



A. Objectives:

Youth Capacity Development Program (YCDP) is designed to enhance the capacity of the youth to be leaders of the future generation by equipping them with important and necessary skills that are outside of their regular school or university curriculums. The topics offered by the YCDP will be specifically tailored to fulfill the need for Cambodian young leaders in the current and prospect future context of Cambodia in order for them to achieve personal careers and become effective leaders of the future generation. The learning program will seek to establish relationship and coordination with prospect employers from private companies, NGOs, Development Agencies and Government Institutions that need to employ staff with capacity, skills and ethics. Please see list of learning subjects below.

B. Learning Structure and Requirements:

The YCDP will be conducted within a period of one year which equals to approximately **192 hours** plus about **50 hours** for homework and assignments to be conducted by the learners. The offered courses will be done in *Peer Learning* settings with Resource Persons from different backgrounds (national and international) who are experienced and specialized in the learning subjects doing presentations which will then be followed by open questions, discussions, group work and assignments as individual and as groups. All learning sessions will be conducted at the weekends or during holidays when both learners and resource persons are available.

All learners of YCDP will be required to document what they have learned through producing publications that combine all the knowledge and skills they have learned or earned in their journal book. In addition, the learners are required to write a reflection of what they have learned after each session and post it in the personal website (Blog) so that the resource persons and others can give comments. Learning session on how to create and use Blog will be provided as the first session.

Some of the assignments for the learners may include asking them to conduct echo training to their friends or other youth groups and or develop community projects and mobilize support for such an activity that give benefit to the youth and young people.

The Learners will be assessed through pre-test and post-test exams using their results as indicators to make comparison. Additional coaching and mentoring support will be provided as needed in order to help them find good career or develop project they want to work on.

C. Who Can Participate in the YCDP?

To ensure the quality of learning, thirty five (35) learners will be selected by the Executive Committee of OYG-CAM to participate in the YCDP per one batch. There might be two or three batches opening up within a year. Since this special learning program is designed to enhance the capacity of Members and Delegates of OYG-CAM, all learners must register to be Members or Delegates of OYG-CAM before they can apply to participate in the YCDP. Priority is given to the Delegates.

All Members and Delegates of OYG-CAM who are interested and meet the following criteria are encouraged to apply for the YCDP:

Age between 18-30

Available at the weekends and are committed to spend the required times to attend YCDP

Able to and know how to use internet and e-mail

Able to communicate in English (speaking, writing, reading and listening)

Willing to share knowledge and skills that s/he gained from the YCDP to others

Willing to adhere to YCDP rules and learning requirements

Willing to pay \$US39 (the fee will be used to cover costs for producing learning materials, documents, administration and transport cost of the resource persons who come to conduct training at the YCDP).

D. What are the other benefits for the YCDP Learners?

The learners who have gone through the YCDP will be awarded with a Special Certificate and will be introduced to job opportunities and markets at private companies, NGOs, IOs, and Development Agencies and the Governmental Institutions. The learners might create their own projects as they wish. They will receive good reference and recommendation from OYG-CAM and from the Resource Persons who get involved in the training program. Their names and profile will be advertised through the newspapers and website and internet facilities and will be sent to prospect employers. The trainees will be gradually introduced to the prospect employers for part-time for full time jobs, internship or volunteers, etc.

The Learners will continue to benefit from the coaching and mentoring program that is provided by the Resource Persons from OYG-CAM and those Resource Persons from different institutions that are engaged and involved in the YCDP. The learners of YCDP will be welcomed to receive job and scholarship counseling and assistance provided by OYG-CAM until they find a good career or as long as they need.

E. What are the subjects of the YCDP?

Personal Website Creation “Blog”	
How to create personal blog How to do internet search	How to manage the personal website “blog”
Media and Journalism	
How to write articles Understanding the influence of media How to conduct interview	Code and ethics of journalists Media markets How to draw media attention

Leadership Skills	
Observation of global leaderships changes Leader Vs Manager Leader's Necessity Skills	10 Functions of Leaders for 21 st century Assessment of leadership functions Assessment of leadership skills
Advocacy Skills	
Understanding of Advocacy Advocacy Network Organization Government Decision Making Structure	Advocacy Strategies Advocacy Practices in Cambodia Advocacy and Lobby Tips
Public Speaking and Debating Skills	
Good Public Speaking Tips Speaking and Performance How to be good debater	Speech Preparation Overcoming Nervousness Debate preparation and tips
Negotiation and Lobbying	
Negotiation Skills Understanding others' Strengths and Weaknesses	Understanding of Others' Interests Compromising and Win-Win Solutions
Democracy and Democratic Governance	
Democratic Principles Democratic Practice in Cambodia	Political and Democratic System in Cambodia and those in Asia, Europe and the West
Governance and Social Accountability	
Ethic of governance Social Accountability tools	Civic Engagement and constructive dialogue Consensus building and coalition
Basic Program Management	
Understanding of Management Setting up Goals and Objectives Understanding of Working Process Good Management Tools for NGOs	Setting up and Running Meetings Prioritizing Work and Time Management Monitoring and Evaluation Problem Solving/Conflict Resolution
Communication Skills	
Elements of Communications Languages usage for communications Understanding barrier of communications	Two-way Communications Effective Communications
Events/Meetings Organizing	
Planning for Meetings/Events Organizing of Community Meetings/Events	Running and Facilitating Meeting /Events Site Preparation
Facilitation Skills	
Understanding Roles of Facilitators Motivation of Participants	Dealing with Participant Domination Summarizing Discussions and Conclusion
Moderation Skills (for Moderators)	
Moderation Tips Moderation of political events	Sensitivity awareness Rules adherence and tactfulness

Community Development and Leadership		
Integrated Community Development concept Roles of Community Leaders		How to Conduct Surveys (research strategies) Participatory Rural Appraisal Tools (PRA)
Community Organizing		
Understanding Individual Capacity Formation of Small Groups		Sharing of Responsibilities Solidarity and Team Work
Participatory Rural Appraisals (PRA)		
Participatory Community Research Tools		
OPERACY (a course on Personal Empowerment, Success and Leadership)		
Leading for Success Understanding Human Capacity Mechanism of the Mind Potential and Limitation of the Mind System Thinking in Development How People Fail? How People Succeed? Breaking the Failure Cycle Planning for Success		Vision, Mission, Principle and Goal Developing Success Habits Leadership/Management Mix Transformational Leadership Principle Centered Leadership Role of Leadership 1: Setting Direction Role of Leadership 2: Human Motivation Role of Leadership 3: Capacity Building
Research and Survey Skills		
Developing research and survey tools Researching Sampling Determination		Report writing Analysis
Critical Thinking and Analysis		
Understanding human mind's capacity and limit How to generate critical ideas Data and information drawing		Analytical skills
Fund raising and mobilization		
Getting to know funding source Fund raising strategy Concept not preparation		Proposal writing skills Fund raising campaign
Cambodian Culture and History		
Understand of Cambodian history		Understanding of Cambodian Culture
Ethics and Moral Studies		
Studies of human ethics and morals		Studies of Buddhist philosophy
Human Rights and Laws		
Understanding of human rights declaration Human Rights Situation in Cambodia Rules of Laws		Understanding of Legal Framework Law Enforcement
English for Communication		
Letter writing skills (formal and informal) Professional correspondence		Business English Advanced Communication Skills