchange events.

8. Health, Well-being, and SRHR

* SRHR Education & Services: Provide youth-friendly sexual and reproductive health programs and access to services.
* Mental Health Support: Establish counseling services, peer groups, and awareness campaigns.
* Substance Abuse Prevention: Implement school and community-based prevention and rehabilitation programs.

9. Education, Research, and Innovation

* Youth Research Hub: Conduct and publish studies on youth issues to inform policy and practice.
* Scholarship & Mentorship Programs: Facilitate access to higher education and career guidance.
* Digital Literacy & Tech Skills: Offer IT training, coding workshops, and e-commerce skills development.

10. Employment and Labor Rights

* Job Readiness Programs: Organize job fairs, career coaching, and internship placements.
* Labor Rights Education: Educate youth about fair labor practices, workplace safety, and organizing rights.
* Cooperative Development: Support youth-led cooperatives in agriculture, manufacturing, and services.

11. Civic Engagement and Good Governance

* Democracy Promotion: Encourage youth participation in democratic processes, including election observation and voter education.
* Governance Accountability: Promote transparency and accountability in public institutions through monitoring and advocacy.
* Community Dialogues: Facilitate inclusive discussions between youth, government, and other stakeholders.

12. Networking and Collaboration

* Government Engagement: Act as a bridge between youth and public institutions.
* CSO Partnerships: Collaborate with local, national, and international organizations for joint programs.
* Private Sector Collaboration: Partner with businesses to expand employment and entrepreneurship opportunities.

**✍️ Message from the President**

**Mr. Yishak Sanbura**

President, Sidama Region Youth Council (SRYC)

Greetings to all visitors and fellow youth of Sidama, Ethiopia, and beyond.

It is with deep pride and great optimism that I welcome you to the official website of the Sidama Region Youth Council (SRYC)—a vibrant, youth-led, and inclusive civil society organization representing the voices and aspirations of over 2.2 million young people in our region. Founded with the support of the Ministry of Women and Social Affairs and affiliated with the Ethiopia Youth Council, SRYC is committed to empowering all youth—regardless of gender, background, or belief—through programs grounded in equity, justice, integrity, and sustainability.

As President, I am honored to lead this powerful movement driven by youth for youth. Our 2025–2029 Strategic Plan outlines our priorities, including grassroots institutional strengthening, youth employment and entrepreneurship, justice and human rights advocacy, gender and disability inclusion, climate action, cultural preservation, and digital transformation. These pillars guide our mission to ensure youth are not just beneficiaries, but leaders of change.

Looking forward, we aim to expand our reach to every woreda and kebele, build innovation hubs, create meaningful opportunities, and elevate youth voices in policymaking. But we cannot do it alone. I warmly invite development partners, government bodies, NGOs, academic institutions, businesses, and individuals to collaborate with us and support the youth of Sidama in shaping a brighter, more inclusive future.

This platform is your gateway to connect, engage, and be part of our journey. Together, let us empower Sidama youth—locally rooted, globally connected.

With hope and solidarity,

Yishak Sanbura

President, Sidama Region Youth Council (SRYC)