

Together, We Can !

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ACTIONS FOR 2009 - 2014 PROJECT 2015 - 2019

Editorial

With this 10th edition of Together We Can! I would like to take you on a 360° tour of the adventure we've shared over the past 5 years.

The first part of this exercise (pages 2 & 3) is fairly straightforward, consisting as it does of a simple look back at our fundamentals. Part two involves acquiring a fuller understanding of the social impact of our work and a clear view of our actual activities. We accepted an offer from HEC/ Planète d'Entrepreneurs to send 3 students to interview the Young Adults of LP4Y, our partners, members and volunteers in the field, to gain a clearer understanding of what makes LP4Y special. Based on their findings they have suggested specific entrepreneurial paths for the future (pages 4 to 9).

In part three (pages 10 & 11) we have

tried to create a plan for the next 5 years, which can be tricky when you take into account the uncertain nature of our political, social and economic future! But ever faithful to the pedagogical principals of LP4Y we felt that what we ask of the Young Adults -that they create their Life Project- we should also ask of ourselves. Finally we will present our plan and budget for 2015 (pages 12 - 15) which have just been approved by the boards of directors of the 8 organizations within the LP4Y Alliance.

Together, let us continue to work with the Young Adults of LP4Y!

Thierry Delaporte
LP4Y Alliance



2009 - 2014 The 5-year track



Fewer than 5 years separate these 2 photos!

It is of course deeply touching for those of us who have accompanied these Young Adults, either directly on the ground or by helping to finance their activities or by taking part in the development of LP4Y ... Many of them are now married with a child, almost all have escaped extreme poverty and are now making their way in a decent world, day by day. We get updates from afar. Many of them have become involved in the Star Club, the club for LP4Y alumni who wish to play their part now in accompanying Young Adults living in extreme poverty.

But are there fundamental differences between the project as it was first conceived, based on our own entrepreneurial and business experiences, and the current project which has developed out of the experience of coaching hundreds of Young Adults in South-East Asia? What can we learn from these first 5 years? What are the main values of this project; the values we believe in and which we should hold on to, despite the temptations of simplification, attractive financing or bureaucratic pressure?

Experiment #1 > FOCUSING ON THE YOUNG

When we talk about Youth we refer to those who are no longer children but are not yet adults. This is a period of uncertainty for which they are generally ill-prepared. This is certainly the case in the developed world, highlighted in these economically uncertain times of changing social models and the search for new values, and holds even more true in the developing world where Young People are not even considered as a demographic group. In the poorest communities children emerge from childhood and immediately begin work in the fields, in a factory, or on a rubbish dump. Only recently did the UN choose to identify Youth as those between 15 and 24 years old. LP4Y was created to accompany Young People in this age group who are from the poorest backgrounds and are victims of exclusion at this crucial time of their lives when in fact, as you will see, it is not so hard to help them transform their lives and join a decent world. **LP4Y provides a bridge between childhood and adulthood, between the world of exclusion and the world of inclusion.** This is why in all our publications we choose to write the words Youth and Young with a capital "Y".

Experiment #2 > ENTREPRENEURSHIP

We have observed that there are many similarities between the way entrepreneurs and the socially excluded deal with motivation, life skills and the development of intuitive abilities. We built the vision of LP4Y based on these observations. On day one of their commitment the Young Adults are plunged straight into an entrepreneurial project, which allows them to experience the joy of experimentation, the confidence which comes with success and ultimately a personal sense of balance. The 15 Young Adults who make up the team in each program spend half their time developing a small business activity. This enables each team member to become familiar with a decent world, while taking full responsibility for the direct consequences of his or her actions, but also for external factors to which they must adjust. **The Young learn best through entrepreneurship!** Business schools have known this for a long time!

Experiment #3 > LIFE PROJECT

Working on a project is obviously very appealing to Young Adults who need to see the results of their work quickly. During the first stage of the project, which we call **Autonomy**, the Young Adults learn to manage their time. This represents an enormous change in their lives. When you are used to living day to day it is not easy to stop and take note of the rhythm of one's own life. "I can't change my past, but I have to try to understand it. I have to find elements in my past that I can use to transform my future for the better. I can be an achiever if I can take at least partial control of my decisions and actions." This is a steep learning curve, and working as a team is indispensable. During the early months we have observed that Young Adults from the same center almost all have identical Life Projects. But as we work on the Projects during guidance sessions the Young Adults start to realize that their being different is what makes them unique and gives them freedom. This very positive experience takes place in the period we call **Responsibility**. The next step is to put the projects into practice ... and to bring the project in line with their achievements. We call this step **Management**, because it requires commitment. Gradually the coaches help the Young Adults make increasingly high demands for their Life Projects, that is to say, on themselves. This can be a very discouraging time which can be managed quickly by taking concrete actions towards their goal. This is the stage where the Young Adults let go of their unrealistic childhood dreams to face their own and others' perceptions of who they are, for better or for worse. On at least three occasions during the year the Young Adults are invited to present their Life Project before their team, family members, members of the Star Club and other guests. The ceremony is deeply meaningful for Young Adults with such difficult backgrounds. They often start hesitantly, trembling with nerves, but they come out of it stronger. The Young Adults' Life Projects are at the heart of their progression toward freedom. **"One day I will manage my life!"**

record validates the LP4Y approach



Experiment #4 > ECOSYSTEM

A big investment is required to prepare a Young Adult for entry into the adult world. In developed countries it is impossible to keep track of the number of teachers, trainers, friends and family members who help ease a Young Person's entry into the adult world. They may number into the hundreds – try working it out. On the other hand Young Adults living in social and professional exclusion may only be able to name a handful of people who had a positive impact on their education and upbringing. **Young Adults need a whole supportive ecosystem surrounding them if they are to join the decent world;** a network of people working towards their integration and helping them to fit in by means of their Life Projects.

The coaches act as a mirror to the Young Adult; by constant questioning they push them to identify their strengths. The supportive ecosystem - made up of family (sometimes), friends, the LP4Y team, the trainers, professionals, suppliers and clients of the business activity they have developed, other companies - provides the nurturing environment in which each Young Adult can develop. For each it will have to be specially adapted.

Experiment #5 > YOUNG ADULTS ON A MISSION

LP4Y quickly realized that **these Young Adults could not achieve social and professional inclusion simply with the help of other Young Adults.** We also realized that we needed to put in place a volunteer mission rather than working with professionals. We were fortunate in being able to refer to the work of ATD Quart Monde. Next, we chose to take this mission to another country in order to leave our prejudices behind and develop new connections.

There are now 45 permanent members of the LP4Y team, all with volunteer status. They stay on average 2 years and most of them (39) are under 30 years old. We have been greatly helped in our recruitment by two French associations, DCC and Fidesco. LP4Y's success over the past 5 years in integrating Young Adults is thanks to the enormous dedication of these volunteers.

Experiment #6 > REPLICABILITY

We are often asked how it is that LP4Y makes such fast progress in developing its projects. In fact **LP4Y has developed just ONE project: a Life Project Center as incubator for integration projects for Young Adults living in extreme poverty and victims of exclusion.**

Starting with one pilot project we have to date developed 12 centers which all operate the same way, with the same methods, the same pedagogy, the same support etc. All these principles are documented on-line and improved upon day by day by the team members who have perfected a best practice through experience. When we build a new center we simply replicate ... The learning curve is therefore much shorter and it is easy to move from one center to another. The Young Adults themselves, having all followed the same training in identical centers, form a cohesive group. Having begun in the Philippines we started branching out in 2013 to replicate centers in countries with very different cultures: Indonesia, Vietnam and now India. And it has not been necessary to make any major adjustments in these new countries. Furthermore, any minor changes that have been introduced there have also subsequently been rolled out in the Philippines where it all began. This leads us to believe that we can develop LP4Y Life Project Centers at an even faster rate over the next few years. The more we share our open source model, the better we can develop it, working always towards our goal of accompanying as many Young Adults as possible.

