

CIYDC Planning for Youth Success Initiative & Leadership & Resiliency Program

Organization Capacity Building Workshop “Infusing Assets in Your Organization” 2022

REPORT



ABOUT CIYDC

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The Cayman Islands Youth Development Consortium is a non-government, non-profit organization, founded specifically to implement asset-building programmes for Cayman's youth.

OUR PURPOSE

It is our belief that the proactive youth development approach of helping all young people develop their assets (strengths), is the most effective way of preventing their involvement in risky behaviour.

OUR MISSION

The mission of the Cayman Islands Youth Development Consortium is to motivate all children and young people about their assets, which encompass the support of their peers, family, school and community.

OUR VISION

Our vision is to ensure that every young person has an awareness of their assets and have a drive for success in all areas. In this we hope to see them as:-

- 1) Be God-fearing and have a recognition of their purpose in life
- 2) Have value for themselves and others

VALUES STATEMENT

We believe that:

All the young people of the Cayman Islands have the potential to succeed and if given the opportunity, they can succeed at whatever they put their mind to.

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PROGRAMME DESCRIPTION

CIYDC's mission includes providing communities with the resources and information they need to organize and mobilize individuals and groups on behalf of youth. The planning for youth success initiative is the intentional approach of CIYDC to coordinate communities across the Cayman Islands as they engage and mobilize to develop the assets of their young people.

Community initiatives based on the Developmental Assets, work thoughtfully to determine how people in all spheres of life can be involved. There are five action strategies identified by the Search Institute for transforming a community towards positive change.

Influence civic decisions - by influencing decision makers and opinion leaders to leverage financial, media, and policy resources in support of this positive transformation of communities and society.

Engage adults from all walks of life to develop sustained, strength-building relationships with children and adolescents, both within families and in neighborhoods.

Activate sectors of the community-such as schools, congregations, businesses, and youth, human service, and health-care organizations-to create an asset-building culture and to contribute fully to young people's healthy development.

Invigorate programs to become more asset rich and to be available to and accessed by all children and youth.

Mobilize young people to use their power as asset builders and change agents.

WORKSHOP OVERVIEW

Workshop: Organization Capacity Building "Infusing asset building in your organizations"

Purpose of Workshop: Implement CIYDC action strategy of invigorating programs to become more asset rich that create a positive climate for young people to learn and reach their optimum potential.

Workshop Goal: Increase participant's knowledge about asset building and youth development and create an action plan to incorporate these strategies into participant's daily practice through an interactive, team building workshop.

Workshop Objectives: At the conclusion of this workshop, participants will have/ learn:

- an increased awareness of the Search Institute's 40 Developmental Assets™, and developed strategies to build assets with youth;
- strategies and best practices for infusing asset building principles into organization leadership, practices and operations.
- detailed information about connections between the asset framework and youth success;
- how they can intentionally implement asset-building strategies in their curriculum and instruction, and create an action plan to incorporate strategies into participant's daily practice

Workshop Activities

After a brief welcome, invocation and overview of the workshop, the participants completed the asset bingo ice breaker activity. Background information was then given about the developmental assets framework and Cayman Islands Youth Development Consortium. The participants had an opportunity to do two warm up activities as well—a skills audit and another ice breaker activity wherein they had to go to three persons in the room to answer to what I do, who I am and what I value. Each participant had to write something nice about the person they interviewed and place that note in their envelope. At the end of the exercise participants read the notes they received. Some of them shared their notes to the large group.



CONTENT PRESENTATION

What is happening with Our Youth? Cayman Islands Student Drug Use Survey 2022 Results - National Drug Council (At the onsite workshop with NDC representatives)



The Power of Assets to Promote/ Protect
The Importance of Needs Assessments, Goals and Outcomes
Key themes of invigorating programs (quantity, quality, intentionality, connections)
Intentional Infusing Assets (Organization Level/ Program Level)
Activity: Intentional infusing dialogue
Best Practices and Resources
Action Planning



Workshop Evaluation Results

Thirty persons attended the onsite workshop on November 5th 2022 and five persons attended online on December 3rd, 2022. The participants were from various organizations—John Gray Memorial Church Afterschool programs, Youth Services Unit, Grace Christian Academy PTA, Cadet Corps, Child Evangelism Fellowship, Alex Panton Foundation, National Youth Commission, Church of God Chapel West Bay Youth Group, Literacy if For Everyone, Big Brothers, Big Sisters, Interschool/ Interschool Christian Fellowship, Rotary Club of Grand Cayman Sunrise, FTJC Sunday School, Cayman International School, Elmslie Memorial United Church, Sir John A Cumber Primary School, Webster Memorial United Church, Savannah United Church, CAYS Foundation, GirlForce100, University College of the Cayman Islands.

