



Supported by



YOUTH LEADERSHIP ACADEMY



**Unifying Voices,
Amplifying Action**

For Gender & Climate Action

IMPACT REPORT 2025





Executive Summary

The Youth Leadership Academy (YLA) was designed by Plan International with support from The Rockefeller Foundation, to close the persistent gaps that prevent young people, particularly young women, from meaningfully participating in gender-responsive climate action. Implemented across five countries (India, Indonesia, Philippines, Thailand, Vietnam), the program equipped 40 Youth Ambassadors with leadership capabilities, technical knowledge, advocacy skills, and seed funding to drive tangible community impact.

Through an 18-month journey, YLA delivered a rigorous learning experience that included a 5-module climate & gender curriculum, 5 rounds of tailored mentoring, 8 youth-led seed-grant projects, and multiple regional and global advocacy opportunities. These components collectively strengthened the Youth Ambassadors' confidence, leadership, project management capabilities, and their understanding of the gender-climate nexus.

Quantitative results demonstrate strong program performance:

87%

improved their confidence (+2.25 average increase).

80%

strengthened their leadership (+1.87 increase).

87%

improved project management (+2.26 increase).

100%

increased technical knowledge on gender-responsive climate action (+2.87 increase).

The program also catalyzed widespread outreach. Combined digital campaigns—both program-level and youth-led—generated 1.89 million in reach by November 2025 and are on track to surpass the 2.5 million regional target by year-end. Offline, youth projects engaged 6,100+ direct beneficiaries, prioritizing girls, marginalized youth, persons with disabilities, and women-led households.

YLA also successfully connected youth with key climate policy spaces, including APMCDRR, AsiaXchange, COP29, and COP30, enabling Youth Ambassadors to influence regional dialogues on disaster risk reduction, climate resilience, and gender inclusion.

Overall, findings confirm that YLA has effectively strengthened youth leadership pipelines in the Asia-Pacific region. It nurtured a new generation of reflective, confident, technically capable, and influential youth leaders who are driving gender-responsive climate action within their own communities—extending YLA's impact far beyond the life of the program.

Impact at A Glance

Driving youth-led gender-just climate action across Asia

**Progress
Toward 2.5M
Reach Target**

2,766,244 (December 2025)



The program's combined digital efforts, applicants, event participants, and projects' beneficiaries have reached 2,766,244 people as of December 2025, putting the initiative exceed its 2.5 million goal by December 2025.

**Recruitment
Funnel &
Cohort Profile**

The program surpassed expectations with 261 applicants, validating a high regional demand for youth leadership opportunities.



40 Youth Ambassadors



5 Countries



A diverse group of 40 Youth Ambassadors from 5 countries, empowering change with strong female leadership (72.5% women) and representation of marginalized groups (65%).

**Capacity
Building**

Through 5 workshops and 5 group mentoring cycles, ambassadors developed stronger leadership, confidence, and project management skills.

5
Workshop

5
Group Mentoring



The Seed Grant Projects translated classroom learning into tangible, community-led solutions with a focus on serving marginalized groups.

8
Seed-Grants
Project

6,100+
Direct Beneficiaries

- Women-led households
- Girls
- PWDs
- Students
- Local communities

USD 16,000
Seed-Grants

**Advocacy
& Global Influence**

YLA provided critical platforms for youth voices to influence local policies and participate meaningfully in international climate discussions.

32 Youth Ambassadors Participated in Global and Regional Climate Forums

- APMCDRR Philippines
- COP 29 Azerbaijan
- COP 30 Brazil
- Youth Leadership Summit Jakarta
- AsiaXChange Thailand
- Regional Humanitarian Partnership Week Thailand

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Glossary of Terms



APMCDRR (Asia-Pacific Ministerial Conference on Disaster Risk Reduction):

A biennial regional conference hosted by United Nations Office for Disaster Risk Reduction (UNDRR) that brings together governments, intergovernmental organizations, and stakeholders to strengthen cooperation and accelerate the implementation of disaster risk reduction strategies in the Asia-Pacific region.

Climate Justice: A concept that frames climate change as an ethical and political issue, rather than just environmental. It acknowledges that those who are least responsible for climate change (such as marginalized communities and young women) often suffer its gravest consequences.

COP (Conference of the Parties):

The supreme decision-making body of the United Nations Framework Convention on Climate Change (UNFCCC). It serves as the global climate summit where world leaders negotiate and agree on climate action.

Gender Transformative Approach (GTA):

A program strategy that goes beyond simply including women; it actively seeks to challenge and change the underlying social norms, power dynamics, and structural inequalities that perpetuate gender discrimination.

MEL (Monitoring, Evaluation, and Learning):

The system used to track the performance of the program. In the YLA, this framework was used not just for accountability, but as a tool for learning and adaptive management.

Seed Grant: A small sum of capital (approx. USD 2,000) provided to Youth Ambassador teams to kickstart their community-led climate action projects, allowing them to pilot ideas and demonstrate tangible impact.

YAP (Youth Action Platform): A dedicated digital platform managed by Plan International that serves as a hub for young leaders to access resources, connect with peers, and campaign for social change.

YLA (Youth Leadership Academy):

The overarching 18-month program by Plan International and supported by The Rockefeller Foundation designed to empower young people from five Asian countries to lead gender-responsive climate action through capacity building, practical application, and advocacy.

YLS (Youth Leadership Summit):

The capstone event of the YLA program, held in Jakarta, where Youth Ambassadors convened to showcase their community-led climate action projects, network with stakeholders and their peers, and present their "Call to Action".

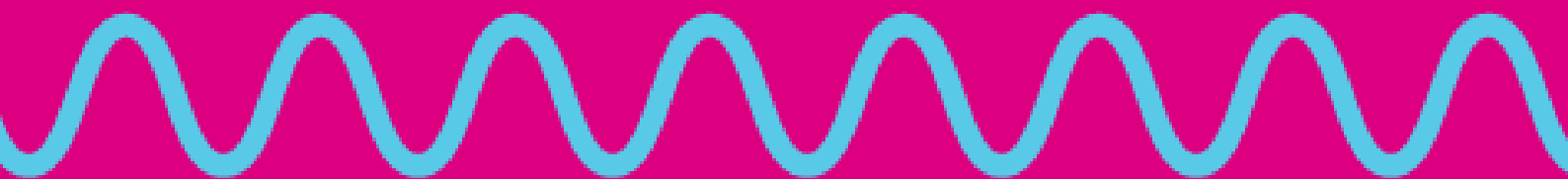
Youth Ambassadors: The 40 selected participants of the YLA program, representing India, Indonesia, the Philippines, Thailand, and Vietnam, who were trained to become leaders in their communities.

Youth Power: One of the three YLA pillars, focusing on building the internal confidence, self-awareness, and leadership skills necessary for youth to take initiative.

Youth Speak Up: One of the three YLA pillars, focusing on equipping youth with the advocacy and communication skills needed to influence policy and mobilize public opinion.

Youth Unlimited: One of the three YLA pillars, focusing on providing youth with the technical knowledge and practical application skills to design and implement effective solutions.

Introduction: **Setting the Stage for Youth Leadership and Climate Action**



1

The Root Cause: Why We Need Gender-Responsive Climate Action

Climate Change is not gender neutral, it is a driver of gender inequality and a direct threat to human rights and sustainable development. "This intersection poses a critical challenge to achieving Sustainable Development Goal (SDG) 5 on Gender Equality and SDG 13 on Climate Action."



Women and girls face disproportionate risks during climate emergencies. They represent 80% of those displaced by climate-related disasters and are 14 times more likely to die in climate events (UN Women, 2022; UNDP, 2021). This reality is stark across the Asia-Pacific, where over 24 million disaster displacements occurred in 2024, disproportionately impacting the region's most vulnerable women and children (IDMC & IFRC (2024/2025))

These vulnerabilities are linked to structural roles and systemic exclusion; women often shoulder responsibility for food, water, and fuel—livelihoods heavily dependent on climate-sensitive resources. When these systems collapse, girls face heightened risks of gender-based violence, forced marriage, and loss of education (IUCN, 2020).

Despite being on the frontlines, women remain largely absent from the decision-making spaces that shape mitigation and adaptation policies. Only 5% of global climate finance integrates gender equality (OECD, 2022). Without addressing this, nations struggle to meet their Nationally Determined Contributions (NDCs) effectively, as half the population is excluded from the solution.

The Youth Gap: Why Young Leaders Still Aren't at the Table

A growing generation of young people, especially young women, are stepping forward as climate leaders. However, the Asia-Pacific region faces a distinct urgency compared to global trends. While youth mobilization is rising worldwide, the gap between demographic power and political voice is starkest here.



Gaps in Youth Representation

50%

of population in Asia Pacific is youth, but they only hold 2.6% of parliamentary seats (IPU, 2023).

"We must move beyond tokenism toward institutionalized youth advisory quotas in climate governance bodies."

Resource & Access Gaps

-1%

of global climate finance reaches youth-led initiatives (OECD, 2023).

"To scale impact, financial mechanisms must earmark youth climate funds that are accessible to grassroots organizations."

Capacity Gaps

76%

of young women activists lack mentorship and leadership support (Plan International, 2023).

"Investment is needed in long-term leadership incubators that provide technical skills and intergenerational networking."

Why YLA Exists: Closing the Leadership Gap

The Youth Leadership Academy (YLA) was created to bridge the gap between young people's interest in climate justice and their limited access to power, resources, and skills. Young women, in particular, face compounded barriers due to gender norms and funding gaps.

To guide our work, we use a Theory of Change, a framework that connects our activities to the shifts we want to enable. Through this lens, the YLA maps out pathways for removing barriers and strengthening leadership. By equipping young women with the tools to lead, the YLA directly supports national governments in accelerating their NDC targets and localization of the SDGs.

The table that follows illustrates how this transformation unfolds within the YLA. It traces the progression from the systemic challenges young women face, to the actionable interventions we provide, and finally to the sustainable impact created in their communities.



The table that follows helps paint a clearer picture of how this transformation unfolds within the YLA. It traces the progression from the challenges young women face, to the kinds of activities they take part in, and finally to the changes those efforts begin to spark, both in their own leadership journeys and in the communities they serve. In this way, the Theory of Change offers a glimpse into how the different pieces of the program reinforce one another and gradually build toward the broader impact we aim to achieve.



2

Our Ambition:

Goals & the 2.5 Million Reach Target

The Youth Leadership Academy (YLA) is a Plan International initiative supported by The Rockefeller Foundation. It acts as a launchpad for the next generation of climate and gender justice leaders.

YLA focuses on empowering young people, especially young women, to lead and influence climate adaptation efforts. Through multi-country advocacy and community action, the program aims to reach **2.5 million people across the region.**

To make this possible, YLA is built on three core program pillars that equip Youth Ambassadors with the skills, networks, and experience they need to drive real change:



VISION:

2.5 million

people reached with gender-just climate action.



Youth Power

Strengthen Youth Leadership in Climate & Gender

- Tool-equipped module
- Expert Mentoring
- Workshop



Youth Unlimited

Activate Youth-Led Local Climate Action

- Seed Grants for Youth-Led Climate Action
- Digital Advocacy



Youth Speak-Up

Facilitate Meaningful Youth Participation in Climate Policy

- Connecting Youth to Climate Policy Spaces
- Youth Leadership Summit

Through this integrated learning journey, Youth Ambassadors emerge as equipped change-makers, ready to take actionable steps and drive a meaningful, sustainable impact in their communities and beyond.

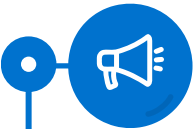
Youth Leadership Academy Timeline



June 2024

Socialization & Promotion

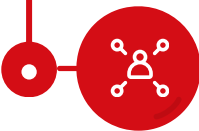
- 32 Climate & Green Communities
- 8 Student Executive Boards of the University
- 5 Youth-led Organizations



June - August 2024

YLA Youth Selection

- 5 Implementing Countries
- 261 Applicants



July - August 2024

YLA Module

- 5 Comprehensive Topics & Tools for Climate Action & Advocacy



August 2024

YLA Kick-Off Webinar

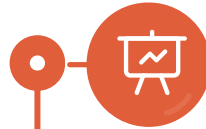
- 90 participants including 40 selected Youth Ambassadors, youth networks, and key stakeholders



September - October 2024

Workshop & Mentoring

- 5 workshop
- 5 session of group mentoring



January - October 2025

Seed Grants Project

- 8 Group Group
- 5 Country Mentors



12 October 2025

Youth Leadership Summit In Indonesia

- 8 Youth-Led Projects Presentation
- 25 Prominent Speakers
- 9 Insightful Sessions



June 2024 - October 2025

Global Climate Action Forums

- 2 Youth Ambassadors in AsiaXchange
- 2 Youth Ambassadors in APMCDRR (Asia-Pacific Ministerial Conference on Disaster Risk Reduction)
- 1 Youth Ambassador in COP29
- 4 Youth Ambassador in COP 30
- 1 Youth Ambassador in Regional Humanitarian Partnership Week 2025



Stage I: Promotion & Selection

The program's first stage was a strategic, multi-channel "Promotion & Selection" effort in June 2024 to identify and recruit a diverse and high-potential cohort. The program actively partnered with stakeholders where young leaders already gather. This ensured the opportunity reached deep into established community and academic networks.



33

Climate & Green
Communities

9

Student Executive
Boards of the University

15

Youth-led
Organizations

Stage II: Workshop & Mentoring

The YLA capacity-building phase was designed to strengthen knowledge and confidence through an intensive learning journey. The 40 Youth Ambassadors started with a Kick-off Webinar and continued with five comprehensive workshops led by expert speakers.

Each workshop built on the previous one, creating a clear and structured pathway for growth, guided by five dedicated experts who ensured every session delivered real value.

Workshop 1:

Dynamic Leadership
in Action: Navigating
Climate & Gender
Challenges



Amanda Katili, PhD
Climate Leadership Coach

This session introduced different leadership styles and taught participants how to adapt their approach to various team and situational contexts. Ambassadors also explored strategies to overcome challenges and drive positive change for climate and gender justice.

Workshop 2:

Climate Justice
Through a Gender
Lens: Creating
Equitable Solutions



Dr. Ranjitha Puskur
Gender & Livelihoods

This session deepened participants' understanding of climate change as a gender justice issue and introduced the Gender Transformative Approach. Led by Dr. Ranjitha Puskur of the International Rice Research Institute, the workshop equipped ambassadors to design equitable, gender-responsive initiatives that serve the most vulnerable.

Workshop 3:

Navigating Climate
Policy: From Local to
Global Action



Jovelyn T. Cleofe
Climate Policy Analysis

This session examined the connection between climate change and gender equality, highlighting how climate impacts are experienced differently, especially by women and girls. Participants discussed the importance of inclusive solutions and explored how research can support more equitable and just climate action.

Workshop 4:

Empowering Change:
Planning and
Financing Advocacy
Projects



Dian Onno
Social Entrepreneurship

This workshop provided practical guidance on project planning and design, including budgeting, impact measurement, and Theory of Change. Led by Impact Measurement Consultant Dian Onno, the session prepared ambassadors to develop clear, fundable proposals for the Seed Grants program.

Workshop 5:

Effective
Communication
Strategies for Climate
Advocacy



Emmanuel Pastores
Community Development

The final workshop strengthened ambassadors' storytelling & mobilization skills to amplify their voices and inspire community action. Led by community development expert Emmanuel Pastores, this session supported the Youth Speak Up pillar by equipping participants to communicate their ideas effectively & contribute to the program's 2.5 million reach target.



Alongside the workshops, participants received tailored mentoring support designed to turn theory into practice. While the workshops built a strong conceptual foundation, the mentoring sessions helped each ambassador personalize what they learned, shaping ideas, refining project plans, and applying frameworks to real-life contexts. Guided by experienced mentors, participants were able to deepen their understanding, ask practical questions, and translate insights into actionable strategies.



Mentoring I

Focused on strengthening personal leadership capacity through individualized coaching, helping participants address their own leadership challenges while improving communication and team management skills.



Mentoring II

Deepened ambassadors' understanding of the links between gender and climate, enabling them to design and apply gender-sensitive approaches within their projects.



Mentoring III

Supported participants in navigating climate policy spaces, offering guidance on advocacy strategies that would allow them to engage more effectively with decision-makers.



Mentoring IV

Ambassadors received project development support, from planning & financing to applying a gender-transformative lens. This stage also prepared them to ensure the sustainability of their Seed Grant projects.



Mentoring V

Strengthened communication and mobilization skills, equipping ambassadors to advocate more effectively, engage communities, and actively use the Youth Action Platform to amplify their work.

Stage III: Youth-Led Initiatives

At the heart of the Youth Leadership Academy (YLA) lies a commitment to move young leaders from inspiration to action. While many youth have bold ideas for climate and gender justice, they are too often held back by limited access to resources, funding, and structural support. The Seed Grants for Action & Advocacy program was created to bridge this action gap. More than just financial support, it served as the launchpad for Youth Ambassadors to turn their ideas into real-world impact, equipping them with funding, mentoring, and the tools needed to lead meaningful change in their own communities.

What the program provide:

8

Youth-Led Team

USD 2,000

Grants Per Team

10

Months Implementation

5 MENTORS

Mentoring on Project Implementation

What the Seed-Grants enabled:

1

Apply Knowledge

Youth applied their learning in project design, gender-responsive planning, and advocacy.

2

Strengthen Initiative

Seed funding + mentoring helped shape stronger, more sustainable action plans.

3

Drive Local Impact

Ambassadors designed real solutions for real climate and gender challenges in their own communities.

4

Create Evidence

The projects generated stories, data, and proof of change and building a portfolio for each ambassador.

Digital Campaign: Turning Voice into Influence



While the Seed Grant Projects created on-the-ground impact, the Youth-led Digital Campaign was designed to amplify that impact to a regional & global audience. This component was the primary engine for the Youth Speak Up (Advocacy & Influence) pillar & the key strategy to achieve the program's **2.5 million reach target**.

Youth-led Social Media Campaigns

8 Seed Grant teams launched their own digital advocacy campaigns across five countries, translate their local project impact into engaging stories for their communities.

Youth Action Platform

Using Plan International's Youth Action Platform, all 40 Youth Ambassadors hosted their campaigns, accessed tools and learning materials, and connected in one shared digital hub that showcased their collective journey to regional & global audiences.

Stage IV. Influence & Showcase

Youth-Voice on Climate Action: From Local Knowledge to Global Advocacy

AsiaXchange
October 1-3, 2024
Bangkok, Thailand

The YLA aimed to bridge the gap between youth passion and policy influence—ensuring Youth Ambassadors are not only heard, but actively shaping policy. Through the Youth Speak Up (Advocacy & Influence) pillar, the program created a direct pathway for ambassadors to turn their grassroots insights into high-level advocacy.

This component positioned Youth Ambassadors as knowledgeable partners in global decision-making and intentionally moved beyond the “symbolic inclusion” that often limits young people’s role in policy spaces.