Experiment #7 > NETWORK

There's no doubt that we were taking a big risk, relying on the friendship, comradeship and generosity of hundreds of people across 8 countries, all looking towards a single goal; the social and professional integration of all Young Adults. When asked, the Young say that friendship was the most powerful factor in making them want to change their lives.

I CAN'T BUT TOGETHER WE CAN !

Presenting HEC / Planète d'Entrepreneurs

Planète d'Entrepreneurs is the brainchild of HEC and ESSEC students who in 2009 wished to promote **an alternative vision of the world of business and performance.**

This alternative model is used by social entrepreneurs every day, by leading innovative economic projects for mankind and the environment. With these people in mind, Planète d'Entrepreneurs is committed to finding a way to measure the impact of their actions.

The Planète d'Entrepreneurs project is thus based on three principles: ⇒ poverty is best fought through collaboration with local initiatives that are self-managed and innovative ⇒ Assessing the social impact is essential to the development and acknowledgement of social enterprise ⇒ The impact assessment methods need to be democratized and mainstreamed in an efficient and appropriate way.



Why does the Planète d'Entrepreneurs study focus on measuring the impact?

⇒ It is essential for social entrepreneurs to succeed in assessing their social performance to best apprehend, direct and communicate their actions. ⇒ The lack of means, time, skills and tools make it all the more difficult for social entrepreneurs to evaluate their impact.

The evaluation mission

⇒ Once they had made contact Planète d'Entrepreneurs and LP4Y worked together to develop a first draft of the mission's scope, analyze the environment and gather data.

In the present case the evaluation tools are adapted to the situation of excluded Young Adults living in extreme poverty (vulgarization of concepts, questions related to life on the streets, period spent at LP4Y, their professional integration, etc.).

⇒ The mission lasted 6 weeks, of which 3 were spent on site gathering data through interviews and focus groups with the Young Adults and the different partners (visiting the various centers in the Philippines, meeting the insertion partners, clients, Young Adults and their families, volunteers, etc.).

⇒ Planète d'Entrepreneurs trains the project team on the mission to measure the impact and provides an impact-tracking tool.

Impact assessment - The Young Adults

A number of Planète d'Entrepreneurs teams have successfully carried out various impact studies throughout the world. Indeed, they have already worked in the Philippines for Essilor. Thanks to the following evaluation, LP4Y benefits today from the Planète d'Entrepreneurs methodology and expertise to assess its actions and analyze ways to improve and develop.

Young Adults, the biggest victims of exclusion...

LP4Y's mission is to help in the "professional and social insertion of Young Adults, ages 17-24, victims of extreme poverty and exclusion: ex-prisoners, young mothers, abuse sufferers, disabled, street youth." It is therefore essential to measure whether LP4Y is successful in working with its target public: the most excluded Young Adults.

By studying the results (about 150 Young Adults took part in the study), we can draw up a profile of those who have integrated a Life Project Center and follow Professional Training for Entrepreneurs (PTE).

Almost half of the Young Adults come from large families (more than 6 people) and 1/3 already have at least 1 child. The majority of the Young Adults have been victims of exclusion. Specifically:

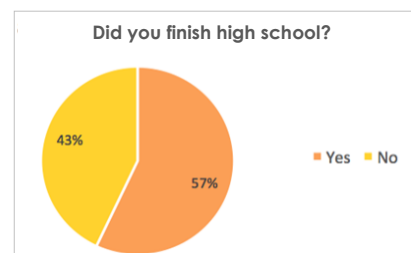
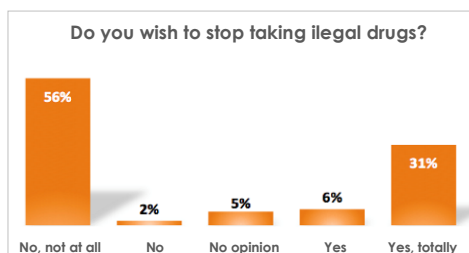
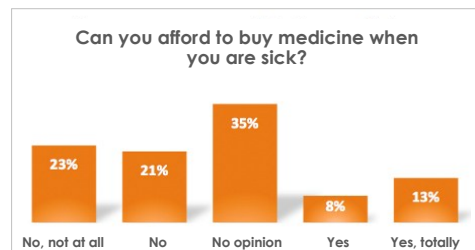
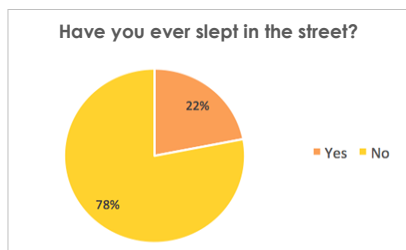
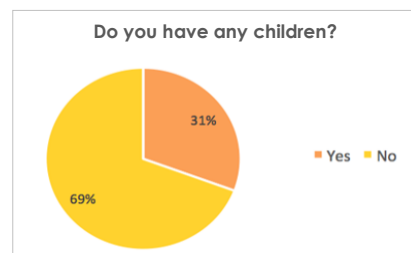
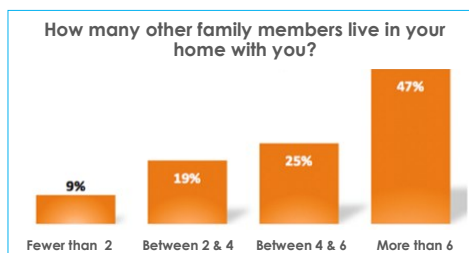
1 Young Adult out of 5 has already spent time living in the streets.

Only 1 out of 5 Young Adults can afford to buy medication in case of need.

1/3 of the Young interviewed wish to stop taking drugs.

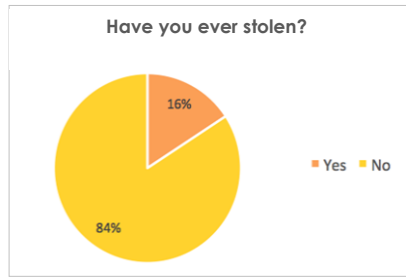
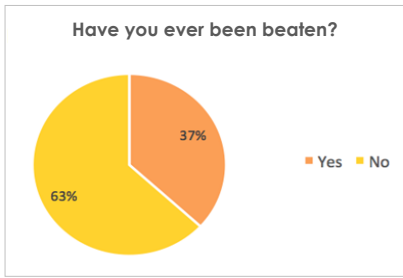
More than half dropped out of school before 16 years of age.

These figures confirm that LP4Y has succeeded in reaching its target public: Young Adults who struggle daily with extreme poverty of all natures (economic, social, sanitary, etc.).