The workshop evaluation covered participant knowledge before and after the workshop, the workshop content and presentation quality, as well as what they appreciated and learned in the sessions, planned to do and suggestions to improve the workshop.

PARTICIPANT KNOWLEDGE

Knowledge Prior to Workshop

- Non-existent 22% - Low 22% - Fair 33% - Adequate 17% - High 6%

Knowledge After the Workshop

- Adequate 50% - High 50%

Prior to the workshop 44% of the participants indicated their knowledge was non-existent or low. After the workshop half of the participants indicated that their knowledge was adequate and the other half was high.

WORKSHOP CONTENT AND PRESENTATION QUALITY

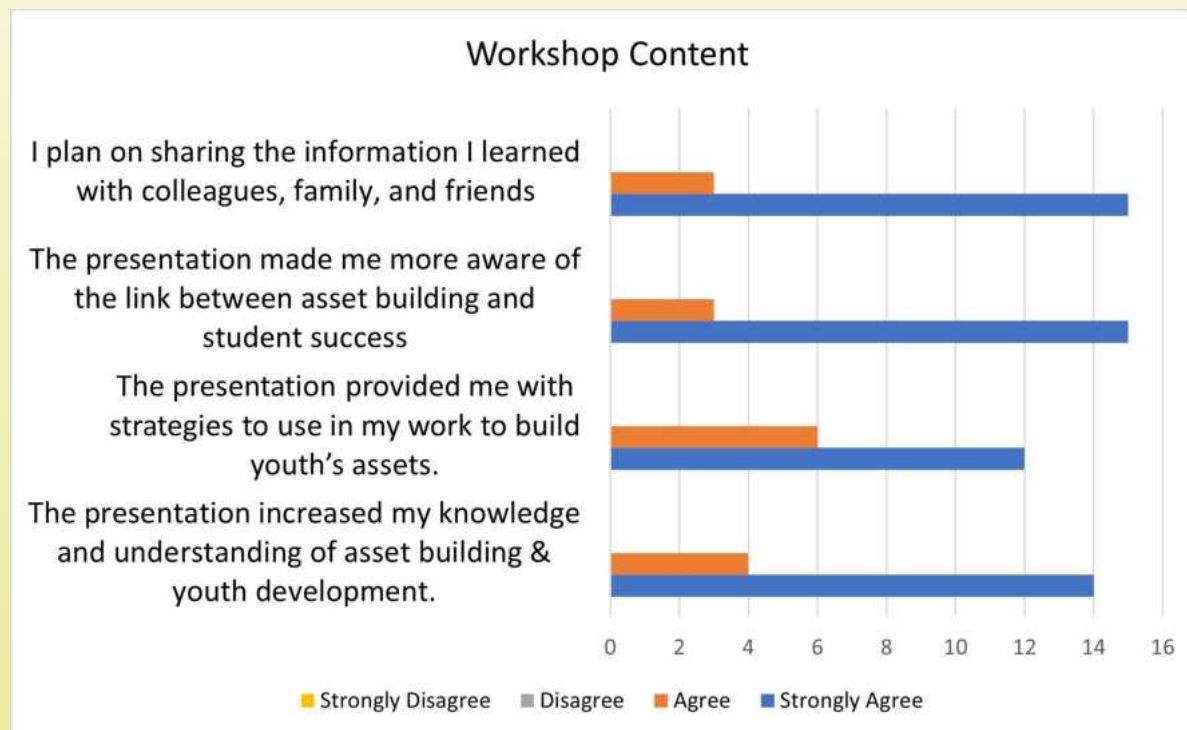


Figure 1: Workshop Content

The workshop content got good ratings. As seen in figure 1, all participants either agreed or strongly agree with each item. Most strongly agreed that the presentation increased their knowledge and understanding of asset building and youth development, provided them with strategies to use in their work to build youth assets, and made them more aware of the link between asset building and student success. All participants agreed to share the information they learned with their colleagues, family and friends.