APMCDRR
October 12-19, 2024
Manila, Philippines



COP29
November 11-22, 2024
Baku, Azerbaijan



COP30
November 10-21, 2025
Belém, Brazil

Youth Leadership Summit: Consolidating and Celebrating Impact

The Youth Leadership Summit (YLS) was the capstone event of the 18-month YLA program, successfully held in Jakarta, Indonesia, on October 12, 2025. The event attracted a total of 1,661 verified attendees, with 267 participants attending onsite at the venue and approximately 1,394 people joining virtually via Zoom and YouTube. The summit was designed as the critical transition point for the Youth Ambassadors, moving them from program participants to recognized regional leaders.

Bringing together 35 speakers and moderators from government, civil society, the private sector, and youth networks, the Youth Leadership Summit 2025 embraced a hybrid format that enabled wider participation from around the world enriching the discussions with diverse perspectives and fostering a vibrant exchange of ideas across borders. Supported by 17 partner organizations and institutions, the summit also received coverage from four national media outlets, including Media Indonesia, further amplifying the voices and vision of young change makers advancing gender and climate action across the region. To relive the energy and inspiration from the event, watch the Youth Leadership Summit 2025 highlight video on [Plan Indonesia YouTube channel](#).



Talks

Total of 9 insightful talks including keynote speech, plenary sessions and breakout sessions.

Project Showcase

Short video and presentation of 8 youth led gender climate responsive projects from YLA.

Exhibition

Exhibition featuring youth led projects and other exhibitors.

Performance

Opening and closing performance showcasing unique blend of Indonesian tradition and modern culture.

Side Activities

Fun and educational games, photobox, wall of message, free networking sessions followed by a media visit on the next day.

Program Monitoring, Evaluation, and Learning (MEL)

To understand how the Youth Leadership Academy creates change, we rely on a structured approach to capturing learning across each stage of the program. The MEL framework (Monitoring, Evaluation, and Learning) helps us follow the journey from recruitment to leadership practice, using both numbers and stories to reflect what participants experience and achieve. The snapshot below shows the key data sources we draw from, combining quantitative indicators with rich qualitative insights gathered from applicants, mentors, and youth leaders themselves. Together, these elements form the backbone of the impact analysis. In the next section, we take a closer look at how these tools and methods come together to shape the findings presented in this report.

Selection & Outreach



Capacity Building



Youth-led Initiative



Showcase & Influence

Quantitative

- | | | | |
|--|---|---|---|
| <ul style="list-style-type: none"> • Applicant tracking, • Interview scoring • Final cohort demographics to make sure inclusivity | <ul style="list-style-type: none"> • Pre- and Post- Test Scores. • Mentor Evaluation Sheets • Attendance Records | <ul style="list-style-type: none"> • Seed Grant Budgets • Youth-Led Campaign tracking | <ul style="list-style-type: none"> • Registration and attendance data • Post-event survey satisfaction scores |
|--|---|---|---|

Qualitative

- | | | | |
|--|---|---|--|
| <ul style="list-style-type: none"> • Analysis of applicant essays | <ul style="list-style-type: none"> • Post-Session Feedback Forms • Mentor Notes Analysis. | <ul style="list-style-type: none"> • Seed Grant Proposals • Monthly Progress Reports (I & II) • Mentor Field Visit Reports | <ul style="list-style-type: none"> • Open-ended feedback from the Post-Event Survey |
|--|---|---|--|

Methodology



How We Measure the **Impact of YLA**

We established a clear, user-centered process following the four phases of the professional Double Diamond approach. This methodology ensures that the YLA Impact Report is not just a data compilation but a strategically crafted document that effectively communicates the transformative journey of the Youth Unlimited cohort.



Establishing method & instrument for impact evaluation.

Collect rich, multi-faceted data ethically and effectively.

Transform raw data into meaningful insights & stories.

Craft a compelling, visually stunning Impact Project Book.

Activities

- Consultation Meeting,
- Co-design of data collection tools, development of a detailed Inception Report & work plan.
- Research Instrument development & Sampling Strategy.

- Existing Data Review
- Survey to all participants
- Focus Group Discussion To explore the shared experiences of the youth cohort
- In-depth interviews with youth and stakeholders.




- Statistical analysis of quantitative data,
- Thematic analysis of qualitative data,
- Hypothesis testing
- Standard alignment
- Regression analysis

- Drafting narrative chapters, designing report/books that tell a story
- Infographic development
- Gather Feedback and revision
- Final delivery in digital and print-ready formats.

Data Collection Methodology

We believe that documenting the impact of Gender-Responsive Climate Action requires listening directly to the youth leaders who drive it. Our methodology ensures that every finding is triangulated across various sources, allowing us to move beyond simple output reporting and capture the holistic transformation achieved by the Youth Unlimited cohort.

- Primary Data Collection: Surveys, In-Depth Interviews, & Focus Group Discussion
- Secondary Data Collection: Existing YLA documentation, End-of-Project Reports submitted by youth teams, and capacity-building session materials.

Data Collection Instrument	Scope & Purposes	Sampling Details	Results
 <p>Quantitative Survey</p>	<p>Measured changes in self-reported leadership confidence, knowledge of Gender-Responsive Climate Action, and application of project management skills.</p>	<p>1 Survey deployed to 40 Youth Ambassadors.</p>	<p>31 YLA Youth Ambassadors (77.50%)</p>
 <p>In-Depth Interviews (IDIs)</p>	<p>Explored the personal growth journey, specific challenges overcome during project implementation, and detailed mentorship experiences.</p>	<p>8 Interviews conducted with: 5 Youth Ambassadors (project implementers representing all 5 countries), 3 Mentor, and 2 Key Project Implementers</p>	<p>5 Youth Ambassadors Interviewed Representing 5 countries (3 Female, 2 Male) and Have implemented or currently implementing project 1 Project Manager & Youth Engagement Officer 2 Actively involved in project monitoring</p>
 <p>Focus Group Discussion (FGD)</p>	<p>Captured collective insights on program strengths and weaknesses, facilitated peer-to-peer learning, and gathered feedback for future program design.</p>	<p>1 FGD conducted with 8 Youth Ambassadors (comprising 3 project implementers and 5 participants actively involved in local, national, or regional advocacy events).</p>	<p>8 Youth Ambassadors Representing 5 countries (5 Female, 3 Male) 3 youth ambassador have implemented or currently implementing project and 5 youth participated in advocacy events in local, national, or regional level</p>

Limitations of Research



This impact report employs a mixed-method approach, utilizing the Double Diamond framework to synthesize quantitative surveys, qualitative interviews, and Focus Group Discussions (FGDs). However, the following limitations should be considered when interpreting the findings:

1. Reliance on Self-Reported Data

A significant portion of the quantitative data, specifically regarding the Youth Power (Leadership & Confidence) and Youth Unlimited (Knowledge) pillars, relies on self-assessments provided by the participants. Self-reported data inherently carries the risk of subjectivity, where participants may perceive their growth differently than an external observer might.

Interpretation Note: To mitigate this, self-assessments were triangulated with external perspectives from mentors and stakeholders and validated against the tangible outputs of the 8 youth-led seed grant projects.

2. Retrospective Recall Bias

As the primary data collection was conducted at the conclusion of the YLA program cycle, participants were asked to retrospectively evaluate their growth and experiences. This introduces the potential for recall bias, where memories of "pre-program" competencies may be influenced by their current state or the successful completion of the academy.

Interpretation Note: Where possible, the analysis incorporated existing baseline data (such as pre-training surveys and application documents) to ground these retrospective insights in documented evidence.

3. Attribution in Complex Systems

The YLA operates within the complex spheres of climate justice and gender equality. While the report highlights clear correlations between YLA activities and participant outcomes (e.g., policy influence at global forums), definitively attributing broad social or policy changes solely to this program is challenging.

Interpretation Note: The findings utilize a "contribution" rather than "attribution" lens. We demonstrate how the YLA contributed to the participants' capacity to act, rather than claiming exclusive credit for external policy shifts.

4. Representativeness of Qualitative Case Studies

Deep qualitative inquiry (In-Depth Interviews) was conducted with a purposive sample of 8 youth participants and 5 stakeholders. While these individuals were selected to represent a diverse mix of the five target countries (India, Indonesia, Philippines, Vietnam, Thailand) and project types, their detailed narratives serve as illustrative case studies rather than a statistical representation of the entire cohort's experience.

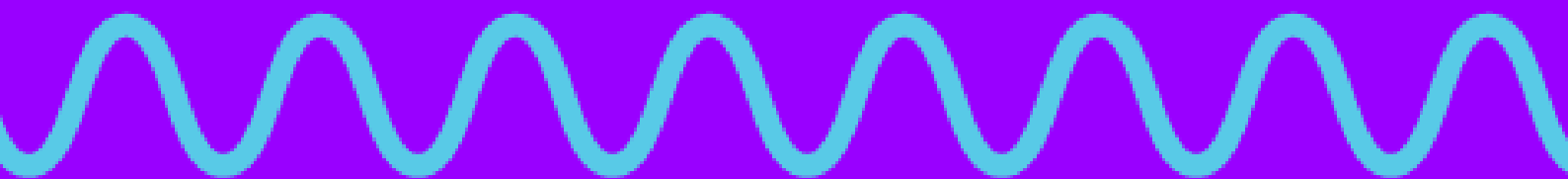
Interpretation Note: These narratives should be read as "depth" indicators, showing what is possible through the program, while the broader survey data provides the "breadth" of impact across the full cohort.

5. Cross-Cultural & Contextual Variances

The program was implemented across five distinct countries with varying political landscapes regarding climate governance and youth participation. Aggregating data across these regions may occasionally smooth over specific local barriers or enablers.

Interpretation Note: The Focus Group Discussions were instrumental in identifying "Shared Concepts & Language" to ensure that the aggregated findings reflect the collective youth experience while acknowledging regional diversity.

Impact Performance Analysis



The YLA impact performance measurement looks at both the program activities and partnerships as well as the program pillars: Youth Power, Youth Unlimited, and Youth Speak Up. Together, these elements helps us understand how YLA supports young people to grow, take action, and contribute to climate and gender solutions.



1. Program Activity & Partnership

We assess how far the YLA reached through its activities and collaborations, from the initial outreach campaign across five countries to the final implementation of the seed grant projects. The indicators include:

- Number of applicants
- Number of outreach partners
- Number of expert collaborators
- Social media campaign reach
- Number of beneficiaries from the seed grant projects

2. Program Pillars

The three program pillars: Youth Power, Youth Unlimited, and Youth Speak Up was designed to equip the youth ambassadors with both conceptual understanding and practical skills. Combined they build five foundational skills: confidence, leadership, knowledge, project management, and advocacy. These skills serve as the building blocks for young people to become effective climate and gender advocates. They also prepare them for the real world opportunities, including green jobs, community leadership roles, and formal governance spaces, where their voices and actions can contribute to meaningful and long term change. In the next part of this report we will breakdown the youth ambassadors' development comparing before and after the program based on the self-reported change on the five foundational skills.



Youth Power

Confidence

Confidence is the foundation for action, it differentiates the young generation who have ideas versus the ones who actually challenge existing systems. Confidence allows people to speak in public and take action. When confidence improves, people are more willing to take space, ask questions, and propose ideas and solutions. Confident youth ambassadors are more likely to attend policy dialogues, join consultations, and represent their communities in local, national, regional even global forums. Confidence allows them to speak boldly and consistently. With confidence, their voice becomes stronger, and with it, the voice of their community.

Leadership

Youth-led climate initiatives are crucial because they act as drivers of change, bringing innovative ideas, advocacy, and a sense of urgency to address the climate crisis. Starting and keeping these initiatives running needs the right leadership. Leadership skills help young people guide others, manage discussions, and bring people together. It helps organize people and build collective strength. But good leadership does not mean controlling everything, it means creating an environment where everyone can participate. When youth ambassadors lead with empathy and openness, they can mobilize communities like schools, neighborhoods, youth clubs, and others to take action on climate and gender issues. Over time, this collective effort can shift community behavior and building long term community resilience.

Project Management

Project management skills ensure that ideas become real and practical for the youth ambassadors. Their project management shows proof of action, which increases credibility with policy maker. Youth ambassadors learned how to plan activities, coordinate teams, managing time and schedules, and solve problems when things change. When young people can run successful community projects such as awareness campaigns, workshops, and climate adaptation activities, they build trust among the community members and local authorities. This trust is the first step to open doors for ongoing and long term collaboration and increases community's ability to respond to future risks.

Youth Unlimited

Knowledge

A strong understanding of gender issues and climate, especially how the two intersect, helps youth ambassadors see the bigger picture. Their knowledge helps them present clear and evidence-based messages. When they know how climate affects women, children, and marginalized groups differently, they can speak with clarity and authority. Having this knowledge allows them to make strong arguments when talking to community groups, leaders, and policy makers. It also helps them design activities that consider real needs and make sure no one is left behind



Youth Speak-Up

Advocacy

Influencing is an art; storytelling, how issues, facts, figures, and individual journeys can be told to influence the system. Advocacy turns ideas into influence. When youth ambassadors learn how to communicate messages, meet stakeholders, and share stories effectively, they can raise issues at a larger scale. Strong advocacy skills connect their voices to institutions that make decisions. It helps them take part in public consultations, contribute to local government planning, and push for more inclusive policies that support climate adaptation, gender equality, and social protection. With these skills, youth are not only participants, but they become change makers who can shape how the system operates.



Program Activity and Partnership Highlights



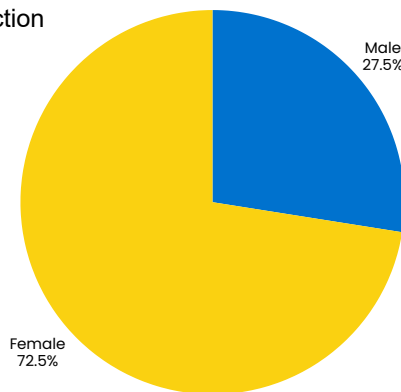
1. Strategic Outreach and Cohort Selection

The YLA's success began with its strategic outreach phase in June 2024. The program set an ambitious initial target of attracting 250 applicants. This goal was successfully exceeded, with 261 young leaders from the five implementing countries applying for the program.

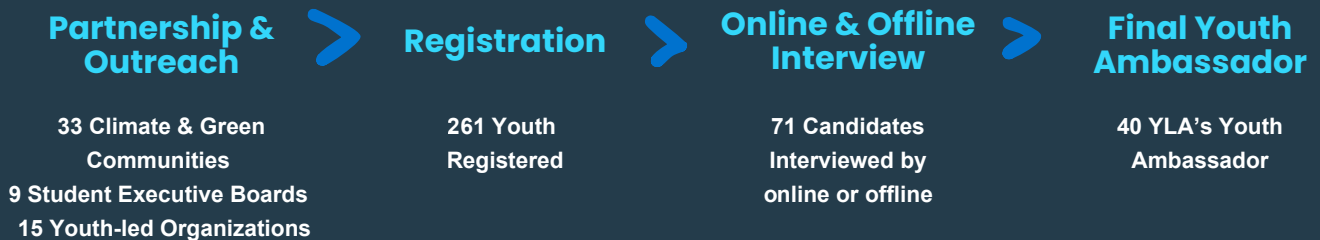
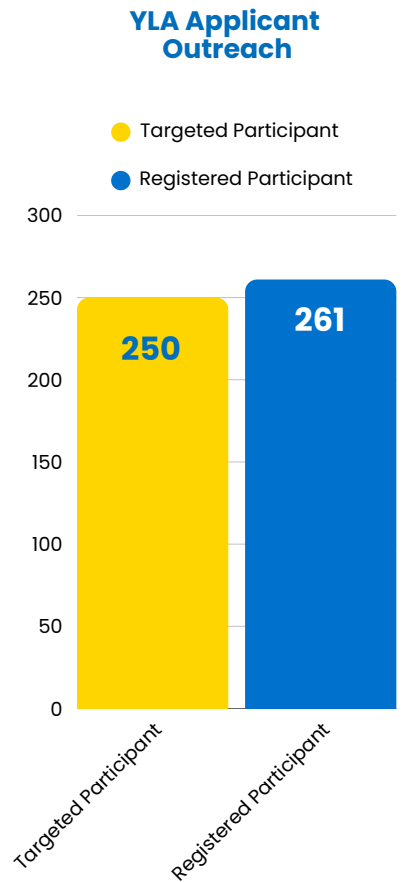
This high level of interest allowed for a smooth selection process, culminating in the selection of the final 40 Youth Ambassadors.

The final cohort strongly reflected the program's mission, with 72.5% identifying as female and 65% coming from marginalized groups, such as indigenous people, LGBTQ+, etc.

The achievement itself is a critical proof point, demonstrating that the YLA's commitment to a Gender Transformative Approach was a foundational principle of the program's design from day one.



YLA Ambassador Gender Distribution (n=40)



The program achieved this success through a wide-reaching "Socialization & Promotion" campaign that relied on a powerful coalition of partners. Instead of a passive "call for applications," the YLA team actively engaged with established networks where young leaders already gather.

This included collaborations with 32 Climate & Green Communities , 8 Student Executive Boards , 5 Youth-led Organizations , UNICEF Indonesia , and key Indonesian government bodies, including the Ministry of Environment and Forestry and the Ministry of Education and Culture. By leveraging these partners, the YLA ensured its message reached deep into the target communities, attracting a high-quality and diverse applicant pool.

2. Social Media Campaign Analytics

To amplify the Youth Speak Up (Advocacy & Influence) pillar, the YLA implemented a multi-layered outreach strategy that combined both social media campaigning and offline engagement across several YLA events. This strategy served as the core engine for achieving the program’s ambitious goal of 2.5 million reach. By December 2025, the collective reach generated through social media platforms of Plan India, Indonesia, Vietnam, Thailand, the Philippines, Plan APAC, eight youth-led initiatives, as well as target participants from the eight Seed Grant Projects and participants from YLA events, proved highly effective. The program’s overall footprint has reached a combined total of 2,766,244, drawn from both online campaign reach and offline event participation, successfully surpassing the initial target. Below is the breakdown of the YLA program reach.

YLA Total Program Reach Breakdown



Progress Note:

Data presented represents the final cumulative reach as of December 31, 2025. Through sustained campaign activities and the final push in the last quarter, the program successfully exceeded the 2.5 million reach target

This massive reach is not just a vanity metric. It signifies that the ambassadors' messages on climate and gender justice are successfully cutting through the digital noise. This two-pronged strategy created a broad, regional audience and then empowered youth leaders to activate that audience into focused, local communities.

