



**YMCA**  
**Change Agents 5.0**

Informational Overview

March 2023 - July 2024



# YMCA CHANGE AGENTS



Innovation



New Resources



Building Movements



Influencing Change



# YMCA

## CHANGE AGENTS

10 Years of Change



- Change Agents programme run by World YMCA since 2013
- 4 cohorts have graduated with 800 leaders from around the world to date
- Average 18-24 months programme engagement
- Regional and Global in-person gatherings
- Mentorship was an important part of the programme
- Final assignment was to develop and execute a project in their own local/national YMCAs
- Currently 6 World YMCA ExCo members are Change Agent alumni and many more serve in local, national, regional YMCAs and communities around the world.



## Context

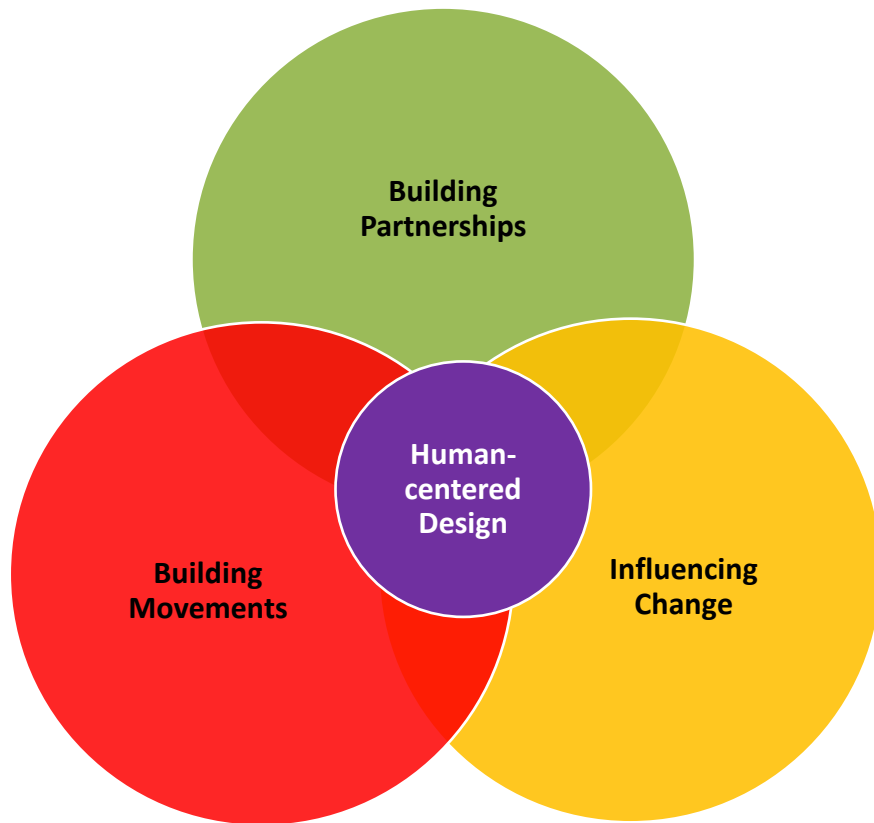
- In 2020 the world was affected by the Covid 19 pandemic and YMCAs around the world did the best to support their communities.
- YMCA young people demonstrated their extraordinary capacity to lead change; implementing local solutions to tackle problems in their communities facing the difficult realities and being extremely resilient.
- In July 2022, YMCA Vision 2030 was endorsed by the World Movement as the first ever global strategy with young people at the core of impact.



## Purpose

Change Agents 5.0 will seek to uplift young people and emerging leaders across the YMCA Movement to collectively **lead change**, create local solutions to the challenges they face, and deliver impact on YMCA Vision 2030 in their YMCAs, communities and the world.

# Programme Essentials



## New Skills for the 21 Century YMCA

### > Curated Learning

As part of the 2023 Change Agents program, participants will be provided with practical, hands-on tools, skills, models & case studies to create change.

The programme will incorporate content across four main modules: **human-centered design (innovation), building partnerships, building movements and influencing change.**

# Programme Essentials



## ➤ CoLabs Methodology

The Co-Labs methodology will be integrated into Change Agents 5.0, giving participants the opportunity to deep dive into a chosen **Vision 2030** goal, working with others to co-create solutions to implement in their local, national or regional YMCA settings.