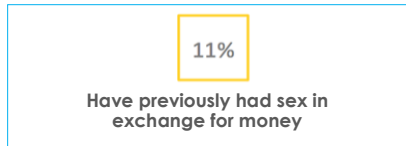
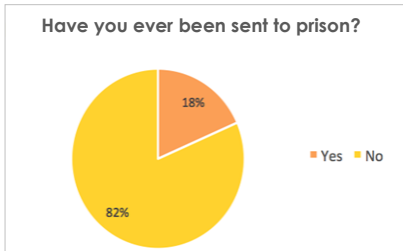




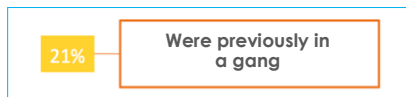
This insecurity often goes hand in hand with violence. Violence that can be present in the family context of the Young Adult and can also be passive or active (prostitution, gangs, robbery):



Thus, more than 1/3 of the Young Adults have been beaten. 16% of those interviewed have committed one or more acts of theft. 1 Young Adult out of 5 has already been sent to prison. 11% of the Young Adults say they have prostituted themselves. More than 20% of the Young Adults have been members of a gang.



These figures tend to show that LP4Y has found the means to getting close to the Young who suffer most and who often need a helping hand to stop the vicious cycle of violence and exclusion.



In this context, the LP4Y vision takes its full meaning: "Young Adults facing extreme exclusion can develop a Life Project, providing someone gives them the necessary encouragement – a smile, supporting words, room to grow, and trust."

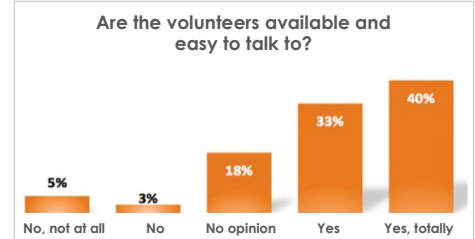
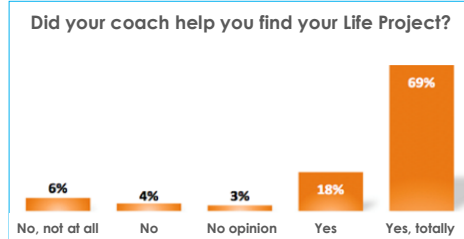
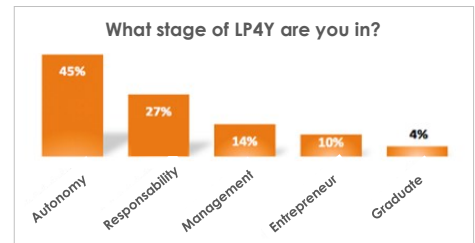
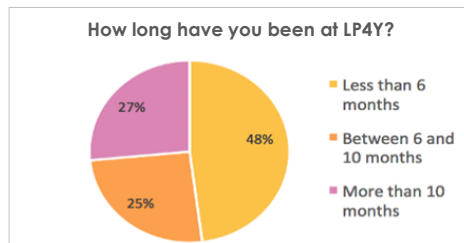
LP4Y, a place to grow, learn, dream

Now that we have identified the life of the Young Adults, let's look at those who make up the teams of the different programs. And since recruitment is open all year depending on openings, it is possible to measure the dynamics.

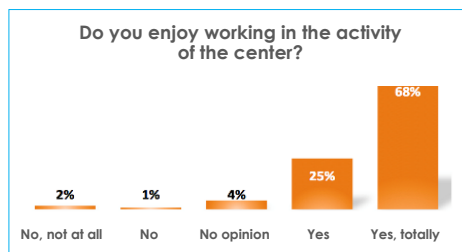
Firstly, we can see that half (48%) of the Young Adults surveyed in this study have spent less than 6 months at LP4Y. Of the remainder, half have been part of an LPC program for 6 to 10 months and half are Young Adults who have spent more than 10 months in a program.

This distribution illustrates the fact that not all Young Adults have the same rhythm and that while, in theory, Professional Training for Entrepreneurs lasts between 12 and 18 months, some Young complete PTE within a year thus making way for new arrivals.

Of those who finish early 95% succeed in finding a stable position, while 5% go back to school.

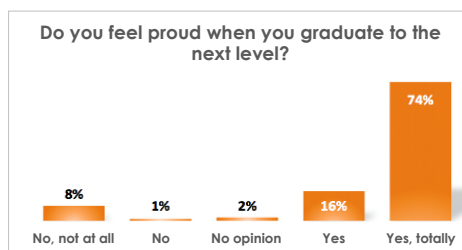
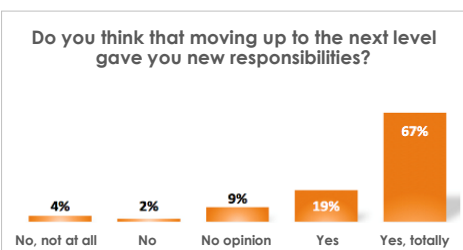


Furthermore, it is encouraging to note that LP4Y's pedagogy has proven itself and works well, according to the Young, in particular regarding the relationship they have with the volunteers. In 80% of cases the coaches, whose job it is to help with the Young's insertion into the world of business, do succeed in helping the Young define their Life Project. Similarly, for 70% of the Young, the coaches are present and accessible to talk to of their doubts, momentary difficulties as well as their desires and dreams.



The study also shows that the Young have a positive understanding and view of the different stages of PTE. A great majority of the Young agrees that the process is relevant and valuable:

- 93% are happy to be part of the LPC.
- 92% view the trainings given by the coaches as being good.
- 88% of the Young interviewed believe that graduating from one stage to the next (Autonomy, Responsibility, Management, Entrepreneurship) helps them gain in responsibility.
- 90% of the Young are proud to graduate to the next level.



As professional integration is the main mission of LP4Y,

it is relevant to verify that PTE does indeed enable the Young to improve their knowledge and behavior to best match the expectations of their future employers and thus be competitive on the labor market.

Indeed, the survey shows that **after completion of the LP4Y program over 80% of the Young are capable of following a schedule and being punctual.**