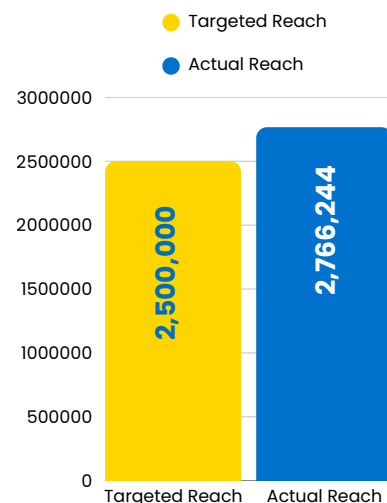
Program-Level Campaign: Building the Regional Narrative

The program-level campaign was crucial for building a unified, region-wide identity and audience. This campaign successfully generated a total reach of 2,672,650 across the five participating countries and Plan International's regional channels. The campaign's success in Indonesia was particularly notable, achieving almost 1 million in reach.



Program-Level Total= 2,672,650

YLA Total Program Reach Target vs Achievement (Dec 2025)



Youth-Led Campaigns: Mobilizing Local Action (Ongoing)

In parallel, the eight Seed Grant teams launched their own campaigns, applying the skills from the YLA workshops. These initiatives focused on deep community mobilization, converting digital interest into direct, on-the-ground participation.

These youth-led campaigns added a combined **133,293** in direct community reach, demonstrating a successful transfer of skills. The high figure for the "Girls Climate Parliament" (68,269) shows significant local traction, while other projects utilized their digital platforms to support focused, on-the-ground project implementation.

Key Campaign Insights

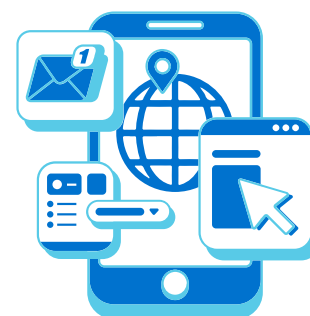
1. Top Performing Channel: Indonesia

The highest contribution to the program's reach came from Indonesia. Specifically, the Plan International Indonesia Instagram channel was the standout performer, contributing a reach of 926,508 and generating 114,628 engagements. This highlights the strong digital presence and high interest in climate and gender issues among Indonesian youth.

2. Reach vs. Engagement Rate

While reach measures visibility, "Engagement" measures the depth of interaction, counting every time a user likes, comments, shares, or saves a post. It is a key indicator of how well the content resonates with the audience.

Country / Partner	Total Reach	Total Engagement
Indonesia	926,508	30,023
Philippines	885,124	6,453
Vietnam	92,598	1,020
India	430,363	7,339
Thailand	69,347	3,498
Plan International Asia Pacific	64,440	2,244
Youth Leadership Summit Media Partner	158,511	(Not tracked)
YLA Impact Report Launching Event	492	(Not tracked)
Total (Program Level)	2,672,650	51

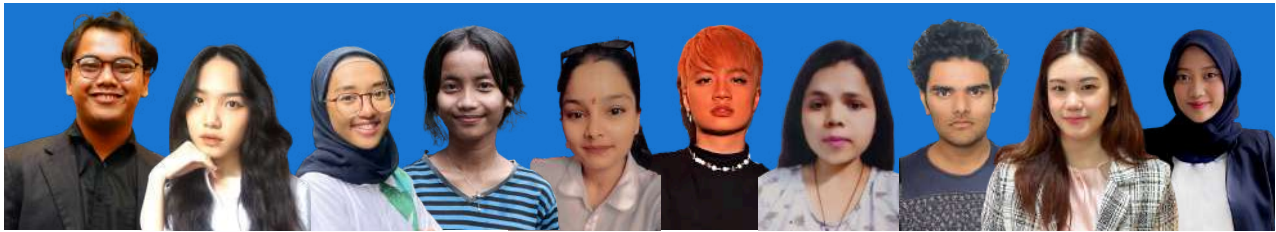


Based on the program-level data (excluding YLS media partner where engagement data is unavailable), the campaign achieved an Engagement Rate of approximately 1,89%.

Program Performance

Youth Ambassador Distribution

The YLA cohort consisted of 40 young leaders from five countries. The distribution, including their project teams, was as follows:



Indonesia

- Abdi
- Alvian
- Ebi
- Fafa
- Gita
- Kevin
- Stevi
- Theresia
- Venta
- Zafra

India

- Deepti
- Divya
- Ekta
- Girish
- Kanchan
- Mangal
- Muskan
- Sanjana
- Sonia
- Yash

Philippines

- Aires
- Crizza
- Delson
- Jonna
- Rex

Thailand

- Bas
- Gun
- Honey
- Tomoko
- Yah

Vietnam

- Hai
- Kat
- Kim
- Linh
- Monika
- My
- Nhi
- Thu
- Tuan
- Trinh

Program Collaborators (Capacity Building Phase)

The Youth Ambassadors were trained and guided by a dedicated team of 13 experts during the 3-month YLA Academy.

Speakers
Amanda Katili, PhD
Dr. Ranjitha Puskur
Jovelyn T. Cleofe
Dian Onno
Emmanuel Pastores

Mentors
Quyen Nguyen
Margianta S. J. D.
Pearl Mars
Giang Nguyen
M. Atha Rasyadi
Swietenia P. Lestari
Vaani Khanna
Konshika Koeswara

3. The Ripple Effect (The Community Beneficiaries)

This is where the investment in 40 leaders was amplified into widespread community impact. The 8 youth-led teams successfully translated their training and funding into direct, on-the-ground action, engaging over 2,500 direct participants and 1,500+ additional community members through offline activities like street plays and awareness campaigns.

The program's performance here is most evident in who was reached. The projects were highly effective in engaging the specific marginalized groups they were designed to serve, proving the Gender Transformative Approach was successfully implemented.

Project	Country	Targeted Participants & Impact	Project Brief
G1: The Green Caviar Project	Thailand	90 Villagers & 34 Households (Majority women-led) engaged in cultivation training and sustainable food production workshops.	Cultivates climate-resilient "Green Caviar" (algae) for local food security and livelihoods.
G2: YouLEARN	Philippines	1,808 Targeted Participant (Including 20 young mothers & 20 PWDs).	Generates income for marginalized youth through creative waste recycling initiatives.
G3: SAFE	Indonesia	625 Senior High School Students engaged across multiple activities such as our De School workshops and video competition	Engages students in climate action via recycled "zines" and Takakura composting.
G4: EcoVibes	Indonesia	380 Community Members (Children, youth, and women) directly engaged across multiple workshops on waste, mangrove planting, and eco-skills.	Transforms waste into eco-products and advocates for waste management policy.
G5: The Safe Steps	Vietnam	450 Young People (100 Youth Union members, 200 Elementary students, and 150 virtual participants) trained in disaster preparedness.	Provides inclusive disaster preparedness training for students, including the visually impaired.
G6: Future Green Warriors	Vietnam	500+ Listeners reached via the podcast series, plus 16 direct participants (youth & experts) involved in the production process.	A youth-led podcast series making climate education accessible for young listeners.
G7: Green Voice	India	331 Youth Engagements engaged in workshops/drives + 1,580 Community Engagements reached through offline campaigns (street plays, wall murals).	Fosters grassroots leadership through community clean-ups and tree planting drives.
G8: Girls Climate Parliament	India	311 Adolescent Girls directly empowered through 8 sessions of parliament simulations, leadership training, and climate workshops.	Empowers marginalized adolescent girls to design climate solutions and influence policy.
TOTAL IMPACT		Over 6,100 Direct Beneficiaries	

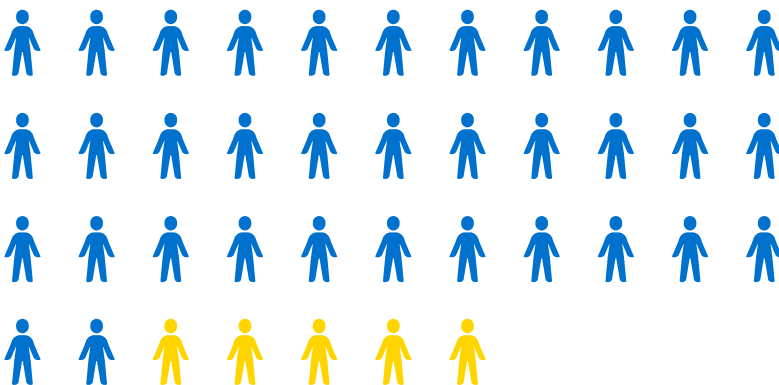
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Youth Power (Confidence & Leadership)

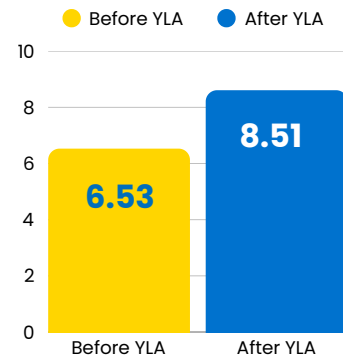
Advocating requires leadership and confidence to talk and influence the audience. The YLA helped the youth ambassadors to discover their inner leader, build confidence, and develop the skills to make things happen. The in-class activities and sharing sessions with mentors to build fundamental understanding which then applied in real life situations through their seed grant projects and active participation in climate forums. Among the 40 youth ambassadors, 87.1% reported improved confidence with an average level of improvement of 2.25 points. Even more youth ambassadors, 80.6%, reported improvement in leadership skills with an average improvement of 1.87 points.

Improving Confidence

YLA has deeply strengthened the confidence among the youth ambassadors as emerging climate and gender advocates. Following the program, the youth ambassadors' confidence has increased significantly to 8.51 reflecting an average improvement of +2.25 points (34.4%). This improvement indicates how YLA's targeted curriculum, experiential learning, mentorship, and cross-cultural collaboration effectively equip the youth ambassadors with fundamental knowledge and sense of purpose that are necessary to build their confidence to advocate for themselves and their community.



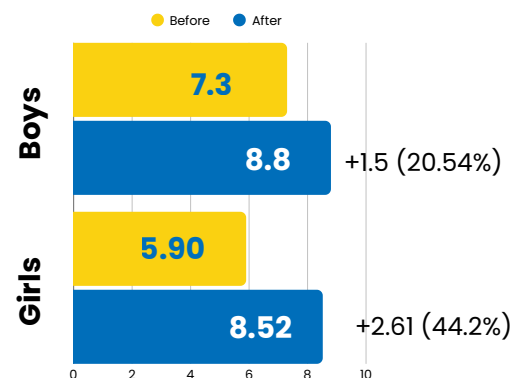
Confidence Level



87%

reflected improved confidence level, with average increase of 2.25 points (34.4%)

Average Confidence Increase Among Boys & Girls



Among the youth ambassadors, three people reported the greatest improvement in confidence by 5 points, reflecting remarkable transformation in leadership readiness. Meanwhile three participants who are well experienced, already have good confidence and maintained it. Interestingly, the program has helped one participant to self reflect.

The overall confidence level among boys are higher, however individually average confidence level among girls increased +1.11 points higher than boys. The average confidence among girls increased by 44.2% taking their initial average confidence level of 5.90 to 8.52 while the initial confidence level among the boys increased by 20.54% from 7.30 to 8.80.

Self awareness is a critical foundation for leaders, it enables them to understand their strengths, behavioral patterns, values, and limitations. This clarity allows them to make more objective decisions, responds to challenges with emotional intelligence, and quickly adapt in changing environment. Leaders who are self-aware have the ability to recognize their own biases, recognize potentials in their peers, realistic, communicate effectively and foster trust within teams.



Case Study:

Kat, from Vietnam, experienced a slight decline, viewing it as an eye opening experience and opportunity to grow through exposure of new knowledge, and more challenging activities and projects compared to what she had faced before joining the YLA. ***“Before joining YLA, I considered myself a capable leader, confident. After YLA, I rate my confidence lower, because I became more aware of my limitations and the complexities of working in less-than-ideal environments. Still, that lowered confidence isn’t necessarily negative. It pushed me to reflect more critically on how I approach opportunities, how much more I need to grow and diversify my experiences moving forward”***

The youth ambassadors confidence are improved in many aspects. There are four aspects essentials in boosting their confidence. The first aspect is confidence to lead, whether it is to come up with initiatives, to lead a team, managing activities or making decisions. Confidence to speak in public is the second aspect that improved. They feel more confident in speaking out their minds enabling them to overcome nervousness to speak in front of large and diverse audiences. Thirdly, the youth ambassadors found empowerment and self efficacy that made them feel empowered and capable to act in groups and independently to achieve their goals. Lastly, the program helped them to be self aware and reflect on critical issues in their personal and professional development. YLA exposed them into real life situations where things are not always ideal, opening their minds to personal limitations and area for self improvement.

Four Aspects of Confidence Improved Among Youth Ambassadors

Confidence to Lead

Growth in confidence when taking initiative, leading teams, managing activities, and making decisions.

Confidence to Speak in Public

Improvement in expressing ideas verbally, speaking in front of audiences, and overcoming stage fright.

Empowerment & Self-Efficacy

Personal empowerment, feeling capable of achieving goals, acting independently, and initiating projects.

Self-Awareness & Critical Reflection

Awareness of personal limitations, growth areas, and realistic confidence.

Improvement in confidence helped the youth ambassadors to speak more actively in the program activities, climate forums, and community outreach through seed grant project implementations. Youth ambassadors shared stories that strongly illustrate these changes. One of the youth ambassadors mentioned overcoming nervousness and growing comfortable in presenting in public. Other echoes of their significantly improved confidence, it enables them to confidently lead activities with 50-100 diverse audiences. Quoting the youth ambassador, **“YLA gave me the confidence that I can actually do it”**.



“Earlier I hesitated to speak publicly, but through campaigns, COP29 selection, and facilitation, my confidence grew. And also the participation in our learning process.”

Kanchan, India

Overall the findings affirm that YLA successfully fosters confident, reflective, and capable youth leaders. The combination of capacity building programs, intercultural exchange and cross collaboration enabled the youth ambassadors to step beyond self-doubt and lead with confidence and authenticity. Sustaining this confidence through post-program opportunities will further amplify YLA’s impact on youth empowerment across the region



“Before participating in YLA, I struggled with effectively articulating complex ideas and tailoring my communication style to diverse audiences, often resulting in misunderstandings. Since the program, I have applied these skills in various professional settings. As a result, my ability to communicate confidently and effectively has significantly improved, enabling me to excel in collaborative environments and achieve better outcomes in my professional endeavors.”

Crizza, The Philippines

Strengthening Leadership

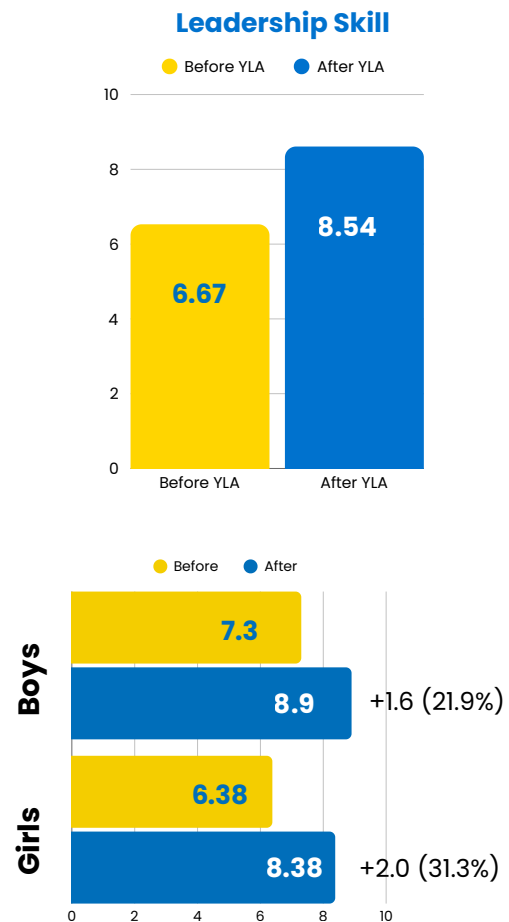
Youth ambassadors are aspiring leaders, in YLA they were given opportunities to lead sessions, manage campaigns, collaborate and motivate peers, and further they were given a chance to lead their own, climate gender responsive, seed grant projects. As a result, YLA has statistically strengthened the leadership skills of youth ambassadors. 80.6% of them reflected stronger leadership with an average score of 8.54 out of 10.



80% stronger leadership skills, average improvement of 1.87 points (28%).

The overall leadership strength among boys are higher, however individually average leadership strength among girls increased slightly higher than boys. The average leadership strength among girls increased by 31.3% taking their initial average strength level of 6.38 to 8.38 while the initial leadership strength among the boys increased by 21.9% from 7.30 to 8.90.

Average Leadership Strength Increase Among Boys & Girls



Before joining the program, many youth ambassadors described limited leadership experience or hesitation to take initiative. After completing YLA, they demonstrated stronger confidence in leadership roles, improved decision-making, and deeper understanding of inclusive practices. The program empowered them to lead with empathy, adaptability and collaboration. The majority of the youth ambassadors rated their leadership ability increased 2 to 3 points higher after the program with the average of 1.87 points increase individually. These improvements were the result of leadership opportunities, cross cultural collaboration, mentorship and peer learning, and real life experiences implementing seed grant projects. Four youth ambassadors who are well experienced maintain their initial level of leadership. One youth ambassador did not have the opportunity to take on the group leader role and may have limited their leadership growth.

Case Study:

Delson, from The Philippines maintain an outstanding leadership level of 9 out of 10. Prior to YLA Delson participated in a Plan International program, Urban Nexus, for three years where they implemented similar projects for longer period of time. To Delson, YLA improved knowledge in gender and its intersection with climate but it does not necessary increased leadership skills.



Nhi, from Vietnam, felt no change in her leadership skill because she did not get the chance to lead a team. In her words ***“I do have the leader skills set before but not really developing in YLA, because in the project I am not the leader.”***

Youth ambassadors mentioned their leadership capacity has grown over time during the YLA through many opportunities in leading sessions and projects. The improvements are considered a transformational contribution of several changes. The diverse backgrounds helped them to be more open minded and accept differences, leading them to be more empathetic and inclusive as a person and as a leader. Having to work with other youth ambassadors, shift their mindset on leadership from authority-focused to collaborative, where leaders do not only direct the team members but also get inspiration and learnings from their peers. Although they mentioned many geographical challenges, time scheduling difficulties, force majeure, and other challenges hindered their project progress, but working together to design and implement projects brought them together to be more adaptive and time-efficient in decision making. These growth are not only seen positive for their journey in YLA but also for their professional development.

Four Leadership Improvements Among Youth Ambassadors

More Inclusive & Empathetic

Participants emphasized listening to all voices, promoting inclusivity, and empowering everyone to contribute. Exposure to teamwork and diverse backgrounds helped youth ambassadors to be more open minded and empathetic.

Directive to Collaborative

Exposure to real project tasks and working in a team across locations and cultures transform leadership style and team dynamic from directive to collaborative.

Adaptive Problem Solving

Youth ambassadors reflected on obstacles such as poor coordination, time management, or group fragmentation, viewing them as learning experiences in flexibility and resilience.

