

Coordination Plan for Mindlift

1. Team Engagement

- **Weekly Check-Ins:**
 - 30-minute team meetings (in-person/WhatsApp) to track progress and address challenges.
 - Clear task assignments with deadlines.
- **Collaborative Planning:**
 - Co-create monthly work plans with input from trainers, counselors, and operations staff.
 - Brainstorm solutions as a team during challenges (e.g., low attendance).

2. Participant Involvement

- **Feedback Circles:**
 - Bi-weekly participant forums to share concerns/suggestions.
 - Anonymous suggestion box for sensitive feedback.
- **Peer Leadership:**
 - Graduates mentor new participants (paid stipend for their time).
 - Alumni help design parts of the training (e.g., "What skills helped you most?").

3. Stakeholder Communication

- **Employers/Partners:**
 - Quarterly progress reports (simple 1-pager with key metrics).
 - Annual employer roundtable to adjust training to market needs.
- **Community Leaders:**
 - Monthly SMS updates to local leaders.
 - Invite them to observe workshops (transparency).

4. Conflict Resolution

- **Open-Door Policy:**
 - Team/parents/participants can voice concerns directly to you.
 - Mediation for disputes (e.g., between trainers and participants).

5. Inclusive Decision-Making

- **Voting on Key Changes:**
 - Participants/staff vote on adjustments (e.g., schedule changes).
 - Employers weigh in on curriculum updates.

B. Mindlift Stakeholder Management Plan

1. Key Stakeholders & Their Interests

Stakeholder	Their Interest	How We Engage Them
Participants	Skills, mental health, jobs	Weekly feedback sessions, anonymous surveys
Local Employers	Skilled, reliable workers	Quarterly skills showcases, hiring fairs
NGO Partners	Impact measurement, scalability	Joint progress reports, co-designed workshops
Government	Policy alignment, youth outcomes	Briefings with Ministry of Youth
Donors	ROI, success stories	Transparent budget reports, impact videos
Families	Child's safety and success	Monthly SMS updates, parent-teacher meetings

2. Engagement Strategy

- **For Busy Stakeholders (Employers/Government):**
 - **1-Page Snapshots:** Infographics showing progress (e.g., "50 graduates trained in IT this month").
 - **"15-Minute Coffee Chats":** Casual check-ins to maintain relationships.
- **For Community Stakeholders (Participants/Families):**
 - **WhatsApp Voice Notes:** Updates in local language/Kinyarwanda.
 - **Success Story Posters:** Placed in markets/community centers.

3. Communication Tools

- **Participants:** WhatsApp groups, in-person forums
- **Employers:** LinkedIn/Email + annual appreciation certificates
- **Donors:** Quarterly Zoom webinars + PDF impact reports

4. Keeping Support

- **Early Wins:** Share quick successes (e.g., "First 10 graduates hired at [Local Company]").
- **Public Recognition:** Feature stakeholders in success videos ("Partner Spotlight").
- **Feedback Loops:** Show how input was used (e.g., "You asked for more carpentry training → we added it!").

5. Handling Concerns

- **Employers:** Address skill gaps with extra training modules.
- **Parents:** Assure safety with venue photos/counselor credentials.
- **Donors:** Provide transparent cost breakdowns if questioned.

C.Mindlift Problem-Solution Breakdown

1. Problem: Skills Mismatch

- **Why It Happens:** Schools teach outdated skills; employers want tech/digital skills.
- **Solution:**
 - Work with employers to design practical training (e.g., coding, solar panel repair).
 - Use recent graduates to update curriculum yearly.
- **Challenge:** Employers too busy to advise.
 - *Fix:* Offer "Corporate Partner" badges for their CSR profiles.

2. Problem: Mental Health Barriers

- **Why It Happens:** Shame prevents youth from seeking help; counseling is expensive.
- **Solution:**
 - Free, confidential counseling at training venues.
 - Peer support groups (led by alumni).
- **Challenge:** Low participation due to stigma.
 - *Fix:* Rename sessions "Career Confidence Workshops."

3. Problem: Job Access

- **Why It Happens:** No networks; employers distrust inexperienced youth.
- **Solution:**
 - Guarantee 3-month internships for top graduates.
 - "Try Before You Hire" weekends for employers.
- **Challenge:** Transport costs for rural youth.
 - *Fix:* Partner with bus companies for discounted passes.

4. Problem: Startup Failure

- **Why It Happens:** No seed money or business mentoring.

- **Solution:**
 - Pitch competitions with \$500 startup grants.
 - 6-month mentorship from local entrepreneurs.
- **Challenge:** Tracking business progress.
 - *Fix:* Monthly check-ins via WhatsApp Business.

5. Problem: Dropout Risk

- **Why It Happens:** Family pressures or lost motivation.
- **Solution:**
 - Stipend for caregivers of participants (conditional on attendance).
 - "Small Wins" celebration every 2 weeks.
- **Challenge:* Stipend costs add up.
 - *Fix:* Link stipends to corporate sponsors (e.g., "Supported by [Local Bank]").

6. Problem: Employer Bias

- **Why It Happens:** Stereotypes about mental health.
- **Solution:**
 - "Mindlift Certified" badge for tolerant employers.
 - Graduates share recovery stories at company visits.
- **Challenge:* Slow culture change.
 - *Fix:* Start with progressive SMEs vs. large corporations.