# Programme Essentials



## ➤ Youth-led Solutions

Change Agents 5.0 will utilize the ongoing **Youth-Led Solutions Initiative** for participants' core leadership and influencing skills development by elevating youth-led solutions aligned to Vision 2030



# An Immersive Learning Experience

## Working with fellow participants on a Project

As part of their learning, participants collaborate:

- To address a challenge involved in one of the four YMCA Vision 2030 thematic areas
- Work in groups of 5-10 participants to utilize the tools and knowledge they glean during the program
- Apply them to the design challenge process, a human-centered approach to innovation.

## Optional Individual Mentor Engagement

Participants have the opportunity to be matched with a mentor for the duration of the program.

Having a Mentor allows a participant to engage one-to-one with an experienced individual who can coach the participant's personal, leadership and professional development.

Mentoring may continue once the Change Agent has completed the program.

## Networking

The program will incorporate and use technology to ensure that the participants stay connected through:

- social media forming online groups on Facebook, maintaining an active twitter and LinkedIn
- an online resource platform with select topics for discussion
- e-learning platforms such as Y-Connect
- blogs and e-newsletters for sharing information on projects and communities of practice to facilitate continuous engagement with the participants

## Leading Experts

The program will facilitate leading experts and trainers on topics relevant to YMCA's Vision 2030 and the leadership development of young people.

Participants will gain an opportunity to hear global company/public agencies/civil society representatives and advocates present on their industries and network with potential employers or sponsors.

# Recruitment

To commence the process, a communication is sent out from World YMCA to the National Movements across the six area alliances inviting interested participants to apply for the 1-year tenure on Change Agents 5.0. **Maximum number of participants 100**

## Requirements:

- Between 18-30 years old
- Minimum 3 years of engagement with YMCA (staff or volunteer)
- Willing and able to commit to respective YMCA (after - Programme
- Leadership skills (local/national/regional training)
- Preferably B2 English level
- Basic knowledge on National YMCA Governance
- Signed MOU from national CEO/General **Secretary/President**
- Registration fee USD200.00
- Submitted registration form





# Overview



The World YMCA, in collaboration with Area and National YMCA Movements, and select private and public sector partners, will launch the Change Agents 5.0 in March 2023.



Dec 22 to Jan 23: Call for applications and registrations

Feb 23: Selection and recruitment



March 2023: Virtual opening gathering



Mar 23 - Dec 23: Delivery of the programme



Jan 24 - May 24: Alumni opportunities, project implementation



July 24 TBC: In person Global Gathering, costs and others to be confirmed no later than July 23

**Monthly time commitment 20 hours approx (online and offline)**

# Benefits

## For YMCAs

- Highly **motivated and trained** young leaders
- New **leadership** for the present and future of the YMCA, the communities and the world!
- Opportunity for **youth led solutions** for Vision 2030 implementation in the YMCAs
- Vision 2030 **Global Ambassadors**.



# Benefits

## For Change Agents

- **Contributing** to the global YMCA Movement through the development of ideas & initiatives.
- **Learning and working** alongside other young leaders from across the Movement and YMCA global partner organisations
- **Growing** the skills and capabilities to turn ideas into action
- **Global accreditation** for the skills and capabilities gained and the application of these by each Change Agent.



# Alumni

## ENGAGEMENT AFTER PROGRAM

Alumni will have access to the following exclusive opportunities:

- **Vision 2030 Youth-Led Solutions Seed Grants** - Apply for financial and non-financial resources that support collective action that help alumni to provide solutions to community challenges, aligned to Vision 2030 Strategy
- **Explore the Y Connect Portal** - Take advantage of specialized networking occasions (e.g., with YMCA movements, local investors, etc.), social events, continued educational opportunities such as monthly Learning Labs, access job opportunities and a platform to keep connected with fellow Change Agent Alumni.
- **Internship Opportunities** - Working closely with the local/national YMCA movements to assist with internship placements, and with Change Agents recruitment team to assist in marketing the program and in recruitment of prospective participants.

# Join Us!

We are excited to partner together to amplify the impact of Vision 2030 through our global investment in young people.

For registrations, click [here](#). For any questions, please contact Maricris Saldarriaga at [maricris@ymca.int](mailto:maricris@ymca.int)