Peer & Mentor Learning

Gaining leadership perspective from interacting with other leaders or mentors; learning by observing. Youth ambassadors mentioned of being inspired, learning leadership from peers or mentors.

The youth ambassadors' responses revealed powerful stories of transformation as aspiring leaders and advocates. One participant shared, YLA provided multiple opportunities to apply and sharpen their leadership skills. "Earlier I lacked experience leading groups. YLA gave me opportunities to lead sessions, manage campaigns, and motivate peers." Another explained " Personally, I gained confidence in leading a team and engaging with young people on gender and climate issues." These experiences illustrate how the program is well structured, anchored in real project management and the seed grant projects actually helped the youth ambassadors translate the theory into practice.



Personally, I gained confidence in leading a team and engaging with young people on gender and climate issues. Professionally, I developed skills in project management, coordination, and advocacy, which I believe will be valuable for my future work in social justice and youth empowerment.

Ebi, Indonesia



Engaging with 40 youth ambassadors from different countries, learning about their projects, challenges, and perspectives, which gave me exposure to international collaboration.

Ekta, India



The projects taught me a leader should know how to give way and give space to every members of the group in able them to learn. There will be time that you need to sacrifice something like an adjustment to a project but it's worth it seeing the project impacted more people because of this adjustments (sacrifices).

Rex, The Philippines

YLA also nurtured a shift from directive leadership to empathetic and collaborative leadership. Working with peers from across Asia Pacific with diverse backgrounds helped the youth ambassadors to be more open minded enabling them to navigate cultural differences while maintaining focus on common goals. One youth ambassador reflected how their view on leadership changed. This demonstrates an evolution towards inclusive leadership where empowerment, listening, and shared decision making take precedence over authority.

Enhancing Project Management

The youth ambassadors made transformative changes in project management capabilities. Although many of them have participated in similar projects or involved in non climate projects and advocacy, the self report reflects an average improvement in project management skills as high as 2.26 points. YLA successfully equipped the youth ambassadors with knowledge, confidence and leadership, practical tools, guidance, and resources needed to manage real-world initiatives.

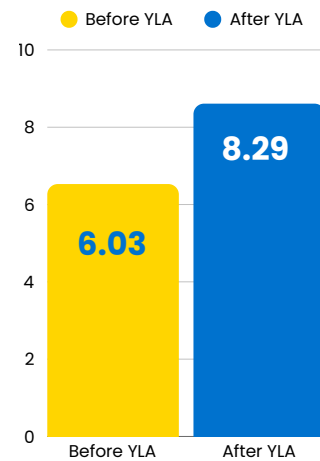
87% of the youth ambassadors reported measurable improvement. A slight difference reported in several youth ambassadors. Four of them are well experienced and maintained their initial score. Additionally, despite some of them having backgrounds in community organizing or volunteering, 39% indicated that YLA was their first exposure to structured project management. This data indicates that the overall progression is even more significant.

Before the program, youth ambassadors rated their project management skills at an average of 6.03 out of 10. Prior to completing the YLA, this rose to 8.29, reflecting a 2.26 points (37.4%) improvement compared to the initial condition and a strong indicator of YLA's success in bridging the gap between theoretical understanding of climate and gender and its practical application.

The overall project management skill level among boys are higher, however individually average project management skill level among girls enhanced slightly higher compared to boys. The average project management skill among girls enhanced by 40.3% taking their initial project management level of 5.80 to 8.14 while the overall project management skill among boys enhanced by 32.2% from 6.50 to 8.60.

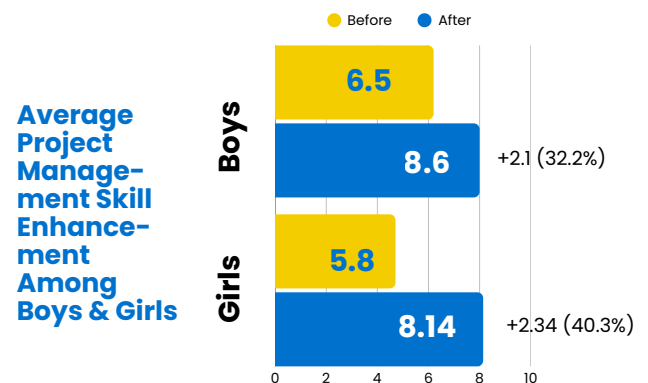
Self report and interviews revealed six specific domains of progress in project management. The YLA given the youth ambassador great opportunity to design and manage projects in their own communities. This experience improved the foundational project management skills among the youth ambassadors especially the ones lack or have no experience managing projects prior to YLA. The program equip them with resources, not only grants but also tools and guidance that give them structure in managing their team and task to confidently implement their seed grant projects and achieving its goal. In line with the findings on leadership improvements, the youth ambassadors find collaboration and peer learning essentials in project management. They work together with a standardized framework that enables them to contribute individually and collectively, accumulating knowledge and experience that benefits their professional development. Facing many challenges in implementing project, whether it is controllable factors or force majeure, they proved that they could adapt together, make decision to work around those challenges and keep going to the aimed goals.

Project Management Skill



87%

of Youth Ambassadors reported enhanced project management skill with average improvement of 2.26 points (37.4%).





Case Study:

Kanchan, from India, was a sponsored child from Plan International program eight to ten years ago. Growing up, she seen many social problems in her community that inspired her to work with social projects and dream of becoming a social worker.

In the past, she had volunteered in multiple program in India such as Child, Early, and Forced Marriage (CEFM) from Plan India and GARIMA from ChildFund India. However she had never been involved in climate-focused initiatives and her past involvement typically short-term and event basis.

“Before YLA, I had little experience in managing projects.

Now I can plan, execute, monitor, and document campaigns effectively.”

Upon participating in YLA, Kanchan felt a significant improvement in her project management skills. The program encouraged her, and other youth ambassadors, to implement a 10 months project with many complexities. Having to manage social media campaign for their project, while also implementing the activities together with her peers in two communities, she learned how project management applies in real world scenario. In her self report, she reported a significant growth by 80% from 5 to 9 out of 10.

Six Project Management Growth Aspects Among The Youth Ambassadors

Foundational Project Management Skills:

Improvement in full project management cycles from planning, executing, to monitoring and reporting.

Confidence in Implementation

Multiple youth ambassadors reported newfound assurance in managing complex projects.

Organisational Development & Structure

Many developed stranger habits in time management and structured execution.

Experience Transferability

Youth ambassadors successfully applied the YLA project management standards, tools and techniques to their own seed grant projects within their local communities but also in their professional life outside YLA .

Team Leadership and Coordination

The youth ambassadors learned to delegate tasks, motivate their peers, and manage teams effectively.

Adaptability and Problem Solving

During the seed grant project implementation, they have learned to respond to unexpected challenges with agility.



Before joining YLA, I worked independently within teams. Through this project, I learned that effective management is a collective effort.

Ekta, India



Getting into more specific project management skills, there are four most improved skills reported among the youth ambassadors:

1. **Planning and Time management:** learning to schedule, and balance competing priorities.
2. **Team Leadership & Coordination:** shifting from individual to collaborative project implementation.
3. **Adaptive Problem-Solving:** managing disruption and overcoming challenges in a calm and creative manner.
4. **Utilising Tools for Structured Implementation:** incorporating frameworks like Gantt charts and agile method for the first time.

YLA did not only enhanced their project management proficiency but also instilled confidence to lead real-world initiatives with professionalism and empathy. Through experiential learning, mentorship and collaborations, the youth ambassadors transitioned from conceptual learners to capable project leaders ready to design and implement sustainable community projects in their communities.



Before YLA I was not that organized in creating projects, but my teammates inspired me and taught me how to structure and communicate better.

Theresia, Indonesia





Youth Unlimited (Knowledge & Application)

The success of the Youth Leadership Academy (YLA) is fundamentally rooted in its ability to transform motivation into measurable competency. This section validates the impact of the capacity-building curriculum under the Youth Unlimited pillar, which focuses on knowledge acquisition and practical application.

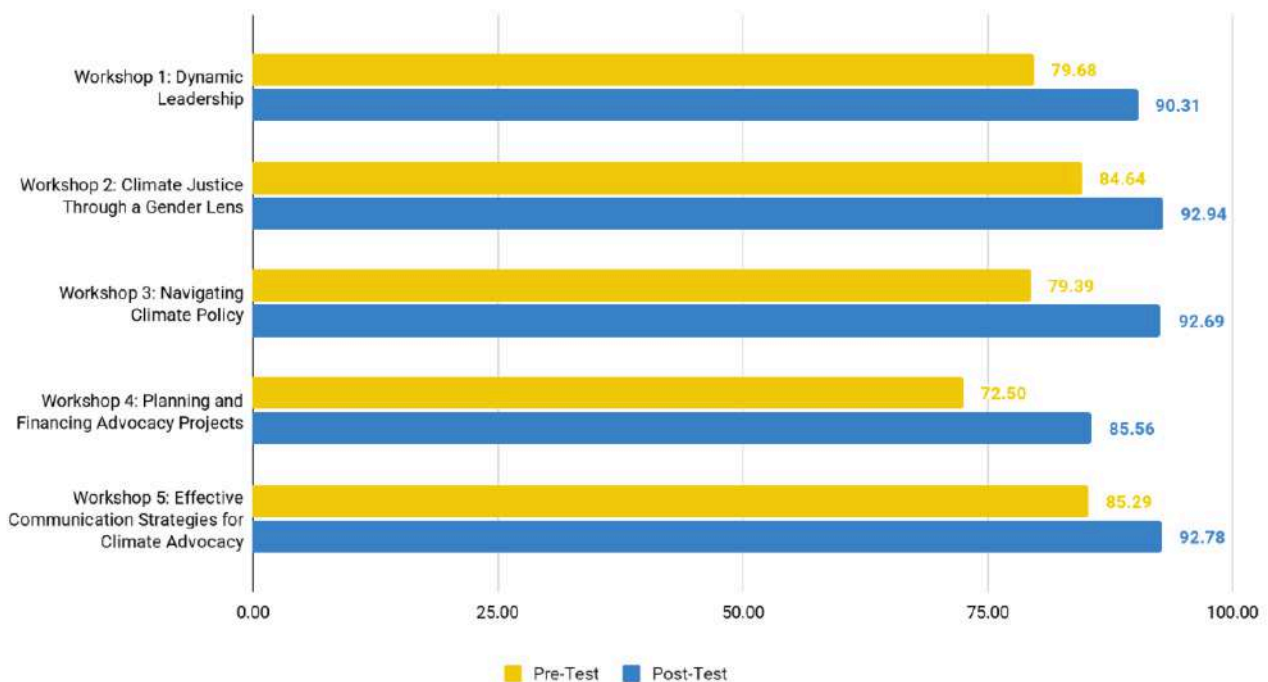
To comprehensively assess this transformation, we utilized a dual methodology: Pre- and Post-Test scores to objectively quantify the mastery of key concepts in Gender-Responsive Climate Action, and self-reported confidence surveys to track the internal belief and agency of the emerging Youth Leaders. This holistic approach confirms the program's effectiveness in equipping Youth Unlimited to be confident, informed active agents of change.

1. Knowledge Gain (Pre- and Post-Tests)

We quantify the uplift in technical knowledge by measuring the difference between scores before and after the capacity-building workshops.



Average Knowledge Gain Across YLA Capacity-Building Workshops (Pre- and Post-Test Scores)



Youth Ambassadors' Knowledge Gains Across Workshops

Workshop Focus	Average Knowledge Gain	Youth Leaders Demonstrating Increased Capacity
Workshop 1: Dynamic Leadership	10.64 points (13.35% increase)	14 Youth Ambassadors successfully improved their knowledge in leading climate and gender initiatives.
Workshop 2: Climate Justice Through a Gender Lens	8.30 points (9.80% increase)	17 Youth Ambassadors showed measurable growth, reflecting strong engagement with strategic content.
Workshop 3: Navigating Climate Policy	13.30 points (16.75% increase)	15 Youth Ambassadors successfully enhanced their understanding of complex policy and advocacy mechanisms.
Workshop 4: Planning & Financing Advocacy Project	13.06 points (18.01% increase)	16 Youth Ambassadors achieved a measurable uplift in mastering planning and resource management skills.
Workshop 5: Effective Communication Strategies for Climate Advocacy	7.48 points (8.77% increase)	16 Youth Ambassadors improved their technical application and final skill consolidation.

While most participants showed steady progress, a small group of Youth Ambassadors experienced a drop in their pre- and post-test scores, suggesting they may benefit from additional support. The number of Ambassadors showing a decline gradually increased across the workshops: Workshop 1 had 1 Ambassador with lower scores, Workshops 2 and 3 had 2 each, Workshop 4 had 4, and Workshop 5 had 6. This trend is not unusual. As the content becomes more advanced, participants often realize how much more there is to learn, an experience closely linked to the Dunning–Kruger effect. Instead of signaling disengagement, these lower scores may reflect growing self-awareness. With continued guidance, these Ambassadors are likely to turn this recognition into meaningful growth.



2. Self-Assessed Confidence through Survey

Complementing the objective scores, we assess the Youth Leaders' internal confidence, a key driver for advocacy and leadership, through a pre- and post-program self-assessment.

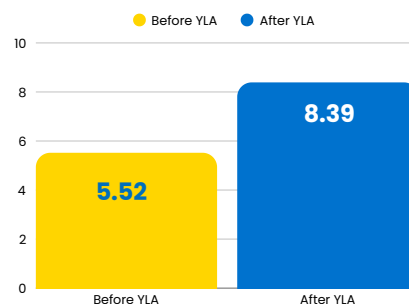


100%

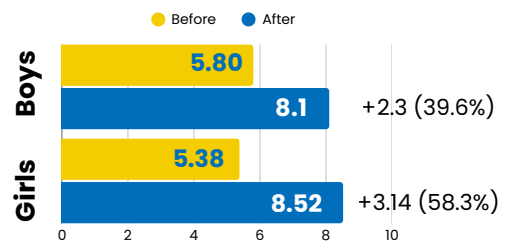
of Youth Ambassadors reported an increase in knowledge through self-assessment.

Building on the 100% self-reported increase in knowledge, the data shows that girls experienced the greatest gains, with an average improvement of +3.14 points (58.3%) from 5.38 to 8.52, which is 0.84 points higher than boys who gained +2.30 (39.6%) from 5.80 to 8.10.

Average Self-Assessed Knowledge



Average Knowledge Increase Among Boys & Girls



On average, participants showed a 2.87-point increase, representing a 65.94% rise in knowledge. +2.0 (31.3%)

Before joining YLA, most participants rated their knowledge on gender and climate as moderate (5–7), with 7 people falling in the low range (1–5) and only 2 participants reporting high confidence (8–10). After the program, the shift was dramatic: 100% of participants moved out of the low category, the moderate group dropped to 6, and a strong majority, 25 youth leaders, rated their knowledge in the high range (8–10). This demonstrates a clear transformation: YLA not only improved technical understanding but helped participants reach a level of knowledge they now consider strong enough to advocate and lead in gender-just climate action

Case Study:

Before joining the Youth Leadership Academy, Venta only had a basic understanding of climate issues and very limited knowledge about gender, often feeling like something was missing when working with people from different backgrounds. Through YLA, this changed significantly. Workshops with experts, mentoring sessions, peer discussions, international learning sessions, and hands-on project implementation helped Venta clearly understand how gender and climate action are deeply connected, how everyone is affected by climate change, but not everyone experiences its impacts the same way. The program deepened Venta's understanding of why women and marginalized groups face greater risks, why inclusive decision-making is essential, and how gender roles shape vulnerability and resilience. Venta also gained practical skills in designing gender-sensitive activities, managing projects, communicating across cultures, facilitating women-led discussions, and engaging communities more inclusively. These experiences boosted Venta's confidence to speak publicly, lead documentation, and collaborate more effectively. Today, Venta feels more capable to advocate for gender-responsive climate action and has already applied her new knowledge by leading discussions, sharing insights with peers, and integrating gender perspectives into ongoing initiatives.



Survey and interview revealed several specific domains of progress in knowledge:

Understanding of Gender–Climate Nexus

Demonstrates improved conceptual grasp of the intersection between gender and climate issues.

Practical Application of Gender–Climate Knowledge

Ability to apply concepts in practice through community activities, advocacy, or project implementation.

Understanding Climate Justice and Intersectionality

Awareness that gender, social status, and geography shape people’s experiences of climate impacts.



Through [YLA] I learned how gender roles influence vulnerability and resilience in climate-affected communities and why women’s participation is critical for effective climate action.

Zahra, Indonesia



Beyond the overall increase in knowledge scores, the survey and interviews revealed specific areas where Youth Ambassadors experienced significant growth. Participants demonstrated a stronger conceptual understanding of the gender–climate nexus, showing improved ability to articulate how climate change and gender inequality interact.

Many also reported greater confidence in the practical application of gender–climate concepts, translating theory into action through community initiatives, advocacy, and project implementation. In addition, the program strengthened their understanding of climate justice and intersectionality, deepening awareness of how gender, social status, and geography shape people’s lived experiences of climate impacts.



I learned first-hand how climate change disproportionately affects women and marginalized groups, and why inclusive decision-making is essential.

Sonia, India



D

Youth Speak Up (Advocacy & Influence)

The YLA is committed to facilitate access to the youth ambassador to active participation in advocacy. Following the academy, selected youth ambassadors were given the opportunity to attend or organize climate forums and other advocacy events. Participation in these advocacy events helped the ambassadors to find their voice and learn how to communicate effectively, speaking for their communities and advocating for what they believe in. Beyond participating in the forums, the youth ambassadors also implemented their own advocacy initiatives where they influence their communities to drive positive change.

Participation in Advocacy Activities

YLA has successfully enabled all youth ambassadors to organize or participate in local, regional and international advocacy activities. Based on self-report from the youth ambassador, the program directly and indirectly enabled them to participate in five types of advocacy activities. Below are the five types of involvement and advocacy activities enabled by YLA including numbers of youth ambassador who reported the engagement. These activities could or could not be related to their seed grant projects.

Events	Role	Numbers of Youth Ambassador
Workshops or seminars for local communities.	Organizer	40
Public campaign on the ground and/or social media.	Organizer	40
Local or national event.	Speaker / Panelist	15
Interview in local and national media.	Speaker	9
Meeting with government officials and/or policy makers.	Advocate	11

Case Study:

The YLA encouraged all youth ambassadors in joining advocacy activities and to take part in additional events outside the program. We tracked how many activities each ambassador joined, both within and beyond YLA. Four youth ambassadors stood out for their strong involvement. Each of them has participated in or helped organize 10 or more advocacy events:

1. Girish (India) participated in 23 events.
2. Kanchan (India) participated in 12 events.
3. Rex (The Philippines) participated in 11 events, and
4. Kevin (Indonesia) participated in 10 events.