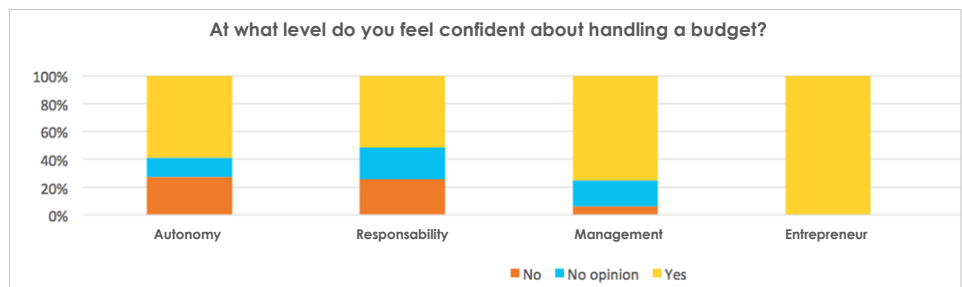
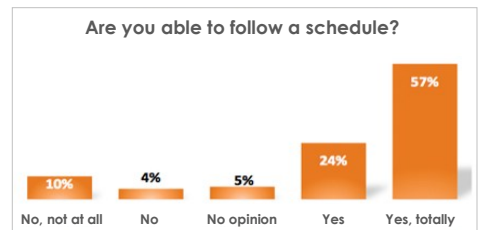
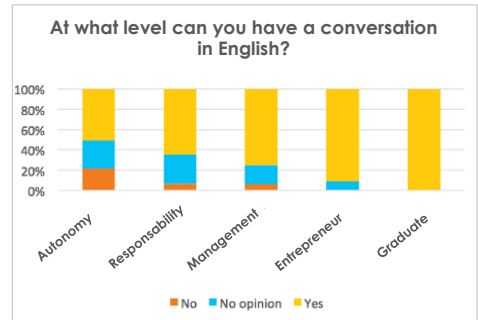
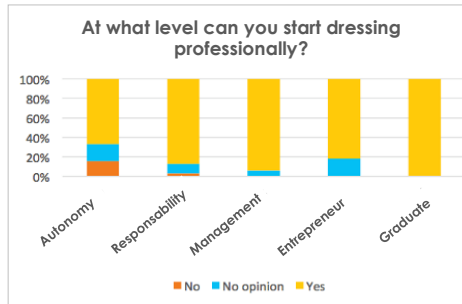
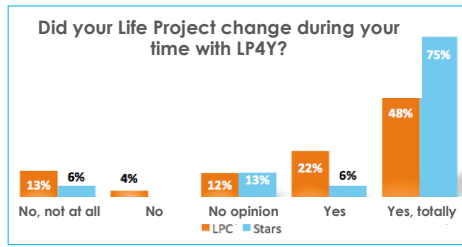
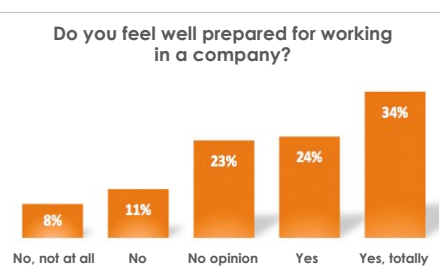
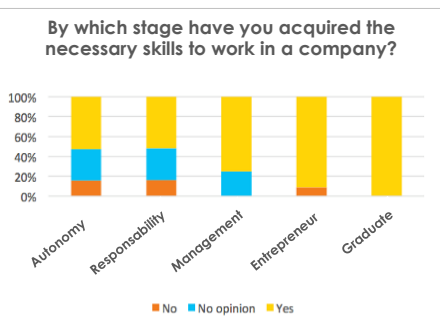
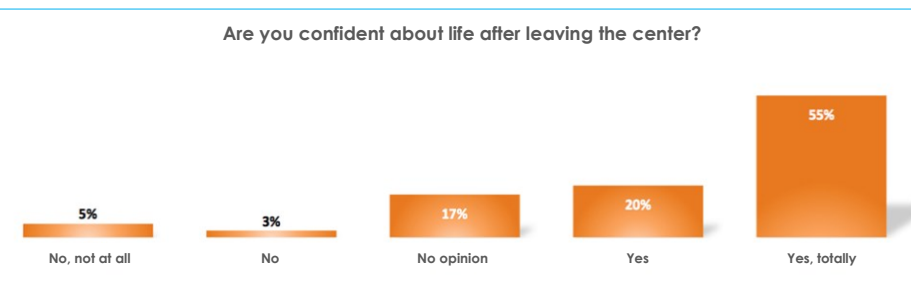
It can also be observed that their experience at LP4Y enables them to better define their Life Project, since 70% of the Young still following the program and 81% of the Stars (those who have graduated from the PTE program and who have integrated the labor market), adapted their professional project during their training at LP4Y.

Finally we observe a marked evolution of the skills of the Young according to the level they are in. Namely, while 20% of the Young in the Autonomy stage (the first stage for those who have just begun the program) say they are unable to speak English, to wear professional clothes or be on time,

100% of the Young who have completed PTE state that they have mastered these skills.

Ready to step into the professional world

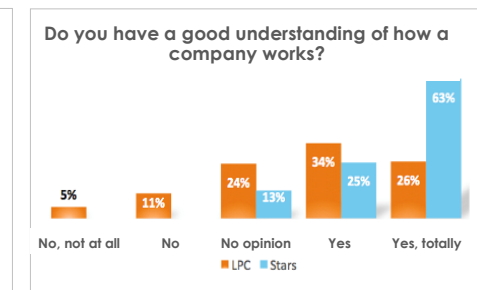
Once PTE is completed, the Young have a number of choices. With the help of the volunteers they can find an internship that will give them an interesting professional experience thus strengthening their resume. They can also find a position in line with their expectations in terms of professional integration, as well as start up their own business or go back to school to access professions that require higher education.



The least we can say is that the LP4Y program allows them to graduate confident in their professional future.

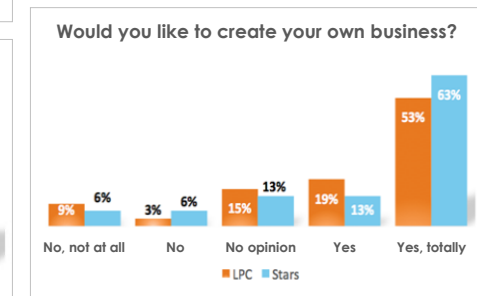
3/4 of those interviewed claim to be confident when speaking of their life after LP4Y.

This confidence is certainly linked to the fact that 100% of PTE graduates consider that they have the necessary skills to work in a company.



In line with this analysis, we can also observe that more than half (58%) say that they are ready to work and 72% are thinking of starting their own business.

A comment must be made however regarding these positive results. When asked whether they have a good grasp of how a company works, a little more than half of those interviewed (60%) respond positively, while almost 90% of the Stars (who are integrated in the professional world) claim to have a clear view of this sector.

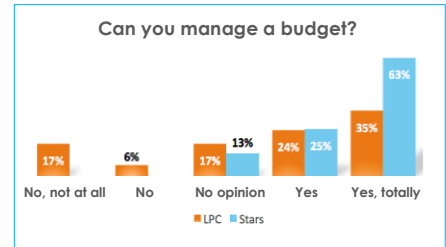
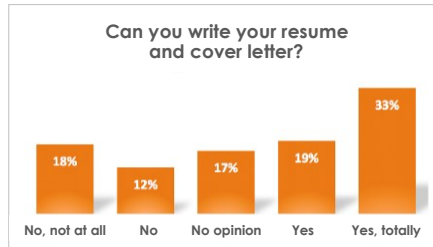
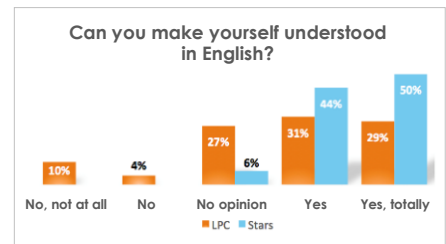
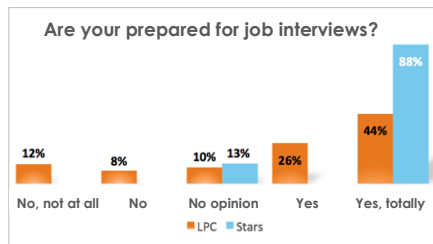


An opportunity for improvement would be to further develop the company internships (over short periods: between a few days and a few weeks) for the Young still following PTE and thus give them a clearer image of how a company works.



Despite the confidence shown by the Young regarding their professional future, we observe that not all graduate with the same capacity to seek work, draw up their resume and their cover letter or cope with an interview. **When the results are analyzed in more detail it is clear that there is a marked difference between the Young still in training and the Stars who have already integrated the professional world:**

- Only half (52%) of the Young believe they are capable of writing their resume and cover letter.
- Next, while 88% of the Stars say they are prepared for interview, only 2/3 of the Young still following PTE believe in their readiness.
- When the English skills are analyzed, 94% of the Stars assess their English as good whereas no more than 60% of the Young still following PTE believe theirs to be of a good level.
- Finally regarding budget management, one of the keys to the Young Adults' professional integration on the long term, 88% of the Stars believe they are apt at managing their money whilst just barely over a half (59%) of the Young still following PTE believe they are capable of managing their budget.