Workshop Evaluation Results

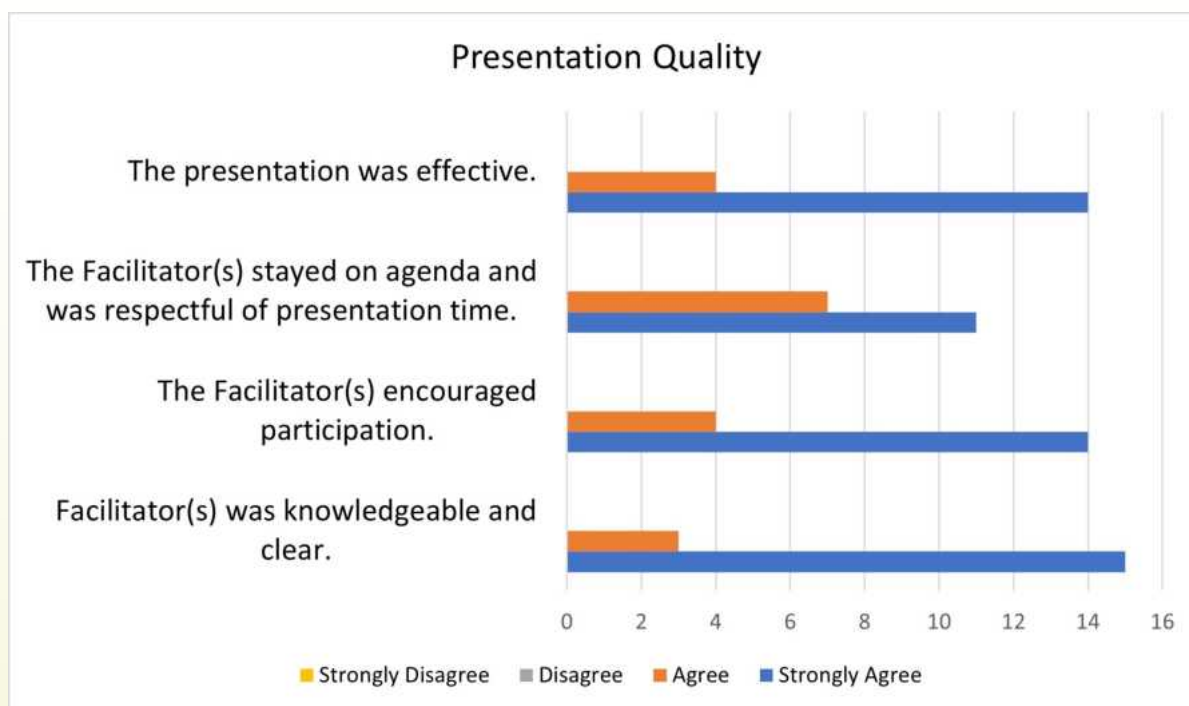


Figure 2: Presentation Quality

The presentation quality also got good ratings as all participants either agreed or strongly agreed with each item. As seen in figure 2, most participants strongly agreed that the presentation was effective. They strongly agreed that the facilitators were knowledgeable and clear, encouraged participation, stayed on the agenda and respected presentation time. However, some suggested a better flow and indications to follow the material.

COMMENTS ABOUT THE WORKSHOP

The following information are feedback from the workshop participants-what they appreciated, learned, plan to do and their suggestions.

Appreciated

The in-depth discussion and the materials that highlighted the assets and other useful information
 The presentation, and the presenters wide knowledge and vibes
 The time the speakers took out of their day to present all the information. That youth are being prioritized, and workshops like this exist. Aces are being utilized
 The open dialogue with the participants and the facilitators
 The take-home summaries
 The opportunity to be a part of the workshop. The presentation from the National Drug Council.
 The knowledge and engagement of the facilitators.
 The presenters. Information from the presentations. Very informative.
 Being invited to the workshop. Meeting and collaborating with other associations and departments to empower our youth.
 The multiple group activities. The passion of the presenters. The resources and materials provided.
 The dedication and offering it as a free workshop.
 The preparation and the amount of education, knowledge and experience involved in the provision of information. This was a very well-put-together workshop, and I think everyone should have the opportunity to hear and learn about our youth and how to interact with them.
 The opportunity to learn all about building our assets
 I appreciate the structure of the information presented, the statistics, and the interactive activities.
 This was very resourceful and created the perfect opportunity for networking.

Workshop Evaluation Results

That CIYDC put this workshop together.

The humor.

The connections made.

The speakers for putting on this workshop for free. Giving of their time. Passion to see youth succeed. Information material.

The workshop. Sylvia. Hylton. NDC and others.

The presenters.

Learned

That the external assets influence the internal assets.

How I can use asset building to measure outcomes in my grant report

More in-depth information regarding external and internal assets. Various ways assets can be used to make a difference in our community.

The use of assets and their importance. The use of other supporting agencies.

More facts and clarity about the assets. The 2022 CISDUS Results.

What are the key assets that should be used to support the youth. Some of the reasons why some of the youth at UCCI behave the way they do at times.

About the 14 developments of assets, external and internal assets.

What is happening in our community to support the youth

There are many individuals and organizations in different sectors we can collaborate with. What the internal and external assets consist of.

A lot about today's youth. How to interact with them, and how to advocate for the youth in order to make a difference.

Types of asset building.

I gained new ideas of how to strengthen my youth program.

So much more regarding asset development.

The value of asset building.

That I cannot do it alone.

About the assets youth need. Best practices. Drug use information.

More about the Cayman Islands Development Consortium.

Asset building and youth organization.

Plan to

Implement this knowledge and relook at the strategies in the ministries I am involved in.

Developmental assets building in my program activities. Share the information with my colleagues.

Advertise the next workshop more widely.