Participation in Climate and Disaster Risk Reduction Forums

YLA facilitated the youth ambassadors to experience and participate in strategic events, although the facilitation is currently limited to selected youth ambassadors. All youth ambassadors were invited to participate and went through a series of selection processes. Based on the ambassador's' self report, YLA has facilitated 32 of youth ambassadors to participate in five targeted regional and global climate forums either joining on-site or virtually.



Event	Year	Organizer	Participants (Youth Ambassador)	Participation Format
APMCDRR Philippines	2024	UNDRR	2	In Person
COP29	2024	UNFCCC	3	In Person & Virtual
AsiaXchange	2024	The Rockefeller Foundation	2	In Person
COP30	2025	UNFCCC	4	Virtual
Youth Leadership Summit	2025	Plan International	21	In Person

Participation in regional and global climate forum gave the youth ambassadors opportunity to represent YLA and their home countries to speak on gender and climate issues in international setting. Rex and Stevi, who participated in the Asia-Pacific Ministerial Conference on Disaster Risk Reduction (APMCDRR) 2024 were engaged as speakers. Their mission is, along with other delegates from Plan International, to influence and advocate the respective government officials, civil society, and other stakeholders in the Asia-Pacific regions on the importance of girls, boys and youth meaningful engagement and their contribution in enhancing ambition to accelerate DRR and resilience work in Asia. Aires (Philippines) and Nhi (Vietnam) participated at the APMCDRR too, not as part of YLA but representing other projects from Plan Philippines and Plan Vietnam.

Plan international supported all arrangement for the trip and preparation of contents the delegates will discuss in the conference. Ensuring their readiness to speak at the conference, Plan international briefed all delegates on the result of child and youth-led research projects. From departure to arrival, Plan International ensure safe environment for all delegates.

At the APMCDRR, youth ambassadors spoke in multiple activities. They talked and discussed the role of children, youth, and gender, and the disabled in climate resilience and disaster preparedness. The advocacy did not stop in talk sessions, the youth ambassador were able to influence government officials and policy makers on these matters.

Their involvement were not one way. Not only speaking on the conference, the youth ambassadors learned and took inspiration back home for their advocacy to local communities.

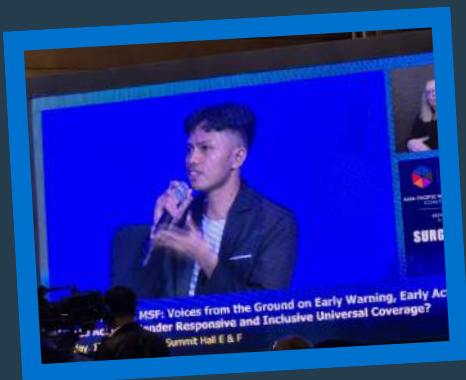


When I return home, will share learning with our community, especially with the Mayor **Rex, The Philippines**



Inspired from the speakers on the different initiatives and reflects on how it will be implemented in Indonesia. Thank you to Plan for ensuring safe environment for the youth during the conference. **Stevi, Indonesia**

Youth Ambassador	Sessions / Activities
Stevi	Children and Youth as Agents of Change for Disaster Resilience: Empowering Young People in DRR and Climate Action through Policy, Education, and Innovation
	Role of Youth with Disabilities in Climate Resilience
	Together for Tomorrow: Children and Youth for DRR and Climate Action
Rex	Gender Transformative and Inclusive Knowledge Management Products on DRR and Climate Action
	Voice from the Ground on Early Warning, Early Action: How to achieve gender responsive and inclusive universal coverage
	Regional Dialogue on Anticipatory Action in Asia Pacific
Rex, and Stevi	Meet Up with National and Global Leaders



AsiaXchange 2024 was held in Bangkok, Thailand. It is a conference hosted by The Rockefeller Foundation, to bring leaders from across Asia to foster economic growth and sustainable development, particularly in areas like climate resilience, food security, health, and finance. Plan International co-hosted some activities in the conference, where two youth ambassadors participated. Tomoko spoke in a 10 minute TED Talk regarding climate change and its impact on youth, while Honey spoke to call for youth action on climate change to close an intergenerational dialogues on the role of youth in addressing climate change.



Three youth ambassador participated in the COP29 too, virtually and in person. Tomoko (Thailand) represented the cohort as an in-person delegate, while Girish (India) and Kat (Vietnam) participated as virtual delegates. She participated in a high-profile panel discussion, spoken to media, took part in a high-level meeting, spoke in the pavilion on behalf of Thailand, and networked with other young leaders for potential and future collaboration.

Tomoko participated as a speaker in a session called "Youth and Community-Led Climate Solutions for Resilience," organized by the Asian Development Bank Institute (ADBI) at Khazar University. She presented her "Green Caviar" Seed Grant Project at an ADBI side event and shared strategies for youth collaboration in driving climate resilience, highlighting the intersection of gender, disability, and climate adaptation. After the panel, Tomoko was interviewed by ADBI's communication team, where she emphasized the importance of inclusive and youth-driven solutions to climate challenges.

In other opportunity, Tomoko joined a dialogue with the UK Minister for Development and Minister for Women and Equalities, alongside representatives from She Leads, Plan International Uganda, and CARE International. The next day, she participated in multiple sessions at the Pavilions. she emphasized the importance of sustainability in driving climate resilience, participated in a sustainability-focused fashion show and engaged with Thai government representatives.



The experience provided invaluable skills in international diplomacy and, most importantly, confirmed their status as change-makers. In Tomoko's words: "Participating in COP29 was an incredible opportunity... I was able to bring the voice of my community... and directly advocate to policymakers..."



Four youth ambassadors attended the COP30 virtually and gained meaningful and practical insights. Attending the conference helped them deepen their understanding of global climate action and the importance of youth leadership in driving change. Their reflections highlighted the importance of viewing climate action not only as environmental challenge but also as a people-centered one that demands fairness, resilience, and community engagement. They noted that education plays a vital role in strengthening local preparedness, while discussion on Adaptation Finance and Just Transition reinforced the urge of ensuring that vulnerable communities receive adequate and accessible support. The sessions also underscored that climate finance is central to achieving the ambitious global climate goals, emphasizing the need for predictable, transparent, and innovative funding mechanism. Overall, the four youth ambassadors left with renewed sense of hope and responsibility, recognizing that youth leadership, inclusive policies, and strong financing system are essential to advancing a more sustainable future.

COP30 one more time tell me that youth leadership is worthy, and there are young leaders all around the world are working together. Even actions that feel small or insignificant can make a real difference, if you understand your community, and try to work as part of the community.

Linh, Vietnam




In addition to regional and global climate forums, youth ambassadors also participated in five virtual events organized by Plan International and one regional forum on humanitarian issue where one youth ambassador participated in person. They participate differently in these events as participants, moderators, and speakers.

Event	Year	Participants (Youth Ambassador)
The Ignite Corner Vol. 1 with Plan International Nepal	2025	12
The Ignite Corner Vol. 2 with The Youth Empowerment in Climate Action Platform (YECAP)	2025	12
APAC Learning Day	2025	2
Plan Global Climate and Resilience Network Meeting	2025	2
Bi-monthly APAC Humanitarian & Resilience Network Meeting	2025	2
Regional Humanitarian Partnership Week 2025	2025	1

Regional Humanitarian Partnership Week (RHPW) Asia Pacific is the last global climate forum the youth ambassadors took part in. RHPW is a flagship event that unites hundreds of humanitarian professionals, civil society leaders, and private sector actors from across the region to foster collaboration, exchange best practices, and drive innovative solutions in the face of evolving challenges and increasing disasters. One youth ambassador is scheduled to participate in the RHPW which will be held in Bangkok on December 8 to 10. YLA Ambassador (Tomoko) and YLA Project Manager (Royke) are scheduled to participate in the RHPW, which will be held in Bangkok from December 8 to 10. They will speak in a special session titled “Children & Youth at the Heart of Resilience.” This session will focus on showcasing how children and youth (CAY) are leading climate action, DRR, and child-led research across countries in the region. In this session, they will promote the YLA and its eight youth-led projects, as well as disseminate the YLA Impact Report. Their participation aims to strengthen the YLA’s visibility while fostering collaboration within the regional humanitarian ecosystem by highlighting youth-led climate and gender initiatives, and engaging in dialogues that advance locally led, inclusive, and climate-responsive humanitarian action.

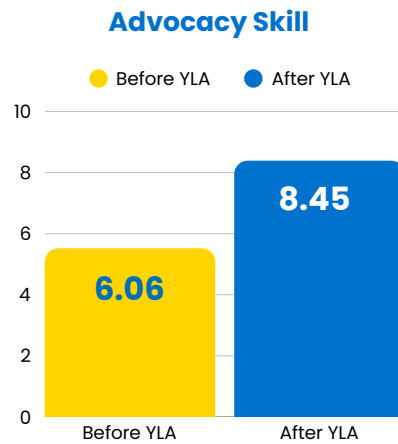


74.19% reported stronger advocacy skills, average increase of 2.38 points (39.2%).

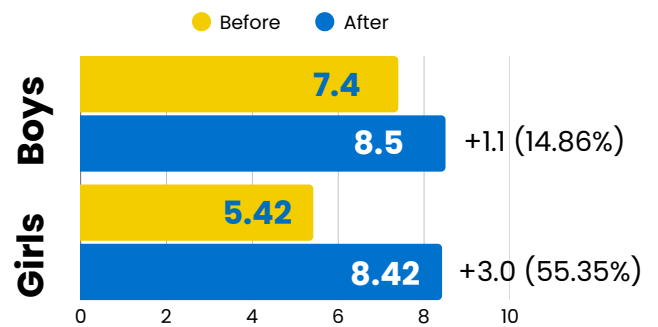
74.19% of youth ambassadors reported improvement in advocacy skills upon participating in YLA. This could be seen in the before and after program self report where we recorded 2.38 points increase. Six people, who are mostly well experienced, maintain their initial level of advocacy skill.

Between the boys and the girls, there is a significant difference in advocacy skills improvement, with girls experienced almost 3 times the average improvement among boys. The boys recorded +1.1 points (14.86%) average advocacy skills improvement from 7.40 to 8.50, while the girls recorded an average of +3.0 points (55.35%) in advocacy skills improvement taking their initial level of advocacy skills from 5.24 to 8.42.

From their experience participating in climate forums, facilitating and implementing advocacy events, the youth ambassador reported improvement in several aspects of advocacy skills. They reported becoming a better communicator, where they can communicate clear messages effectively, in different ways for different types of audiences. Understanding the intersection between gender and climate helped them be more confident in speaking on the issues and actually advocating their communities on climate and gender issues by participating or organising community sessions, awareness events and field works. Lastly, YLA broadened their network and ability to influence the government and policy makers. The program connected them with government agencies, officials, and non-government institutional actors, enabling their voice to be heard and ultimately improving youth participation in policy making.



Average Advocacy Skill Improvement Among Boys & Girls



Four Advocacy Skills Development Aspects Among Youth Ambassadors

Effective Communication

Development of clear and adaptive communication across audiences, including community, peers, and officials.

Practical Advocacy

Applying advocacy in real-world contexts (community sessions, awareness events, fieldwork).

Institutional & Government Engagement

Engaging or strengthening advocacy with government or institutional actors.

Intersectional Advocacy

Understanding and practicing advocacy that links multiple causes (e.g., gender equality, climate action).

Further Advocacy Effort

The participation of youth ambassadors in climate forums and advocacy events is not just a formality. The insights and reflections they gathered from these spaces are translated into concrete recommendations that reach global and national decision-makers. These contributions reinforce the role of young people as active partners in shaping climate and gender policies.

The YLA has also helped amplify these youth voices at high-level platforms. In December 2024, Royke the YLA Project Manager, spoke at UNICEF Indonesia's virtual event, "Reflections on the Outcomes of COP29: Strengthening System Resilience for and with Children." During this session, he highlighted the key outcomes of COP29 and shared recommendations with stakeholders, including the Government of Indonesia, on how they can better support youth-led initiatives and ensure that young people are meaningfully involved in climate resilience efforts.



In another occasion, from 4–7 May 2025, Royke represented YLA at the Asian Development Bank (ADB) 58th Annual Meeting in Milan. As a speaker, he introduced the Youth Leadership Academy model and emphasized the importance of giving young people real space to lead, influence policy, and contribute to long-term climate solutions. His participation helped position YLA as a credible platform for youth engagement and policy dialogue across the region.

Project Implementation Series



5. Seed Grants Project Implementation Stories



What is YLA's Seed Grants Projects?

Following the completion of their masterclass and mentoring sessions in the Youth Leadership Academy (YLA), youth leaders were encouraged to undertake environmental management and climate action through the provision of Seed Grants. A total of two green project funds were awarded per country in Indonesia, Vietnam, and India, and one project was awarded in Thailand and the Philippines.



How is the Grants Mechanism Work?

Each Seed Grant was valued at USD 2,000 and was distributed based on a predetermined set of criteria developed in consultation with the YLA members. The funds were provided to support the YLA members in a group setting for at least ten months of implementation, focusing on strengthening their climate action initiatives.

The grant disbursement was divided into two phases, complemented by technical assistance and mentoring on budget management and impact reporting during the initial three months after the funds were first disbursed. A dedicated Youth Engagement Officer in each implementing country was assigned to provide consistent assistance and mentoring to the YLA members throughout the project duration.



What is the purpose of Seed Grants Projects?

The overarching Theory of Change for these Youth-Led Initiatives is that young people (YLA members) will exercise their knowledge in practice and leadership skills, thereby bringing concrete contributions to gender-responsive climate action within their communities. The outcomes, including impact stories and evidence of implementation, are meticulously documented to be presented at the Youth Leadership Summit and utilized for future advocacy and replication efforts.



Project Monitoring by Plan International

The YLA implemented three project monitoring mechanisms: mentorship, periodic reporting, and field visit. Each group is paired with a mentor assisting them from project proposal development to implementation. These mentors are Plan International staff from the groups' respective countries with extensive experience in project management, community development, etc. and knowledgeable in the issue of youth, gender, and climate. During the seed grant project implementation, the mentors actively consult their mentee for troubleshooting, resource procurement, network facilitation, and other matters related to project and team management.

The project groups are required to submit periodic reports to Plan International, mid-implementation and post-implementation. To standardize reports, Plan International distributed a standardized report template. The report was designed to provide clarity on project objectives, activities, achievements, learnings, and sustainability plans. Below, we summarized individual project profiles based on the submitted reports.

Plan International conducted field visits to the seed grant project locations, for in-depth field monitoring. These visits were scheduled accordingly so the committee could see in person project activities carried out by each project group, talk to them and the mentors to understand their personal and collective development journey during the project implementation and finally to get in touch with the projects' beneficiaries to validate reported progress and collect insights on how the project has impacted them.



Field Visit by YLA Project Team & Mentor in five countries

Not only the project team from Plan International, representatives from The Rockefeller Foundation also participated in the field visit of selected project. In October, 2025 the Foundation's representatives joined the YLA project team to visit SMAN 70 in Jakarta, one of the high schools where the SAFE (Student Action For Environment) for Climate and Gender project activity were implemented. This visit provided the opportunity for the visitors to see real work of the youth ambassadors and talk to the student and teachers to understand how YLA, through the seed grant project, benefited them.

The visit is started with introduction to the school officials, followed by project presentation from the project team. Ebi, on behalf of the team presented a summary of their projects to six representations from The Rockefeller Foundation. The presentation features the project background, goals, activities, implementation progress, and introduces some of the output they have produced from their project. The project team, together with student and school representative then paid a visit to the Takakura composting facility at the school. A ceremony to award a token of appreciation from Plan International to the school took place during the visit.



Field Visit by Plan International & The Rockefeller Foundation to SMAN 70, Jakarta

The Green Caviar



Youth Ambassador:

1. Tomoko
2. Gun
3. Bas
4. Honey
5. Yah



Seed Grant Project Overview



Targeted Impact

The Green Caviar Project addresses climate change and food insecurity in Northern Thailand by promoting the cultivation of *Wolffia globosa* (phum). This native, carbon-absorbing superfood offers a resilient solution for farmers facing erratic weather. By empowering local communities—particularly women and the elderly—to adopt eco-friendly farming and establish micro-enterprises, the project combines environmental sustainability with nutrition and economic growth.



Objective

1. To raise awareness and foster engagement between the local community members in the northern part of Thailand
2. To promote sustainable food production for marketable purposes
3. To develop a replicable smart farming model for swamp algae
4. To empower vulnerable groups and introduce them to eco-friendly and sustainable food practices



Grant Received

USD\$ 2,000.00



Impacted Area

Baan Nang Lae Nai Village,
Muang District, Chiang Rai
Province, Thailand



Targeted Participants

Members of the Baan Nang Lae Nai local community, particularly women and elderly individuals who are often marginalized in traditional agricultural programs.

Total 90 Villagers & 34 Households

Seed Grant Project Activities



Project Activity



Key Output

Follow-up community meeting	Self and project introductions; Q&A and idea exchange with villagers
Climate change and sustainable farming training workshop at Nang Lae Nai	Conducted climate education using card games; introduced green caviar techniques; shared menu ideas for future marketing
Pilot green caviar planting	Villagers began small-scale cultivation and maintenance practice after receiving training
Follow-up and delivery of cultivation equipment	Delivered planting tools and trays; guided initial planting demonstration by a community member
First Monitoring & Evaluation	The project conducted its first M&E visit with 8 participating households to assess the progress, challenges, and initial outcomes of their green caviar cultivation
Cooking exhibition, knowledge sharing, and first monitoring & evaluation visit	Shared project progress; gathered feedback from villagers; exchanged knowledge with other youth leaders; identified improvements for next cultivation phase
Second monitoring & evaluation visit	Collected follow-up data on cultivation progress and community adoption; documented lessons for replication in nearby villages



The team conducted meeting with local community in Baan Nang Lae Village. Communication went beyond one-way info delivery. The team actively listened to villagers' concerns. Many asked about the marketing and profit potential of green caviar, showing they were not only curious but already thinking of sustainability and income generation.



Exchange forum with Green Caviar target participants During meetings with villagers the team emphasized climate change as both a threat and an opportunity. They explained that swamp algae can absorb CO₂ at rates similar to forests and offers high nutritional value. They also highlighted the potential to create new sources of income. This framing linked global climate issues to local daily concerns of farmers.



One of the final product from the Green Caviar Project. Green Caviar (*Wolffia Globbosa*) processed into powder and packaged to be used as ingredient for seasoning.

Seed Grant Project Outcomes

Knowledge Gap

Bridged: Villagers transitioned from having limited awareness to confident cultivation through hands-on workshops.

Nutritional Adoption:

Households now use *Wolffia globosa* as a healthy alternative to meat, with youth actively promoting its benefits.

Economic Growth:

Participants are selling products locally and online. The two most successful households produce ~12kg weekly, generating consistent income.

External Recognition:

The initiative was showcased at the Youth Leadership Summit and praised by Plan International for its sustainability value.