What is your Life Project?

« Electrician »

« Policewoman »

« Computer engineer »

« Artist »

« Nautical engineer »

« Nurse »

« Fashion Designer »

« TV reporter »

« IT programmer »

« Open my own restaurant »

« Architect »

« Doctor, but someone told me to always have a backup plan »

« HR administrator »

« Find a stable job and save money for my son's studies »

These figures are especially important and must be taken into account in order to give the Young the best possible odds of succeeding in their professional integration. It is clear that all the Young are not on the same footing regarding their job search and not all are able to fulfill this difficult task autonomously. The transition between the learning period within LP4Y and the integration into the world of work is a particularly delicate period. The Young Adults leave behind a world they know, master and appreciate, to move into a world where at times they are lonely and must prove themselves. LP4Y has created a number of "tools" to help the Young go through this transition period more smoothly (for example the "Star Club" and the Entrepreneurs' House) and a number of improvements can be considered to further advance this process.



ing the team spirit inherent to LP4Y so that the Young continue to feel they are part of the large LP4Y family.

The Entrepreneurs' House is also a wonderful response to the issues the Young face during their insertion into the professional world and the hurdles they may have to overcome in "life after PTE". Each graduate is closely followed by his or her previous coach for the first few months. For those in need, the possibility of temporary lodging is offered. Specific training is offered on certain topics such as job seeking, improving resumes and cover letters, interview coaching. There are also face-to-face sessions as well as team mentoring. The Entrepreneurs' House provides a mooring where the Young from all the centers of Manila can come together to share their daily experiences, meet the Entrepreneurs' Club or become members of the Star Club. **The Entrepreneurs' House is financed thanks to the generous donations of the Apprentis d'Auteuil Foundation.**

Regarding the Star Club it is essential that a contact be developed between the Young who have just finished the LP4Y program and those who graduated a number of years before. This allows them to exchange with a number of people who have already gone through what they are experiencing, on whom they can count in times of difficulty and with whom they can share best practices and contacts which will help them climb out of this "trap" unscathed. Perhaps in the not too distant future we could regularly invite Stars to come to the LPCs to share their experiences and answer questions from the Young Adults. The Young could share their tips, news of job offers, interesting contacts, etc. with the Stars. Finally, this network of "Alumni" would be a wonderful way of perpetuating the team spirit inherent to LP4Y so that the Young continue to feel they are part of the large LP4Y family.



Impact Assessment - The Partners of Integration

The Young were not the only ones interviewed in the study. Indeed, the LP4Y partners (companies who took in the LP4Y Young Adults during the PTE program) responded to the questionnaire thus allowing us to deepen our insight into the skills and capacities for integration of the Young when confronted with in a professional environment.

Firstly, we observe that a majority of the professionals are pleasantly surprised by the Young Adults who work in their company. (50% agree and 50% have no opinion).

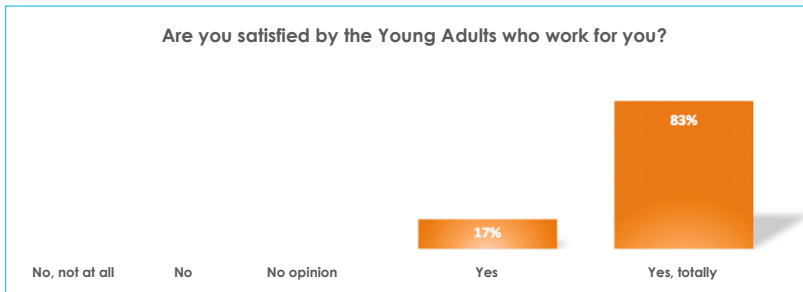
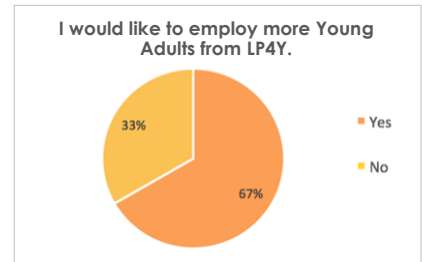
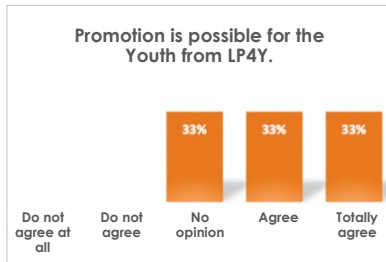
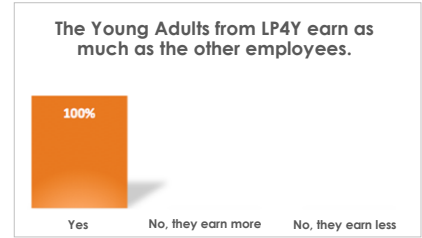
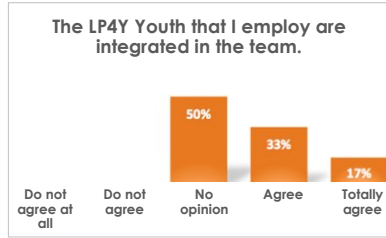
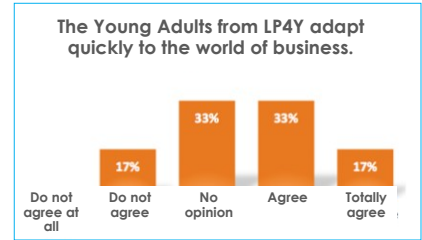
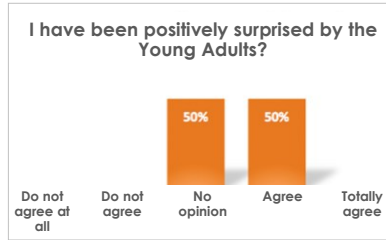
According to 50% of the interviewees, the Young are flexible and their capacity for integration is excellent.

It can also be noted that through their experience within the LPC, the Young know how to work and quickly integrate themselves into their new environment (50% of positive opinions).

The conditions of the Young Adults in the partner companies are the same as those of other employees and all have the same salary conditions as their colleagues, even though for the most part, they do not have the same qualifications.

This equal treatment is an essential element when we consider that 2/3 of the employers (66%) express the opinion that the Young are likely to progress in the hierarchy.

Another clear indication of the quality and capacities of the Young Adults who complete the LP4Y program is the fact that 2/3 of the employers would consider employing other Young from the LPCs.

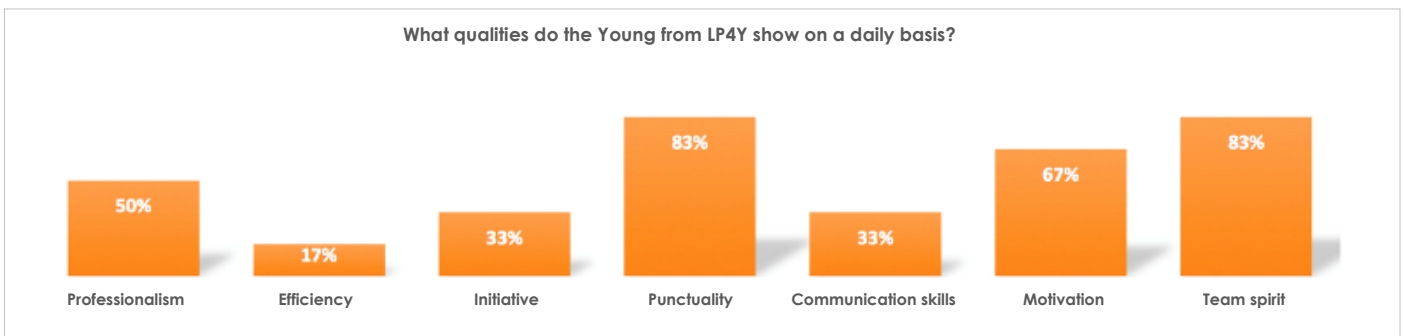


This positive feed-back is reinforced by the fact that 83% of employers affirmed that they were satisfied with the Young working for them.