Retain, share, and use all information. Practice and perfect my own skills and then try to apply the assets to myself. Practice what I plan to preach.

Utilize all which I have learned and incorporate with the youth group.

Incorporate students' self-assessment of their assets prior to heading off island. Talk about the awareness of how all these may change when attending post-secondary education off Island.

Engage the National Drug Council to do a presentation for my staff. Share with the leadership of the UCCI, about the workshop and how it may be beneficial to our students and staff.

Use information garnered to get more involved in youth work. Encourage my own children to be more involved in assets they are not. Use the assets to encourage youth responsibility.

Ask the students in our reading program to give feedback on how they feel we can support them more.

Implement the assets into my organization. Reevaluate the process and procedures we currently practice or follow. Share what I learned with my peers.

Use my resources to give the youth the opportunity and support they require to succeed in life. To empower them the best way I can and try my best to engage them in society to build their social competencies.

Pass this information on to our committee and all other mentors.

I plan to do a survey with my youth using the 40 asset building plan.

Workshop Evaluation Results

Spread this knowledge, not only to our organization, but our company and family.

Pay more attention to asset building and my interaction with you.

Engage as much outside as I possibly can.

Use this information to develop a plan for our youth group. Be more mindful of using best practices and assets in our group.

Contact CIYDC for advice and directions, and empowerment.

Continue seeking information on workshops for my personal development to positively support youth development.

I suggest

More time for this workshop. One day.

More workshops, more awareness. Attending Big Brothers Big Sisters Virtual Orientation.

All names and contact information are shared to help with connectivity.

Introducing all the people either with name tags with schools or orally at the beginning. It allows others to seek out those who can help them develop programs or experiences.

The venue selected in the future would have more comfortable seating. Do session one online. Then session two as face to face for a practical integrated teamwork exercise.

Have workshops for the leaders of government and other stakeholders to see that the assets are imperative and need to be a national plan.

Meet more often to touch base and see how we can support each other.

A little more structure to the workshop. Maybe outline topics to be discussed and time frames.

More promotion on the workshop next time. Offer shorter sessions.

Youth workers should bond with children to provide them with opportunities and build connections to be better positioned to achieve all they can to live their best lives.

More workshop like these.

A day retreat with breaks to allow for a longer time to share all this very helpful information.

To have more of this workshop and training. Very informative.

A different venue. Taking this to a district level. Better flow of material and presentation of material. Maybe more time for a course workshop. Over time attendees should get a qualification and certificate.

More opportunities to do these workshops and others.

Significant Successes, Shortcomings and Solutions

Significant Successes

Success	Factors That Supported Success
Venue Use of Old John Gray High School Canteen/ Hall	Booked by Mr. James Myles of Youth Services Unit
Workshop well received by participants	Sponsored by Ministry of Youth, Training materials and resources sponsored by Caribbean Youth Assets HQ and collaboration with Hylton Grace

Shortcomings and Recommended Solutions

Shortcoming	Recommended Solutions
Attendees Attendance of youth worker low	- Ministry responsible for youth and education encourage their service providers to attend. - Youth Services Unit promote to youth agencies they serve - Partner with media to promote - Liaise with community groups eg. Churches - Stakeholder meetings and information updates

Conclusions, Implications & Recommendations

Conclusions and Implications

Although the number of participants was below the target amount, CIYDC is pleased that the participants that attended benefited from the workshop. The results of the workshop evaluation indicate the significance of the content presented.

The objectives of the workshop were achieved

- ✓ an increased awareness of the Search Institute's 40 Developmental Assets™, and developed strategies to build assets with youth;
- ✓ strategies and best practices for infusing asset building principles into organization leadership, practices and operations.
- ✓ detailed information about connections between the asset framework and youth success;
- ✓ provided information how participants can intentionally implement asset-building strategies in their curriculum and instruction, and create an action plan to incorporate strategies into participant's daily practice

The venue was not ideal but we are grateful that Mr. James Myles secured the venue for the workshop held in November. Lack of funds meant resorting to an online version of the workshop, which worked out well, even though the number was small.

Despite sending out emails to organizations and promoting the workshop on social media the attendance of youth practitioners was small.

Recommendations

This workshop required administrative and logistic support. As indicated in previous reports CIYDC is in need of a fully functional secretariat that can provide the administrative support for all of its programs and activities.

Partnership with government for access to facilities to host workshops like these, especially if being held in each district.

The three main recommendations for improving attendance are:-

- Ministry responsible for youth and education encourage their service providers to attend
- Youth Services Unit promote to youth agencies they serve
- Partner with media to promote

The first two recommended solutions are critical as the ministry and YSU have direct communication with individuals that work with our youth. Also, collaboration and partnership will increase the workshop's success, resulting in government receiving a return of its investment for its full sponsorship of the workshop.





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