Challenges Faced and Lesson Learned by the Youth Ambassadors



Challenges Faced



Lesson Learned



Coordination Issues: Differences in regions and time zones among team members make scheduling meetings challenging.

Clear role division, trust, and flexibility are essential for effective teamwork. Even without frequent meetings, consistent communication ensure steady progress.

Language barriers with the global team: Many members were more comfortable using Thai, occasionally leading to miscoordination due to misunderstandings.

Proactively addressing language barriers through translation support and clear, simplified messaging helps ensure inclusivity and a shared understanding across the team.

Initial resistance from the locals towards new method: Some community members questioned the feasibility of cultivating *Wolffia globosa* and were reluctant to invest time or resources in an unfamiliar practice.

Genuine community engagement begins with listening. By respecting local perspectives and co-creating solutions, trust is strengthened and participation becomes more meaningful and sustainable.

Knowledge and Learning Gaps: Some villagers found it difficult to understand certain biological or environmental concepts related to *Wolffia globosa* cultivation and climate change.

Adapting communication styles to the audience's background is essential for effective knowledge transfer. Presenting concepts in simplified terms and using interactive methods makes learning more inclusive, engaging, and impactful.

Resource Limitation: The team faced financial constraints that made it difficult to purchase all the materials and transportation/accommodation.

Planning ahead and setting aside 20% of the budget for the emergency fund is crucial. Booking accommodation and flight tickets earlier can be significantly cheaper to save money.

Future Plan and Scalability

The success of the project in Chiang Rai can serve as a model for replication in other regions facing similar challenges. The smart farming model developed through this initiative can be adapted and implemented in areas like the Mekong River region, which is significantly affected by food insecurity and climate change. With its focus on building community capacity and fostering climate resilience, the project is well-positioned to expand both nationally and internationally, addressing the needs of populations in diverse geographies while promoting sustainable agricultural practices and inclusive economic opportunities.

Youth-led Initiatives

The YouLEARN Project



Youth Ambassador:

1. Rex
2. Delson
3. Jonna
4. Criza
5. Aires



Seed Grant Project Overview



Targeted Impact

The YouLEARN: Youth-Led Environmental Action for Nature project was established to address the critical issue of improper waste disposal—such as the failure to segregate and harmful practices like burning—across five communities served by the Youth Leadership Academy. Motivated by the severe environmental and health risks associated with unmanaged waste, evidenced by the high daily trash generation in Tacloban City, the initiative employs a multi-faceted approach: increasing public understanding of sustainable practices, building the capacity of youth groups to lead awareness campaigns, creating supplemental income for marginalized youth through recycling, and collaborating with local governments to strengthen waste ordinances. Ultimately, YouLEARN aims to drive effective interventions that foster cleaner, healthier, and more economically efficient communities.



Objective

1. Increase participants' understanding of better waste management.
2. Equip youth groups to drive waste management campaigns.
3. Create livelihoods for marginalized youth via recycling.
4. Drive collaboration with local government units in waste management effort



Grant Received

USD\$ 2,000.00



Impacted Area

Tuban, Tagbacan, Cabalawan, Borongotan, and Tanza 1, Philippines



Targeted Participants

The project targeted 100 diverse participants aged 11 to 30, comprising elementary and high school students, out-of-school youth, young mothers, and persons with disabilities.

Total 1.808
(Youth & House Wife)

Seed Grant Project Activities



Project Activity



Key Output

<p>Need Assessment</p>	<p>Baseline Data Gathering on Waste Disposal Practices</p>
<p>Co-creation workshop of IEC Materials</p>	<p>Conducted climate education using card games; introduced green caviar techniques; shared menu ideas for future marketing</p>
<p>Awareness Raising Session</p>	<p>Series of Awareness Raising Session with the community in Tuban, Tagbacan, Cabalawan, Borongotan, and Tanza 1</p>
<p>Art Workshop / Advocacy Campaign</p>	<p>Production & Co-creation of Visual Aids Materials, Eco-Workshop on recycled materials, and Establishment of Material Recovery Facility(MRF)</p>
<p>Monitoring and Evaluation</p>	<p>Focus Group Discussion (FGD and Feedbacking)</p>
<p>Closing Activities</p>	<p>Post-event and Report.</p>



The team successfully conducted Solid Waste Management Awareness Sessions across the designated target communities. These community-led initiatives are clear evidence that awareness, when matched with empowerment, leads to lasting behavior change.



The project empowered teenage mothers with hands-on skills training and essential livelihood kits, equipping them with the tools and confidence to produce sustainable products and achieve self-reliance.



Teenage mothers and youth demonstrated their dedication and creativity by transforming waste into functional income-generating products like eco-bags and wallets, as well as imaginative artistic creations like keychains and flower pots.

Seed Grant Project Outcomes

Economic Empowerment:

Teenage mothers transformed waste into income, supporting their households while promoting sustainability.

Infrastructure Established:

A new Material Recovery Facility (MRF) now serves as a dedicated hub for sorting and storing recyclables, ensuring the continuity of proper waste management practices.

Community Resilience:

The combined outputs reflect a shift toward responsibility and innovation, demonstrating that educated communities can build real solutions for a sustainable future.

Challenges Faced and Lesson Learned by the Youth Ambassadors



Challenges Faced



Lesson Learned



Coordination with multiple partners and locations:

Activities involved 5 different communities, requiring alignment with SK, LGUs, schools, youth orgs, and technical offices.

Effective communication is vital for working with diverse groups. If collaboration is resisted, explore alternatives and continuously seek new partnerships.

Managing time and priorities: The team member faced difficulty prioritizing and allocating sufficient time to project tasks due to concurrent outside responsibilities.

Juggling duties as a student and youth ambassador necessitated effective time and priority management. Adapting swiftly to different situations was key to ensuring all team commitments were delivered with high quality.

Effective Information Dissemination: There are instances where participants may not be fully aware of opportunities or events.

Reaching the intended audience is vital. Since participants may not always be fully aware of available opportunities or events, success hinges on employing diverse communication channels to ensure effective information delivery and maximize engagement.

Agenda Planning: Activities were sometimes subject to delays and rescheduling because participant availability and venue logistics may change in short notice due to various circumstances.

Develop and communicate multiple contingency options for dates, times, and alternative venues before the project starts. This mitigates the impact of unforeseen scheduling conflicts.

Future Plan and Scalability

Building on our momentum as a movement of passionate young leaders, the project is committed to transforming community waste management by continuing to elevate environmental awareness and forging formal partnerships with Local Government Units (LGUs) to embed youth-led, gender-responsive policies into local development plans. We aim to scale our impact by expanding recycling livelihoods through improved access to tools, capital, and market linkages, while simultaneously utilizing creative reflection tools like storytelling and art to harvest lessons and inspire broader collective action for a sustainable future.

Youth-led Initiatives

Student Action for Environment (SAFE) for Gender and Climate



Youth Ambassador:

1. Ebi
2. Stevi
3. Alvian
4. Abdi
5. Venta



Seed Grant Project Overview



Targeted Impact

Climate change increasingly affects Indonesia, with 99.35% of national disasters linked to climate-related events and women and youth facing the greatest vulnerabilities due to inequality, limited resources, and low inclusion in decision-making. Recognizing the need for gender-responsive climate education, the SAFE (Student Action For Environment) for Climate and Gender program equips high school students with foundational to advanced knowledge through four phases: climate-gender training and zine-making with 250 students across five provinces, school-based climate actions such as 35 Takakura composting units, a national video competition, and an appreciation and dialogue event for 100 students. Together, these activities strengthen youth climate leadership, encourage gender-sensitive solutions, and translate learning into concrete environmental actions.



Objective

The overall outcome aimed for an increase in understanding and ability to "skilling up" on gender and climate action in high school students by up to 80%.



Grant Received

USD\$ 2,000.00



Impacted Area

Pelaihari, Bulukumba, Bogor, Jakarta, and Lembata, Indonesia



Targeted Participants

Senior High school students aged 15-19 with representation of Female Gender >50% and other marginalized groups in certain contexts at least 10% representatives on each school

Total 625 Participant

Seed Grant Project Activities



Project Activity



Key Output

Module Preparation	Learning Module Developed
School Survey	Established communication and initial school data
Tour De School	250 students trained on climate–gender education. 50 climate–gender zines produced based on local issues.95% improvement in students’ climate–gender responsive knowledge.
Make Your Zine Come True (Composting Project)	Producing of 35 Takakura Composting packages. Reducing organic waste 35kg/school/month.
EGCC Competition	Production of 5 Video Recap on Takakura Composting. 210 like engagement on social media “We.The.Safe”.
Awarding Night	Engaged within awarding night and climate-gender dialogue. 5 appreciation and seed fund to maintenance the takakura composting.
Closing Activities	Post-event (Prize & Souvenir Distribution), Accountability Report.



Student Action for Environment (SAFE) for Gender and Climate conducted Tour De School sessions in one of the target school. Introducing students to what the climate crisis is and how its impacts are often felt more heavily by women



After building climate crisis understanding, the team invited them to express their reflections through ‘artivism’ by creating zines, a space where they could process the issue creatively and critically.



Finally, to turn the raised awareness into concrete climate action, the team continued the learning process by creating ‘Takakura Composting’ together with the students in the targeted schools.

Seed Grant Project Outcomes

Increased Knowledge & Awareness: Students showed a 95% improvement in climate–gender understanding, learned to connect climate issues with social and gender dimensions, and deepened their insights through the creation of 50 zines.

Behavioral & Habitual Changes: Students adopted eco-friendly habits through the composting project, producing 35 Takakura composters that reduced school waste by 35 kg per month and continued these practices beyond the project.

Enhanced Youth Participation and Leadership: Students used digital media to advocate for climate–gender issues, generating five impactful videos and gaining over 1.1K social media interactions that strengthened their leadership skills.

Community Strengthening and Collaboration: The Awarding Night built stronger networks among students and teachers, provided seed funding to sustain composting systems, and boosted students' confidence to lead climate–gender initiatives.

Challenges Faced and Lesson Learned by the Youth Ambassadors



Challenges Faced

Internal Communication: The team identified internal communication as a key challenge during project implementation, as differing personal schedules and the absence of an initial communication SOP led to coordination gaps among members.

External Communication: The team also faced challenges in external communication, particularly in establishing initial rapport and trust, as well as aligning stakeholders' interests and understanding.



Lesson Learned



To build more smooth communication strategy, schedule and understanding each other timeline is important to ensure project can run more efficiently.

Understanding the needs of schools and try to align it best within the program is essential to the success of the project .

Future Plan and Scalability

To ensure the scalability and long-term engagement of Student Action for Environment (SAFE) for Gender and Climate Project, a structured youth alumni network focused on fostering collaboration through tangible activities such as joint project funding applications and shared advocacy campaigns need to be established, while simultaneously developing a dynamic social media presence to promote opportunities, manage seminars, and create an open-resource repository of SAFE modules for easy replication; this integrated strategy, combined with a proactive approach to securing additional youth-oriented funding, will empower alumni as ongoing partners in mentorship and resource sharing.

The EcoVibes Project



Youth Ambassador:

1. Cavin
2. Gita
3. Fafa
4. Theresia
5. Zahra



Seed Grant Project Overview



Targeted Impact

To address Indonesia’s escalating climate challenges and critical waste management crisis, EcoVibes empowers disproportionately affected women and youth to lead inclusive environmental action. Recognizing women as key drivers of household behavioral change and youth as innovators, the program operates across urban and rural communities through participatory workshops, advocacy, and skills training focused on circular economies and green job readiness. Aligned with the Gender and Climate Change National Action Plan (RAN-GPI), EcoVibes fosters collaboration among local governments and communities to simultaneously strengthen climate resilience, improve recycling rates, and advance gender equality.



Objective

1. The objective aims for increased adoption of basic sustainable practices by 30-40% (e.g., waste segregation, reusables).
2. The project has successfully demonstrated an increase in participants' self-rated climate knowledge from ""Before the Event"" to ""After the Event"". For example, the percentage of participants rating their knowledge as Score 5 rose significantly.



Grant Received

USD\$ 2,000.00



Impacted Area

North Jakarta, East Jakarta, Bandung City, Cianjur Regency, and Anambas Islands, Indonesia



Targeted Participants

Individuals from the local communities, especially children, youth & women (aged 15-24) with underprivileged socio-economic status in each project villages across Java and the Sumatra

**Total 380
Community Members**

Seed Grant Project Activities



Project Activity



Key Output

Project Preparation

Development of Training materials, learning modules, and survey instruments. Finalization of engagement and communication strategies to ensure effective project rollout.

Team Induction

Team induction to align roles and responsibilities; Implementation of community surveys, permit processing, and initial engagement meetings.

Workshop Climate Resilience & Re-Thinking Waste

Conducted a total of 10 Workshops on Climate Resilience & Re-Thinking Waste across 5 target locations (Bandung, Anambas, East Jakarta, North Jakarta, and Cianjur)

Policy Dialogue

Conducted a total of 5 Policy Dialogue across 5 target locations (Bandung, Anambas, East Jakarta, North Jakarta, and Cianjur)

Closing Activities

Report and Closure



The team conducted several Workshop on Climate Resilience & Re-Thinking Waste, building awareness for climate change in local communities around North and East Jakarta, Bandung City, Cianjur Regency, and Anambas Islands, Indonesia



Repurposing 3 kg of donated bed linen, an EcoPrint fabric was created and used to sew an eco-friendly, heat-resistant mat with participants in Anambas Chapter



Collaborating with Climate Fresk Indonesia the team introduced the participants to a cause-effect game card about climate change during Workshop on Climate Resilience of Bandung Chapter

Seed Grant Project Outcomes

Deepened Awareness and Mindset Shift: Participants evolved from viewing climate change merely as disasters to understanding systemic causes, successfully reframing waste from a burden into a valuable resource for circular economy opportunities like EcoPrint.

Grassroots Action and Long-Term Impact: Increased motivation translated into immediate community leadership, as participants adopted household waste routines and launched independent initiatives—such as social media campaigns and waste bank partnerships—that established a foundation for sustained engagement.

Empowerment and Strategic Collaboration: Young women were empowered to connect their lived experiences of "double vulnerability" to policy dialogues, resulting in a unified demand for inclusive decision-making spaces and stronger collaboration with local governments and NGOs.

Challenges Faced and Lesson Learned by the Youth Ambassadors



Challenges Faced

Area Gap: Diverse regional contexts, from islands to cities, made coordination and implementation uneven.

Resource Limitation: Limited time, budget, and volunteer capacity to run parallel workshops in five regions.

Knowledge Gap: Engaging communities with varied awareness levels on climate and gender issues.

Maintaining Engagement: Maintaining participant motivation between workshops and policy dialogue.



Lesson Learned



Strong coordination and shared tools help local teams adapt while staying united under one goal.

Resource limitations can spark innovation, sustainability grows from what's already available locally.

Meaningful learning happens when people connect through lived experiences, not just information.

Engagement is a process, consistent connection builds ownership and long-term impact.

Future Plan and Scalability

EcoVibes is committed to sustaining its momentum as a youth-led, community-centered initiative by linking local actions to national dialogue. This involves maintaining community engagement through follow-up mentoring and strengthening partnerships with schools and NGOs to replicate and scale successful practices like eco-printing and mangrove restoration. The strategy is reinforced by launching an open-source toolkit for knowledge sharing and actively advocating for inclusive waste and climate policies based on key dialogue recommendations, ultimately envisioning a national network of women and youth leaders uniting diverse Indonesian communities to co-create sustainable, inclusive, and replicable environmental solutions.

Youth-led Initiatives

The Safe Steps Project



Youth Ambassador:

1. Kat
2. Nhi
3. Thu
4. Linh
5. My

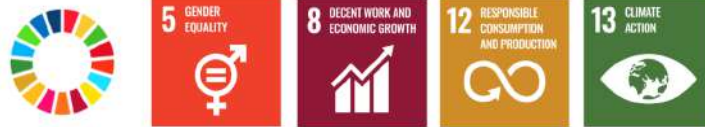


Seed Grant Project Overview



Targeted Impact

The original project aimed to address the challenge that young leaders face limited access to resources and platforms, hindering their ability to scale youth-led initiatives in environmental and social issues. The core objective was to empower university students through workshops combining theory with practical application. Following a major change, the focus pivoted to producing high-quality, youth-driven audio content to elevate youth voices and provide actionable steps on climate issues for listeners.



Objective

1. Build Inclusive Capacity: Equip all high school participants with essential climate adaptation and disaster prevention skills to foster inclusive leadership and a culture of resilience.
2. Drive Community Action: Empower students as proactive leaders to implement equitable resilience strategies and strengthen school-community connections through outreach.
3. Ensure Scalability: Establish a sustainable knowledge base by documenting key lessons and developing open-source toolkits for widespread program replication.



Grant Received

USD\$ 2,000.00



Impacted Area

Thien Loc Commune and Dong Anh District, Northern Hanoi, Vietnam



Targeted Participants

The project's beneficiaries were 450 individuals, predominantly youth and students (aged 12–22 and Grade 5) from Thien Loc Commune and Xuan Non Elementary School, along with young people nationwide who participated virtually in the Viet Nam Youth Climate Action Week.

Total 450 Youth Trained

Seed Grant Project Activities



Project Activity



Key Output

Inception

Preliminary project plan, objectives, and expected outcomes; Drafted the first version of the workshop curriculum and training framework

Planning

Partnership with Thien Loc Commune & Xuan Non School; Refined workshop lesson plans; communication materials and outreach strategy; monitoring and evaluation tools.

Project Execution

Delivered an in-person workshop at Thien Loc Commune; Implemented child-friendly safety education sessions; Hosted an online workshop during Viet Nam Youth Climate Action Week 2025

Closing Activities

Participant feedback and learning assessments; Documented insights, challenges, and recommendations for scaling The Safe Steps project.



One of the major activities conducted under The Safe Steps project was a full-day training workshop in Thien Lọc Commune, targeting 100 youth participants with balanced gender representation. This workshop focused on building foundational knowledge of disaster preparedness and increasing awareness of climate change impacts in a high-risk, flood-prone area.



Team visit to Xuan Non Elementary School, The team taught 5 core skills: identifying hazards, reading weather warnings, preparing emergency kits, flood-safe behaviors, and family communication.



Disaster Preparedness Handbook designed for youth in the commune. The handbook included: Step-by-step guidance on basic preparedness actions, A household safety checklist, Instructions for preparing a Go-Bag, and Practical tips tailored to local hazards.

Seed Grant Project Outcomes

Improved awareness of essential disaster preparedness measures: Target beneficiaries demonstrated improvement in awareness of disaster preparedness following the introduction of the Emergency Bag concept. They gained a clearer understanding of essential items to include, their functions during emergencies, and how adequate preparation can mitigate risks and reduce potential losses.