These same 83% would enthusiastically recommend that their partners employ Young Adults who have followed LP4Y's Professional Training for Entrepreneurs.

This part of the survey is truly a show of hands for the LP4Y actions in South-East Asia.

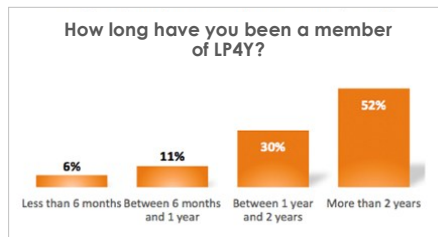
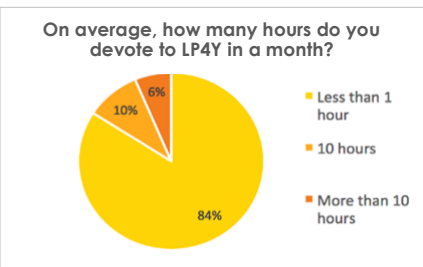
The resilience of the Young is exceptional and often the uniqueness of their life-history, as well as the fact that they have had the opportunity to work in all sectors of an economic activity during their PTE, gives them a real added advantage.



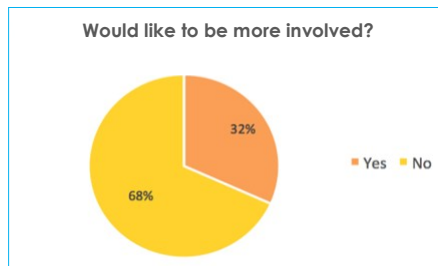
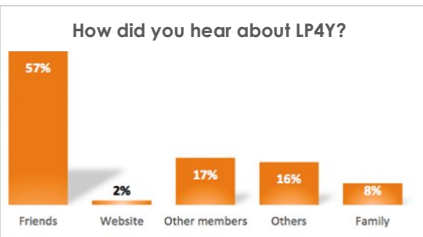


Impact Assessment - The LP4Y members

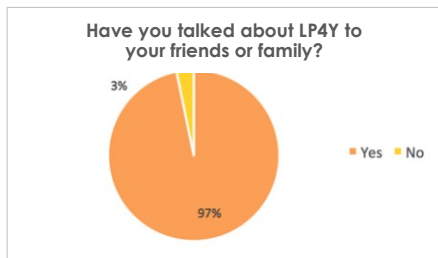
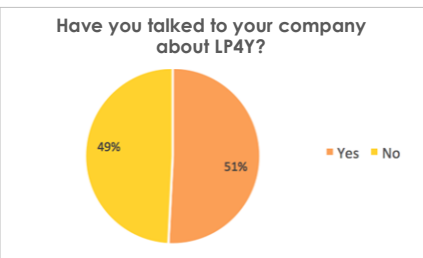
More than 60 members of LP4Y responded to the questionnaire, which allows us to analyze the relationship LP4Y has with them and consider different ways to inform them of LP4Y's actions in the field and also how they themselves might become more involved in the cause of the Young Adults.



The first interesting result shows that for the most part, LP4Y members have a history of commitment to LP4Y. Indeed, half (52%) have been members for more than 2 years and 30% joined in the past year.



The fact that members are often (57% of cases) recruited by their friends suggests a friendly atmosphere at LP4Y.



On the subject of member commitment, it is of note that the very active members (10 hours or more) are quite rare as they only represent 16% of the panel. The remainder (84%) spend less than one hour a month on LP4Y actions. This figure is all the more significant as 2/3 of those interviewed (68%) would like to be more involved at their level.

companies for projects in the field, etc.).

To achieve this, LP4Y **must better promote its various tools** so that members may support LP4Y actions according to their skills and networks (donations, organization of shows, conferences or meetings, creation of partnerships or establishing contacts with potential partner

The foundation must give its members the means to become ambassadors for the cause of Young Adults facing exclusion.

In truth, this is already the case for their families and friends (97% of those interviewed have already raised awareness among their friends of the LP4Y actions) and yet improvements need to be made regarding the professional and institutional field as only half of the panel declares having raised awareness in their companies, where substantial partnerships can be developed.

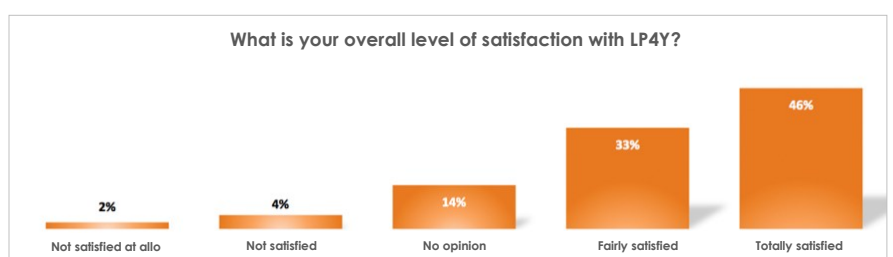
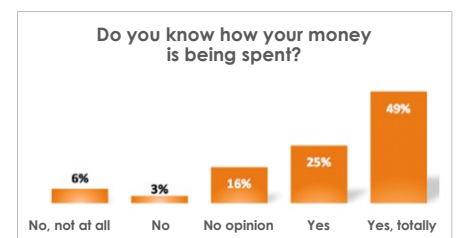
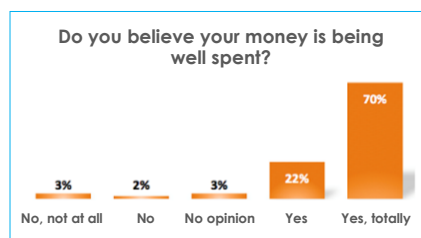
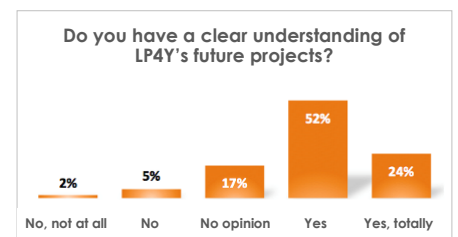
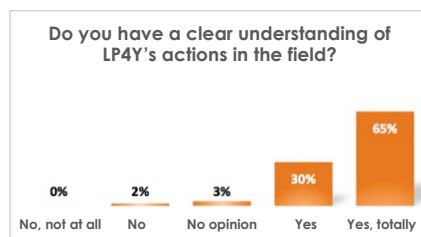
Another important aspect is LP4Y's capacity to communicate effectively on its future development strategy and on its use of funds in the projects in Asia.

On this topic, the responses show that communication is good as 95% of the members have a precise idea of the actions carried out in the field and 76% believe they have a clear vision of the future projects of the foundation. These positive results will be heightened with the publication of the 2015-2019 plan.

Financial transparency is also an LP4Y strength.

Almost all the members (92%) believe that funds are well spent, and 3/4 (74%) say they know how their money is being spent.