Shift toward proactive behaviors: Target beneficiaries increasingly recognized that preparedness undertaken before a disaster occurs is critical to minimizing harm, rather than relying solely on post-disaster response. Reflections indicated a shift in mindset toward viewing disaster preparedness as a shared responsibility at both household and community levels

Enhanced understanding of gender-sensitive disaster risks: Target beneficiaries demonstrate improved awareness and understanding of the differential impacts of disasters based on gender. In particular, they became more aware of the heightened vulnerabilities faced by women and girls in evacuation and shelter contexts. Scenario-based discussions reinforced the importance of integrating gender and protection considerations into disaster preparedness and response planning.

Emerging community-level knowledge spillover: Target beneficiaries expressed willingness to share their newly acquired knowledge particularly regarding Emergency Bags and preparedness practices with family members, peers, and the wider community, indicating potential for broader community-level impact

Challenges Faced and Lesson Learned by the Youth Ambassadors



Challenges Faced

Disaster Occurrence: Just a few weeks before the scheduled workshop in Xuan Non Elementary School, the entire area was flooded due to a severe storm. The school had to close, and we were forced to postpone the activity.

Knowledge Gap: Many participants had never heard of an Emergency Bag or did not understand gendered vulnerabilities during disasters. These ideas were new and sometimes surprising to them.



Lesson Learned



Working in disaster-prone areas requires flexibility and strong communication with local partners. Plans must be adaptable because emergencies can happen anytime, even during a DRR project.

Effective youth engagement requires clear communication, practical examples, and hands-on activities. When learning feels accessible, young people are more confident and motivated to take action. Especially in the case of working with younger kids such as elementary school students

Future Plan and Scalability

Confirming an urgent need for youth disaster preparedness in Vietnam, The Safe Steps will immediately expand by conducting a large-scale training for 200–300 elementary students in the flood-affected region of Huế. To ensure long-term sustainability, the initiative will focus on building a dedicated volunteer team and strengthening community partnerships, aiming to evolve into a youth-led movement that inspires widespread adoption of preparedness and fosters a national culture of resilience across Vietnam.

Youth-led Initiatives

The Future Green Warriors Project



Youth Ambassador:

1. Hai
2. Kim
3. Monika
4. Trinh
5. Tuan



Seed Grant Project Overview



Targeted Impact

The "EcoTalk" project was created to fill a critical gap in Vietnam's climate movement by providing an accessible, youth-driven, Vietnamese-language podcast series where young voices could be heard alongside experts and receive practical, actionable guidance. Through four professionally produced episodes, the project successfully blended diverse Gen Z perspectives with specialist insights on topics like green careers and urban planning, offering "Actionable Takeaways" that transformed climate concern into climate leadership, thereby building a more informed and empowered generation ready to address Vietnam's severe climate vulnerabilities.



Objective

To produce and release a 4-episode podcast series ("Climate Rebels") that elevates youth voices on climate issues, bridges the gap between young activists and subject-matter experts, and delivers concrete, actionable steps for listeners to implement in their daily lives.



Grant Received

USD\$ 2,000.00



Impacted Area

Ho Chi Minh City (Saigon), Vietnam



Targeted Participants

The project's beneficiaries were an estimated 500+ listeners per episode primarily comprised of Vietnamese youth aged 16–28, including students, young climate activists, emerging leaders in green careers, and girls and young women advocating for gender-responsive climate initiatives.

Total 500+ Listeners reached

Seed Grant Project Activities



Project Activity



Key Output

Planning & Pre-Production	Vision defined; episode themes finalized; guest list completed; studio + production team secured; briefing notes prepared
Research on climate topics (Leadership, Gender, Green Careers, Urban Planning)	Background research packets; expert references; “Actionable Takeaways” drafted for all episodes
Scriptwriting & Content Development	Four complete scripts with host prompts, key questions, and narrative flow; episode outlines approved
Guest Interviews & Studio Recording	Full audio recordings for Episodes 1–4; behind-the-scenes photos/videos
Editing, Mixing & Mastering	Finalized audio files (45±5 mins each); 4K video edits; teaser clips recorded
Release of Episodes 1–4 & Online Promotion	All 4 episodes published; YouTube Premieres; social media campaign launched



EcoTalk: Youth Action for Climate with Nguyen Ngoc Anh - Founder of Green Vietnam, who has turned small green actions into a movement with more than 100,000 volunteers across Vietnam.



Ecotalk: Sustainable careers in today's climate with Trieu Thanh Thinh - ESG & L&D Manager at MWG, who has more than 8 years of experience in human development and integrating sustainable strategies into businesses.



EcoTalk: Keeping the Spirit Amidst Turbulent Times with Ms. Dao Hai Nhat Tan - Founder of SeeSaw Vietnam, a pioneering project in developing a card game about mental health. Her startup story is proof that emotional care is not just a personal journey — but also a way to create change for the whole community.

Seed Grant Project Outcomes

Strengthened Climate Literacy and Emotional Well-being: The project improved youth climate literacy while fostering emotional resilience by normalizing conversations around eco-anxiety and mental well-being, helping listeners feel understood and adopt healthier coping practices.

Transformation into Action and Career Readiness: Awareness was converted into concrete action through practical steps, leading to the formation of small climate teams and zero-waste initiatives, which simultaneously broadened perceptions of green careers and spurred youth to update skills for climate-aligned work.

Enhanced Agency and Peer Connection: The project created a new youth-centered space that meaningfully strengthened the agency of girls and young women in climate discussions and built a stronger sense of peer connection, belonging, and shared purpose among all participants.

Challenges Faced and Lesson Learned by the Youth Ambassadors



Challenges Faced



Lesson Learned



Project Delay: Starting four months later than planned (June instead of February)

When timelines shift, clarity and prioritization become essential. Youth teams succeed when they adapt quickly and stay focused on the core impact.

Project Restructuring: The team encountered regulatory change from the government regarding the location of project implementation costing the team a substantial adjustment to redesign and restart the project.

Strong results are achieved when a small team, focused on commitment rather than size, leverages trust, shared accountability, and streamlined decision-making, while utilizing flexibility as a core leadership skill to redesign solutions when circumstances shift.

Managing Workloads: Managing heavy workloads with only two people working across two locations (Saigon and abroad) while maintaining to high-quality content delivered

Impact does not rely on large teams or big budgets—clarity of message and authenticity create the strongest engagement.

Maintaining Engagement: Keeping youth-centered engagement alive during a difficult restructuring period

Community engagement thrives on consistency and reliability. Even small, steady interactions maintain audience trust.

Future Plan and Scalability

The "Climate Rebels" project ensures its long-term impact by strategically transitioning into the Mekong Youth Policy Lab (MYPL), a youth empowerment platform in the Mekong Delta, immediately supported by a \$2,000 Greenheart Grant to fund community micro-projects and regional training. This shift will deepen engagement by developing a Second Season featuring local Mekong voices and adaptation stories, ultimately working toward the vision of becoming a national youth climate communication hub for Vietnam.

Youth-led Initiatives

The Green Voice for Sustainable Future Project



Youth Ambassador:

1. Sanjana
2. Ekta
3. Kanchan
4. Muskan
5. Deepti



Seed Grant Project Overview



Targeted Impact

The project addresses deep-seated environmental issues in urban slums and underdeveloped areas of Delhi (Holambi Kalan and Mangolpuri), home to roughly 200,000 residents. Key challenges include improper waste management, heavy reliance on single-use plastics, and limited green spaces. These issues exacerbate climate vulnerability (heatwaves, flooding, poor air quality). The project aims to build local environmental leadership among sidelined youth (13–24 years old) by providing them with the knowledge and platforms necessary to lead grassroots climate and anti-littering initiatives.



Objective

1. Build youth leadership in Mangolpuri and Holambi Kalan for grassroots environmental initiatives and community stewardship.
2. Promote sustainable habits through workshops, clean-ups, and tree-planting drives.
3. Address plastic pollution with cloth bag swaps, composting workshops, and anti-littering campaigns.
4. Engage a global audience through the “Act for Earth” campaign with weekly challenges and online content



Grant Received

USD\$ 2,000.00



Impacted Area

Holambi Kalan in North Delhi and Mangolpuri in North West Delhi, India



Targeted Participants

The project primarily engaged adolescents and young people aged 14–24 years from Holambi Kalan and Mangolpuri — communities where youth often have limited access to environmental education, leadership opportunities, and safe public spaces.

1,911 Youth & Community Engaged

Seed Grant Project Activities



Project Activity



Key Output

<p>Social Media Launch and Baseline Survey at Holambi Kalan & Mangolpuri</p>	<p>Project page launched; ~9,890 audience reached; 70 forms collected; 150–200 community members reached; insights on local issues gathered</p>
<p>Project Launch sessions: “Young Leaders Driving Climate Action”</p>	<p>86 youth engaged; pledges for sustainable living; discussion on local issues</p>
<p>Sessions on Gender & Climate Action</p>	<p>60 youth learned about gendered impacts of climate change; group presentations</p>
<p>Earth Day Cleanliness & Plantation Drive</p>	<p>15 saplings planted & adopted; 50–60 kg waste collected; 30–35 youth engaged</p>
<p>Social Media Campaign</p>	<p>3 posts; 3,809 audience reached</p>
<p>Cleanliness Drive, Plantation & Nukkad Natak (Mangolpuri)</p>	<p>50–60 kg waste collected; 15 saplings planted; dustbins installed; 300+ community members reached</p>
<p>Act for Earth Campaign Launch (Holambi Kalan) + Creative Competitions</p>	<p>Street play performed; 4 creative competitions; 70–80 community members engaged</p>
<p>Session on Waste Management</p>	<p>40 youth participated; learnt 7 waste types; household waste mapping</p>
<p>Sessions on Sustainable Living</p>	<p>65 youth engaged; environmental web activity; action plans developed; sustainability pledges taken</p>

Seed Grant Project Activities



Project Activity



Key Output

Social Media Engagement & Youth-Led Micro-actions, Anti littering campaign

Digital challenges; community sensitisation continued

Wall Painting under Anti-Littering Campaign

Public awareness wall mural created; 500+ residents sensitized

Cleanliness Drive, Plantation & Awareness Rally

10 saplings planted; 45 youth engaged; 400–500 community members reached

Closing Activities & Follow-ups

Youth reflections; documentation; follow-up on saplings & clean-up site



The team visit to community at Holambi Kalan, Delhi. The visit aimed to engage with the youth group members and project participants, observe a monthly session, and gather qualitative feedback on the project's activities and outcomes.



Earth Day Cleanliness & Plantation Drive in Holambi Kalan, Delhi. The team planted 15 saplings and collect 50–60 kg waste with youth in the local community.



Act for Earth Campaign Launch and Creative Competitions. The team engaged in Street play performance and conducted 4 creative competitions. More than 70 community members engaged with the activities.

Seed Grant Project Outcomes

Increased Awareness and Behaviour

Change: Participants developed a strong understanding of climate and gender issues and began adopting sustainable habits in their daily lives.

Cleaner and Greener Public Spaces:

Youth-led clean-ups, sapling plantations, and installations like dustbins resulted in visibly improved neighbourhood environments.

Strengthened Youth Leadership and Gender Inclusion:

Both boys and girls—especially young women—took on leadership roles by leading discussions, organising activities, and participating in public initiatives.

Strong Community Influence and Engagement:

Youth mobilised residents through rallies, street plays, and campaigns, reaching thousands and inspiring broader community participation in environmental action.

Challenges Faced and Lesson Learned by the Youth Ambassadors



Challenges Faced



Lesson Learned



Knowledge Gap: Limited initial awareness of climate change, waste management, and gender-climate linkages, alongside difficulty mobilising community participation for activities such as rallies, nukkad nataks, and clean-up drives

Making concepts relatable and using culturally relevant, youth-friendly methods (such as street plays, games, and visual tools) greatly improves understanding, builds trust, and boosts both youth and community engagement.

Commitment and Scheduling Constraint: Youth availability constraints due to exams, household duties, and personal commitments, combined with the challenge of sustaining motivation for long-term behaviour change

Flexibility, shared responsibilities, and a supportive, low-pressure environment help maintain consistent participation, while internalising sustainable habits empowers youth to become long-term changemakers.

Logistical challenges: During clean-up events and community activities the team faced logistical challenges including waste disposal, materials, and permissions

Strong coordination with local leaders, vendors, and community stakeholders ensures smoother execution and strengthens local ownership of the initiatives.

Balancing Focus Strategy: The team find challenge in maintaining balance between on-ground engagement with social media and digital advocacy efforts

Digital advocacy expands visibility, but coordinated teamwork and clear planning are essential to effectively manage and integrate both online and offline activities.

Future Plan and Scalability

The momentum of Green Voices for Sustainable Future will be sustained through low-cost, youth-led digital advocacy, active networks, and continuous engagement. The team will keep the project's Instagram page running with educational posts, monthly challenges, and community highlights, while collaborating with networks such as YES, Rasdhara Theatre Society, local youth groups, and YLA peers. Participation will be maintained through occasional clean-ups, plantation visits, discussions, and creative awareness activities, supported by periodic online meetings and WhatsApp discussions. The informal eco-clubs formed during the project will remain spaces for shared learning and planning small actions. In the long term, the team aims to grow a youth-led climate movement by expanding partnerships, strengthening digital outreach, and sustaining youth-to-youth engagement both online and offline, even without continuous funding.

Youth-led Initiatives

The Girls Climate Parliament Project



Youth Ambassador:

1. Girish
2. Sonia
3. Divya
4. Yash
5. Mangal



Seed Grant Project Overview



Targeted Impact

The Girls Climate Parliament (GCP) is youth-led initiative empowering adolescent girls in low-income communities to become climate leaders by directly connecting their daily experiences of gender and climate injustice (e.g., restricted mobility, heat stress) with local policy. By blending climate education, leadership training, and participatory tools, the project enabled girls to build foundational literacy, articulate their policy demands in a Girls' Climate Manifesto, and demonstrate their capacity to meaningfully shape conversations on climate resilience and local governance.



Objective

1. Addressing a critical gap: Girls from marginalized communities represent less than 5% of climate discussions
2. Empowering adolescent girls with climate knowledge and advocacy skills
3. Building environmental leadership capabilities
4. Creating platforms for girls to develop local climate solutions. Not just education but also the transformation of climate conversations



Grant Received

USD\$ 2,000.00



Impacted Area

Chawalkheda village, Jalgaon and Rangpuri Pahadi, South Delhi, India



Targeted Participants

The project directly engaged 311 adolescent girls from marginalized and low-income backgrounds in rural Jalgaon (Maharashtra) and urban South Delhi, including students facing mobility restrictions and young women balancing domestic work,

Total 311 Adolescent Girls Empowered

Seed Grant Project Activities



Project Activity



Key Output

<p>Introductory Session</p>	<p>Climate basics introduction; Rights-based discussions; Storytelling & confidence-building; Environmental mapping starters;</p>
<p>Foundational sessions on climate change, environmental connections, and confidence-building.</p>	<p>Community/environment mapping; Simple graphs & data reading; Climate-science icebreakers; Ecosystem challenge activities;</p>
<p>Storytelling and Earth Day workshops in Delhi</p>	<p>Climate storytelling; Earth Day pledges & letters to Earth; Role-playing (citizens, officials, environmentalists); Emotional connection exercises.</p>
<p>Delhi sessions on environmental data, graph/map reading, and community interviews</p>	<p>Reading environmental graphs/maps; Community elder interviews; Leadership learning from role models; Gender & environment reflections.</p>
<p>Theatre and journalism-based communication workshop in Jalgaon</p>	<p>Climate & gender impacts workshop; Storytelling for advocacy; Identified climate-linked daily challenges.</p>
<p>River Walk, village mapping, and community interviews in Jalgaon and Manifesto understanding and issue documentation in Delhi.</p>	<p>Shared project progress; gathered feedback from villagers; exchanged knowledge with other youth leaders; identified improvements for next cultivation phase</p>
<p>Second monitoring & evaluation visit</p>	<p>Created detailed issue maps; Learned interview & documentation skills; Identified priority themes for manifesto;</p>
<p>Manifesto writing, speech preparation, mock parliament in Delhi</p>	<p>Completed Girls' Climate Manifesto; 15+ girls prepared speeches; Leadership roles practiced; Successful Parliament event with 60+ attendees; Community leaders & frontline workers engaged.</p>



The team conducted introductory session in target area of Chawalkheda village, Jalgaon and Rangpuri Pahadi, South Delhi as a way to introduce the basics of Climate Issues and Identifying locale environmental challenges and assets



The team conducted Foundational sessions on climate change, environmental connections, and confidence-building in target area of Chawalkheda village, Jalgaon and Rangpuri Pahadi, South Delhi.



During Workshops, participants are exposed to Trust-Building Activities, Creating safe spaces for expression and collaboration

Seed Grant Project Outcomes

Enhanced Literacy and Personal Agency:

Girls built foundational climate literacy by connecting environmental issues (like heat stress and flooding) directly to their daily lives and rights, which visibly transformed their confidence and public speaking skills, reinforced by immediate behavioral shifts and new long-term leadership aspirations.

Policy Advocacy and Governance Integration:

The project successfully converted knowledge into governance action, culminating in the creation of the evidence-based Girls' Climate Manifesto and the execution of a public Parliament event where local leaders formally acknowledged the girls' policy demands.

Community Validation and Replicable Model:

Strong engagement from over 150 indirect participants (including parents, teachers, and local leaders) validated the girls' efforts, strengthening community ownership and demonstrating a replicable model for integrating youth-led climate education and governance simulations in other communities.

Challenges Faced and Lesson Learned by the Youth Ambassadors



Challenges Faced

Program Design amidst Climate & Social Constraints:

Maintaining consistency despite unpredictable climate disruptions (heatwaves, floods) while designing sessions around girls' severe mobility, safety, and household constraints.

Overcoming Hesitation and Conceptual Complexity:

Addressing low initial confidence and public speaking shyness while translating complex climate and governance concepts into accessible, non-expert content.

Operational Management and Scaling: Managing a single curriculum across disparate locations (rural vs. urban settlement) and establishing community buy-in and coordination where institutional support was limited.



Lesson Learned



Successful climate projects require flexibility to adapt to unpredictable climate events (e.g., heatwaves, floods) and must be rigorously aligned with girls' schedules, safety, and mobility constraints to ensure consistent and equitable participation.

Climate literacy is best achieved when complex concepts are grounded in local context and delivered through creative, participatory methods (like storytelling and role-play) to quickly unlock participant confidence and skill.

A common model can be scaled across contrasting locations (rural/urban) when methods are locally adapted; this scaling requires strong team coordination and leveraging existing local institutions for rural mobilization and efficient event execution.

Future Plan and Scalability








The Girls Climate Parliament (GCP) built a self-carrying foundation reinforced by school and parent support. Its sustainability plan involves strengthening the existing model through follow-up sessions and sharing the Girls' Climate Manifesto with Gram Panchayats to influence local governance. The long-term vision focuses on expanding the model to new villages, developing a Training-of-Trainers (ToT) module for independent scaling, and actively seeking external resources. The Girls Climate Parliament (GCP) built a self-carrying foundation reinforced by school and parent support. Its sustainability plan involves strengthening the existing model through follow-up sessions and sharing the Girls' Climate Manifesto with Gram Panchayats to influence local governance. The long-term vision focuses on expanding the model to new villages, developing a Training-of-Trainers (ToT) module for independent scaling, and actively seeking external resources.