The friendly nature of the association and the efforts made regarding the transparency of actions in the long term as well as the use of funds raised, result in a very positive satisfaction score **with 79% of members stating that they are satisfied by the LP4Y actions and only 6% declare being displeased.**



2015 - 2019

The second half of 2014 marks the transfer between the first 5 years and the 5 years which lie ahead. To avoid jumping into the unknown we decided it was worth taking time to assess our position, question our path and evaluate our actions. There were many people involved in this process: Young Adults from LP4Y, past and present; partners; members; the management committees of the LP4Y organizations; the permanent staff. The double page which follows presents a brief map for the next 5 years, according to our main missions.



Representatives of the Iligan, Cebu and Manila Star Club chapters at Entrepreneurs' Day, June 7th, 2014

WORKING FOR YOUNG ADULTS AT RISK

Engaging in active advocacy

The Young are often excluded from the major decisions affecting their communities. They are not used to being consulted, they rarely vote and the majority of them do not feel concerned by the questions facing society. And yet in some countries they make up 30% of the population!

Making sure the poorest have a voice

The gap between the haves and the have-nots continues to widen. We have the choice between hiding from the truth while dreaming of a better world in which everyone is included, and building bridges to enable sharing and ensuring that everyone has a voice. This second option is now possible.

Developing group actions with the Young Adults

One of the main springboards for the participation of Young Adults is collective action. The Young like to feel part of a community and integration is essential to their existence. Young Adults in a group may be capable of terrible things, but more often can achieve amazing things. We can help put them on the right track.

Over the next 5 years LP4Y COMMITS to tirelessly pursuing its actions in favor of Young Adults, working with other organizations:

- **Reports** on the worldwide situation of Young Adults at risk
- **Portraits**, with a second edition planned for 2015
- **Action Tank Youth 4 Change**, a network of international organizations working for Young Adults at risk since 2011

Social networks ... just a few months after its launch the LP4Y Facebook page has 3,500 followers. And coming soon, the development of a **social business web platform**, linking all those involved in the integration of excluded Young Adults: companies researching how to carry out their social responsibility; Foundations; employers and recruiters; NGOs working for Young Adults; youth groups; volunteer placement organizations; candidates, etc.

Let us become the facilitators the world needs so badly!

TRAINING THE COACHES

Encouraged by the United Nations and with the support of certain governments there has been a recent increase in the number of initiatives for the employment of all Young Adults, insertion of those excluded from the school system, development of professional training schemes, the sharing of experiences ... At last people are starting to realize that not only do excluded youngsters represent a great danger to society, but the integration of these excluded Young Adults represents a great economic opportunity, much needed in today's world.

Unfortunately outside the normal educational framework there is a dire shortage of professional people qualified to work with excluded youngsters for their social and professional insertion. The question is neither purely social nor purely professional, and so institutions find themselves ill-equipped to deal with Young Adults whose academic failings exclude them from a decent world. The Young grow up fast when they choose to immerse themselves in a positive and productive experience, but in order to offer them this opportunity we must have specially designed organizations and coaches with the right training.

Develop pedagogical principles based on experience

The world evolves so fast and becomes so complex that the only tenable training pedagogy is one that relates to the real experiences of the Young Adults ... one they have had a hand in developing.

Enrich them through the experiences of other organizations

The world is so diverse and contains organizations, large and small, both here and on the other side of the world, that are so creative that it would be absurd to try to create the pedagogical principles for insertion without referencing them.

Create training channels for the coaches

Faced with the huge difficulties the Young have in finding their calling, educators often feel inadequate in transmitting the needed know-how and life skills.

Bring together actors (Young Adults, Stars, Volunteers, Members, the Alliance) and support (Partners, Entrepreneurs' Club, ambassadors, NGOs)

If LP4Y is to increase the number of Young Adults we help integrate we need to not only develop our own operational methods, but also facilitate the work of other organizations.

Develop an understanding of the training areas

We need to understand Young Adults in danger before we can accompany them. To reach this understanding we need to acquire some personal experience of poverty.

Over the next 5 years LP4Y COMMITS to pursuing the development of our pedagogy and specific sites, both of which are the result of daily experience and the sharing of our ideas with other organizations.

- **Social ventures**, partnerships and pedagogical alliances
- **Green Village**: coaches' training center, connected to the sending organizations in the volunteers' countries of origin
- **Platform E-learning**, giving easy access to our programs, especially in hard-to-reach areas



Action Plan after 5 years

DIRECT ACTION ON THE FIELD

Every day for the last 5 years the permanent LP4Y team on the ground has been accompanying at-risk Young Adults, one by one, in their professional and social insertion. Nearly 90% of them have made their way out of extreme poverty for good by means of their engagement with LP4Y through which they receive their first allowance (at least double the poverty level). This is only made possible by the mobilization of numerous friends and allies who support us in the insertion mission: families; local organizations; entrepreneurs and businesses.

But how can we multiply the Life Project Centers without distancing ourselves and losing control of quality in the medium term? How can we maintain the values (see pages 2 & 3) which made the first 5 years so successful as we expand, as we move to new countries with different cultures and economies? How can we maintain a single LPC model, a single pedagogy, a single model of partner relations, despite the numerous apparent constraints?

Play a concrete role in the integration of Young Adults

LP4Y is the local operator, whereas many international organizations prefer to use Implementing Agencies to put into practice on the ground the programs which they have developed. The LP4Y model is developed by the Young Adults themselves. The Young Adults interact daily with the development of the project and that would not be possible with intermediaries.

Wherever they are, even in the most dangerous situations.

See right

Increase the number of LPCs without losing touch

Each program is directed by a coach who is responsible for a maximum of 15 Young Adults. There may be up to 3 programs in an LPC.

Over the next 5 years LP4Y COMMITS to continuing the development of new centers, taking into account the whole problem of insertion according to a process we call **YES. Youth Integration Eco System** covers all the factors which must be taken into account in order to achieve the integration of an excluded Young Adult living in extreme poverty:

- **Coaching**, one on one and within the team
- **Embedding** the project in the community from the start
- Connecting with community leaders by means of **Community Mobilizers**

- Involvement of committed economic players
- **Entrepreneurs' House, Entrepreneurs' Club, Star Club**

By involving players through the LP4Y Alliance who commit to the YES principles, LP4Y can have replicability on a wide scale in many countries. The LP4Y Alliance will ensure that development, training and follow-up of the teams is coherent, as well as the installation and availability of tools such as **DRIVE LP4Y**, the **E-learning** platform and the **social business** platform.

	2014	2015	2016	2017	2018	2019
Countries	4	5	5	7	7	8
Life Project Centers	12	16	18	22	26	30
Micro Economic Initiatives	17	21	29	35	41	50
Youth in LPC	260	315	435	525	615	750
Youth Entrepreneurship step	100	140	190	240	300	390
Stars Club members + Youth at work	100	200	340	530	770	1,070
Youth on board since 2009	460	655	965	1,295	1,685	2,210



>September 2009 : Typhoon ONDOY, Manila
 >December 2001 : Typhoon SENDONG, Iligan
 >October 2013 : earthquake in BOHOL, Visayas
 >November 2013 : Typhoon YOLANDA, Visayas region
 >July 2014 : Typhoon GLENDA, Calauan region
LP4Y's 5 years in the Philippines have coincided with 5 major disasters, including 3 which touched our own centers, responsible for killing, destroying and ruining hundreds of thousands of people!