Key Insight



Key Insights

The implementation of Seed Grant projects has highlighted specific regional trends and pressing challenges unique to each target country.

 Country	 Issue Addressed
Thailand 	Climate-Induced Food Insecurity. Farmers are facing increasingly erratic weather patterns caused by climate change, which threatens traditional agriculture and creates instability in local food security
Philippines 	Systemic Waste mismanagement. The core issue is the widespread failure to segregate, recycle, and safely dispose of waste, which is leading to severe environmental degradation (land/water pollution) and public health risks in local communities
Indonesia 	Intersection of Climate Vulnerability and Gender Inequality. The country faces escalating climate disasters and a waste crisis, but the core struggle is that vulnerable groups—specifically women and youth—face the greatest risks due to inequality and limited inclusion in decision-making processes
Vietnam 	Disaster Vulnerability and Information Gaps. The pressing issue is the high susceptibility to disasters (such as storms and floods) combined with a lack of accessible, youth-friendly information and preparedness resources regarding climate change
India 	Urban Environmental Degradation and Social Exclusion. The challenge is twofold: severe physical environmental issues (improper waste, single-use plastics, heat stress) in marginalized areas, compounded by the social exclusion of girls and youth from low-income backgrounds in climate governance discussions

In terms of project implementation, the following common challenges were identified across the Youth Ambassador teams

Category	Specific Challenge	Details from Projects
Logistical & Coordination Hurdles	Remote Coordination	Teams faced difficulties scheduling meetings due to differences in regions, time zones, and personal schedules among members
	Resource Constraints	Limited budgets and manpower made it challenging to purchase all necessary materials or run parallel workshops in multiple regions
	Team Capacity	Rest

Category	Specific Challenge	Details from Projects
Knowledge & Engagement Gaps	Low Initial Awareness (Knowledge Gap)	Participants often had limited prior knowledge of complex concepts, such as climate-gender linkages, the feasibility of new cultivation methods, or the function of disaster preparedness tools (e.g., Emergency Bags)
	Resistance & Mobilization	Teams encountered initial resistance towards unfamiliar methods (like cultivating <i>Wolffia globosa</i>) or had difficulty mobilizing broader community participation for communal activities like clean-up drives and public awareness campaigns
External Disruptions	Disasters	Climate events, such as severe storms causing floods, forced the closure of schools and the postponement of scheduled activities
	Social Constraints	Youth participation was sometimes limited by external factors including exams, household duties, personal commitments, and mobility/accessibility issues for people with special needs

Based on trends we observed across the Youth Ambassador projects, common lesson learned are:

Category	Key Lesson Learned	Project Implementation Strategy
Authentic Community Engagement	Listen First	Genuine community engagement begins with listening to local perspectives and concerns to build trust, making participation more meaningful and sustainable
	Simplify and Adapt	Climate literacy is best achieved when complex concepts are grounded in local context and delivered through simplified terms and creative, participatory methods like interactive card games, street plays (nukkad natak), and role-playing
Adaptive Communication & Management	Flexibility is Key	Flexibility and strong communication are essential for effective teamwork and are crucial for adapting plans to unpredictable events like disasters or team restructuring.
	Diverse Channels	Utilizing diverse communication channels and consistent connection helps maintain audience trust, bridge language barriers with translation support, and ensures steady progress.
Resourcefulness & Local Partnerships	Innovation from Limitation	Resource limitations can spark innovation. Planning ahead and setting aside an emergency fund is crucial, and sustainability often grows from what is already available locally.
	Leveraging Partners	Strong coordination with local leaders, vendors, community stakeholders, and local government units (LGUs) is vital for ensuring smoother execution, securing support/permissions, and achieving institutional embedding for long-term sustainability.

How YLA Assisted Youth Ambassadors in Realizing their Grant Seed Project Goals

The Youth Leadership Academy (YLA) coordinators and mentors from Plan International provided comprehensive and continuous support, which was vital to the successful implementation of the Seed Grant projects. Their assistance spanned project execution, planning, and personal development. Mentors offered valuable advice, helped refine activity plans and survey tools, and ensured project alignment with gender-responsive and inclusive principles. They also played a logistical role by assisting with connecting to partners, securing speakers, coordinating team meetings, and supporting social media initiatives. Crucially, their consistent encouragement, motivation, and moral support—often through personalized check-ins—boosted the Youth Ambassadors' confidence, helped them troubleshoot challenges, and fostered a sense of accountability and ownership over their projects.



They helped us with basically everything throughout project. Guiding us and helping the work, as well as giving emotional support

Jonna, Philippines



They provided constant guidance, resources, seed grant money, mentorship, and motivation. Their feedback and encouragement during challenges boosted our confidence and gave us direction.

Honey, Thailand



They supported us by providing encouragement and guidance throughout the project. They nudged us to stay on track and helped connect us with NGOs, schools, and local groups, which made it easier to move our project forward.

Abdi, Indonesia



Their mentorship strengthened our leadership skills, kept us motivated during challenges, and ensured that our project stayed impactful and gender-responsive.

Deepti, India



Our mentor do a great work for guide us while giving us a free spaces for develop our project.

Gita, Indonesia



They supported us at every step, from launching the project to mobilizing children and ensuring sessions ran smoothly on time. Whenever we needed suggestions or guidance, they were always ready to help.

Bas, Thailand



Conclusion & Recommendations



Chapter Conclusion

The Youth Leadership Academy (YLA) program has proven to be a vital launchpad for the next generation of climate and gender justice leaders. The evaluation confirms that the program successfully bridged the gap between passion and practice, equipping a diverse cohort of 40 Youth Ambassadors with the essential skills to drive change.

However, the experience also highlighted several critical areas for improvement to maximize the program's impact, particularly concerning equity, operational efficiency, and sustained advocacy.



Key Takeaways and Contributions:



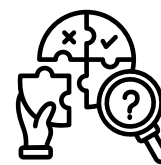
Positive Impact on Core Skills: The program achieved its goal of developing leadership, promotion, and speaking engagement skills, as evidenced by participants engaging in advocacy work and community speaking events.



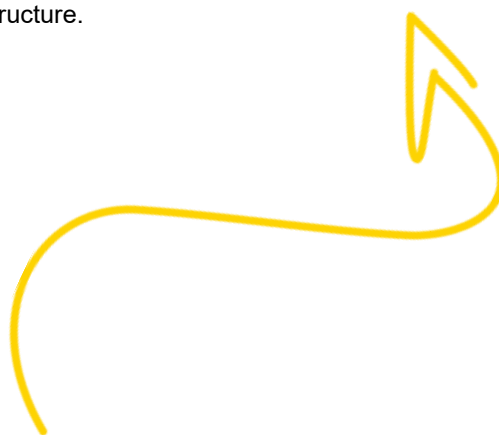
Challenges in Program Delivery: Operational difficulties, including the varying political/environmental contexts across countries, flexible timelines, managing external commitments, resources, and communication barriers (language/accents), point to the need for a more standardized yet adaptable program structure.



The Power of Peer Collaboration: The importance of peer learning was a recurring theme, suggesting that cross-country collaboration is a highly valued aspect of the experience, despite challenges in its implementation.



Gaps in Advocacy and Equity: The report indicates advocacy outside of the program's context was not as strong as desired, and a clear disparity in participants' prior experience (e.g., advocacy, project management) created a gap in mentorship and workshop efficacy. Addressing this requires a more tailored approach to curriculum and selection.



Recommendations

To maximize impact and ensure sustainability, the following recommendations are structured by target audience to guide strategic action for future iterations of the Youth Leadership Academy.

For Plan International

1. Recruitment and Project Structure

- **Insight:** The program faced operational hurdles when participants were studying or living abroad, which weakened their presence for in-person project implementation. Additionally, single-country projects limited the potential for diversity and shared learning.
- **Recommendation:** Prioritize In-Country Implementation & Mandate Cross-Cultural Collaboration. Future cycles should prioritize candidates living in their home country to ensure strong commitment. Furthermore, shift focus from single-country implementation to cross-country collaborative projects to enhance innovation.
- **Example:** Create a "Regional Challenge" track where a team from Vietnam must partner with a team from India on a shared theme (e.g., River Pollution), requiring them to collaborate across borders while implementing locally.



2. Curriculum Equity

- **Insight:** There was a clear disparity in participants' prior experience; 39% were new to structured project management, while others were advanced, leading to gaps in workshop efficacy.
- **Recommendation:** Harmonize Participant Baselines. Establish a more rigorous selection criterion or a preparatory phase to ensure all participants start on equal footing.
- **Example:** Introduce a "YLA Eligibility Test" a mandatory test covering English for professional contexts and basic Project Management terminology. Only those who pass this "Level 0" move on to the academy.

3. Mentorship and Learning Environment

- **Insight:** Participants with less prior experience required more support to boost confidence, and the learning process was occasionally hindered by unequal access to technology or purely virtual formats.
- **Recommendation:** Strengthen Mentorship and Improve the Learning Process. Implement a formal, non-hierarchical mentorship environment to boost confidence. Simultaneously, optimize engagement by combining in-person and virtual activities, ensuring all participants are equipped with standardized equipment (laptops/tablets).
- **Example:** Train mentors in "Coaching for Confidence" techniques to support novices. Additionally, provision a "Digital Inclusion Kit" (tablet + data package) for every participant at the start of the program to ensure no one is left behind during virtual sessions.

4. Safeguarding and Peer Learning

- **Insight:** Participants emphasized that peer learning was a highlight of the program, yet they noted that current protocols limited their ability to network freely. However, maintaining a zero-risk environment for Sexual Harassment, Exploitation, and Abuse (PSHEA) is the absolute priority for the organization and donors.
- **Recommendation:** Refine Safeguarding to Enable "Monitored Collaboration." Do not lower safety standards; instead, invest in infrastructure that allows for connection within a secured environment. Shift from "restricting contact" to "facilitating safe contact" through official channels.
- **Example:** Instead of prohibiting digital contact outside of workshops, establish an official YLA Moderated Platform (e.g., a monitored Microsoft Teams channel or Discord server). In this space, an official Safeguarding Officer is present to monitor interactions, allowing youth to collaborate freely on projects without resorting to unmonitored and risky private messaging apps.

For Young People

1. Evidence-Based Advocacy

- **Insight:** The most successful projects were those that tracked specific metrics, such as the SAFE project in Indonesia which tracked exactly 35kg of waste reduction per month.
- **Recommendation:** Document to Influence. Move beyond raising awareness; use data to prove your value. Policy makers and donors respond to evidence, not just passion.
- **Example:** Instead of reporting "We held a successful workshop," report: "We increased the climate literacy of 250 students by 95% based on pre-and post-test data," as demonstrated by the SAFE team.

3. Boosting Advocacy Presence

- **Insight:** There is high demand for participation in global climate forums, and physical presence is vital for high-impact advocacy. However, quotas often limit how many youth can attend.
- **Recommendation:** Increase In-Person Advocacy Quota. Increase funding to ensure a larger quota of selected youth ambassadors can participate in person at regional and global climate forums.
- **Example:** Allocate specific travel grants to send at least 50% of the cohort to regional events like APMCDRR or AsiaXchange, ensuring their voices are physically present in decision-making spaces.



2. Localizing Advocacy

- **Insight:** The most effective projects were those that translated abstract global concepts into local realities. For instance, the "Green Caviar" team in Thailand succeeded by framing climate action not just as "saving the planet," but as an economic opportunity for farmers facing erratic weather. Similarly, the "Girls Climate Parliament" in India connected climate change to daily issues like water access and safety.
- **Recommendation:** Translate the Global to the Local. Do not just repeat international slogans. To be effective, you must "translate" global climate concepts into the specific language, needs, and priorities of your local neighbors and leaders.
- **Example:** When speaking to a local village head, instead of talking about "Global Net Zero Emissions," talk about "How changing rain patterns are reducing our village's rice harvest," as demonstrated by the Green Caviar team.

For Donors

1. Investing in Youth-Led Mechanisms

- **Insight:** The Seed Grant projects demonstrated that youth teams could successfully manage funds (USD 2,000), execute complex logistics, and deliver tangible results.
- **Recommendation:** Shift from "Project-Based" to "Organization-Based" Funding. Invest in the sustainability of these proven youth groups so they can evolve from a temporary project team into permanent youth-led organizations.
- **Example:** Create a "Scale-Up Window" in future funding rounds offering larger grants (e.g., USD 5,000–10,000) specifically for high-performing YLA alumni teams to legally register their initiative as a formal NGO or Social Enterprise, covering registration fees and first-year operational costs.

For Policy Makers

1. Institutionalizing Youth Voice

- **Insight:** Youth participation is often limited to symbolic inclusion at summits, rather than structural integration into governance.
- **Recommendation:** Institutionalize Youth Representation. Formalize the role of youth in climate governance structures, moving from consultation to co-decision making.
- **Example:** Establish a permanent Youth Climate Council with a legislative mandate to review and advise on climate policies before they are passed.

2. Strategic Financial Allocation (National Funds)

- **Insight:** Despite youth comprising 50% of the Asia-Pacific population, less than 1% of global climate finance reaches youth-led initiatives. The YLA Seed Grants proved that direct funding delivers measurable economic and environmental returns.
- **Recommendation:** Mandate Youth Allocations in National Climate Funds. Governments must move beyond tokenistic support by legislating that a fixed percentage of National Climate Funds be directly accessible to youth-led initiatives.
- **Example:** Allocate at least 20% of national climate funds to youth-led initiatives,” ensuring simplified access mechanisms that do not require the complex financial history typically demanded of large NGOs.



Appendix



I. Photo Credits

All photographs and visual materials featured in this report have been sourced and owned by Plan International's and YLA program.

II. List of Social Media

Social media campaign reach measurement includes the official website and all Plan International social media accounts in participating countries.

Plan International

Youth Action Platform: youthactionplatform.org

Plan International Indonesia

- LinkedIn: [Plan Indonesia](#)
- Instagram: [@planindonesia](#)
- Facebook: [Plan Indonesia](#)
- X (Twitter): [@PlanIndonesia](#)
- YouTube: [Plan Indonesia Official](#)

Plan International Philippines

- Facebook: [Plan International Philippines](#)
- Instagram: [@planphilippines](#)
- YouTube: [Plan Philippines](#)

Plan International India

- X (Twitter): [@Plan_India](#)
- Instagram: [@planindia](#)
- Facebook: [Plan India](#)
- LinkedIn: [Plan India](#)

Plan International Vietnam

- LinkedIn: [Plan International Vietnam](#)
- Facebook: [Plan International Vietnam](#)

Plan International Thailand

- Instagram: [@planthailand](#)
- YouTube: [Plan Thailand](#)
- LinkedIn: [Plan International Thailand](#)
- Facebook: [Plan Thailand](#)

Plan International Asia-Pacific

- LinkedIn: [Plan International Asia-Pacific](#)
- Facebook: [Plan International Asia-Pacific](#)
- X (Twitter): [@PlanAsiaPacific](#)
- Instagram: [@planasiapacific](#)

III. List of Partners

This is the list of partners that helped YLA to outreach the youth, ensuring the program's message reached diverse and passionate candidates across the region.

Climate & Green Communities

1. Climate Rangers Jakarta
2. Economy For Ecology
3. Teens Go Green Indonesia
4. Bumiterra Restoration & Carbon Services
5. Ruang Iklim
6. Climate Reality Indonesia
7. Environmental Proactive Youth Community Indonesia
8. Moksamerta
9. Greeneighbour Indonesia
10. Untuk Bhumi
11. Bye Bye Plastic Bags
12. Enter Nusantara (Energi Terbarukan untuk Nusantara)
13. Cerita Iklim
14. Aku Juga Terdampak
15. Saling (Sahabat Lingkungan)
16. Society Renewable Energy Women
17. Green Welfare by Yayasan Kesejahteraan Hijau Indonesia
18. Youth in Sustainability
19. Environmental Law Society FH UI
20. Plan International Social Media Platform: Facebook and Instagram

Government Body or Agency

1. Badan Meteorologi, Klimatologi, dan Geofisika (BMKG)
2. Seknas SPAB (Satuan Pendidikan Aman Bencana) Kemenristekdikbud
3. Direktorat API (Adaptasi Perubahan Iklim) Kementerian Lingkungan Hidup dan Kehutanan RI

Universities & Student Executive Boards

1. BEM Universitas Bengkulu
2. BEM Universitas Sriwijaya
3. BEM Universitas Riau
4. BEM Universitas Andalas
5. BEM Universitas Udayana
6. BEM Universitas Mulawarman
7. BEM Universitas Lampung
8. BEM Fakultas Hukum UI
9. Lembaga Eksekutif Mahasiswa Fakultas Kehutanan UGM
10. Chiang Rai Rajabhat University (CRRU)
11. Mae Fah Luang University (MFU)
12. Prince of Songkla University, Pattani Campus (PSU)
13. Pusat Studi Bencana (PSBA) UGM

Youth-led Organizations

1. Youngsters Peace
2. Girl Up UGM
3. Sa Perempuan Papua
4. pése
5. Pikul Kupang
6. Yayasan Pemuda Setara Idn
7. Solidaritas Perempuan Kinasih
8. SP Palembang
9. SP Sumbawa
10. SP Palu
11. AYIP (Advocates and Young Innovators in the Province of Occidental Mindoro)
12. Youth Connect (Y20)
13. Scholarship for Vietnamese students/Hannah Ed
14. IVolunteer Vietnam
15. YBOX
16. Kênh thông tin Đoàn Ngoại giao
17. UNICEF
18. Plan India's social media handles
19. Groups of Plan Sponsorship Programs (all states)
20. OVOC platform Thailand
21. Young Health Program Thailand

Acknowledgement

The Youth Leadership Academy impact report was thoughtfully crafted by Plan International Asia Pacific together with Plan Indonesia, India, Philippines, Vietnam and Thailand in collaboration with DIFI, an organization committed to empowering changemakers like you to create lasting impact



About DIFI:

At DIFI, we empower organizations to amplify their positive impact, focusing on driving meaningful change within their local communities and the environment.

Impact Consulting

Craft impactful strategies with our data-driven insights, designed to surpass your goals and foster continuous growth.

Impact Measurement

Collaborate with us to measure your social and environmental impact effectively, ensuring transparency and meaningful outcomes.

Impact Workshop

Cultivate a culture of positive transformation within your organization through dynamic, hands-on learning experiences designed to inspire lasting change.

Impact Reporting

Create meaningful and inspiring sustainability stories that resonate with stakeholders and drive meaningful action.

Together, let's build a brighter, more sustainable future for all!





Until we are all equal

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