On three occasions in our newsletters we have had to inform you of the terrible toll that natural disasters have had directly on the LP4Y Young Adults and their families. Each time we have had to admit that we are just not prepared: disaster management is a whole different area of expertise! But we cannot ignore that these events have a regular impact on the lives of the very poor with whom we have worked now for 5 years, and we therefore decided to carry out a survey.

The setting for our survey was Tacloban, the town which was submerged by the tsunami following Typhoon Yolanda. The victims we met there enabled us to identify the urgent needs of Young Adults immediately following such an event. Our meetings with various major international NGOs revealed that there is no specific response for Young Adults. When the LP4Y model was presented it was highly praised as being a response to an emergency for Young Adults, excluded more than ever following such disasters.

The study therefore took on a renewed importance, with 3 objectives:

- to reduce the risk of crisis in all LP4Y centers in Asia
- to recruit and finance a reserve team of volunteers, available and ready to act at short notice during times of crisis
- to determine which Life Project Center and which activities are best suited to the immediate needs post crisis and during reconstruction

Beginning in 2015 and over the course of the next few years we will set up LP4Y in Emergencies and develop operational bases for South East Asia.

LP4Y in EMERGENCIES

COMPLETE STUDY AND ACTION PLAN > www.lp4y.org



July 16th 2014 - The Glenda Typhoon destroyed the LP4Y Center in Calauan as well as the houses of many of the families in the relocation site in the south of Manila. Thanks to EDF Energies Nouvelles's financial support and partner of the Green Village, these houses have been rebuilt.

2015



Sunday 29th of June 2014 - Celebration of the LP4Y 5 years birthday in Paris.

LP4Y ALLIANCE, AN INTERNATIONAL NETWORK OF LOCAL ORGANIZATIONS, NOW PRESENT IN 8 COUNTRIES

The organizations which make up the LP4Y Alliance are non-governmental, not-for-profit and non-denominational. **LP4Y's governance** style is based on a permanent collaborative model. Each country's organization is piloted by an elected volunteer board of directors. The project / budget for the year ahead is discussed between presidents of the different LP4Y organizations when they meet on the board of the LP4Y Alliance. The budget is then voted by each of the countries' board of directors who decide on the choice of programs in the field, and on the level of their financial commitment. Depending on their decision the final project / budget for action is presented in each country at the autumn meetings. The degree of commitment on the field is decided by the countries' board of directors as the year progresses. There are now over 400 members in Europe and the US who regularly support LP4Y.

A NETWORK OF SKILLS IN THE FIELD AS CLOSE AS POSSIBLE TO EACH TEAM OF YOUNG ADULTS

After 5 years in Manila, Laure and Jean-Marc have moved to New Delhi, and from there will **coordinate the Alliance**, starting in 2015. Laure will be in charge of the Alliance network and partners, while Jean-Marc (known as "Kuya J" in the Philippines, now "Uncle" in India!) will manage the team of 43 volunteers of 8 different nationalities, as well as the development of new projects. Julien in the Philippines and Camille in Indonesia will develop communication methods and partnerships.

Alliance coordination also includes special projects such as Action Tank Youth 4 Change which has been launched for the

fourth consecutive year with 8 students of 6 different nationalities from Sciences-Po Paris.

In 2015 **"VIP" field coordination** (Vietnam – Indonesia – Philippines) will be managed as in 2014 by Lucie for the Philippines and Cecile for Vietnam and Indonesia. The support team (or "Experts") will operate in all 3 countries, transversely, in order to best facilitate the sharing of best practices.

In India LP4Y is just starting up within the framework of a social venture LP4Y@TF. Tomorrow's Foundation was created in Kolkata (Calcutta) and for the past 25 years has been working tirelessly in the east of the country in favor of education for abandoned and impoverished children.

Permanent team in the field :

29 coaches, assistants and CDs, 12 experts and coordinators, 4 Alliance experts and coordinators

In 2015 for the first time, we have **a full team of experts!** The team is made up of 4 departments corresponding to the 4 missions undertaken by our coaches. Our expert team is coordinated transversely and is based in each of the 4 countries in order to answer the needs of the coaches and the Young nearest them.

PROJECT MANAGEMENT

Insures that the determined norms are respected. After self-evaluation by the center, our expert helps each coach follow their project plan. Oversees financial coordination and maintains the link with accountants and legal advisors.

COACHING & PEDAGOGY

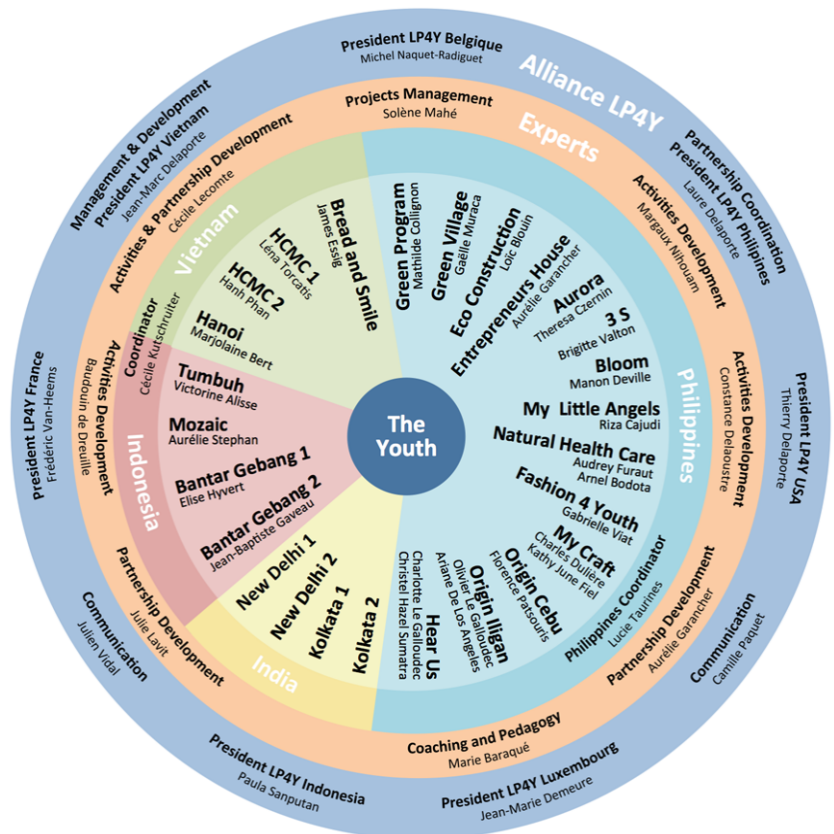
Advices coaches as they accompany our Young Adults. Insures that the consolidation and development of teaching aids is carried out harmoniously.

ACTIVITY DEVELOPMENT

Circulates good practices, introduces distribution circuits, provides production tools and helps develop creativity. Encourages sales.

PARTNERSHIP DEVELOPMENT

Helps coaches develop action plans, encourages the involvement of the Young Adults in the search for local partnerships, develops the Entrepreneurs' Club.



Action Plan

Following is a one line plan for each program in 2015. Further details of each program are presented in newsletter 8; for information on the main events of the year please see newsletter 9. If you would like to receive regular information about the LPCs please like us on Facebook (see page 16).

PHILIPPINES

ILIGAN CITY

Hear Us: Redevelopment of the economic activity

Origin: Reconstruction of the prison building which houses the LPC

CEBU CITY

My Craft: New center on Lapu Lapu Island

Origin: Development of the economic activity in the new prison-based LPC

CALAUAN CITY

Green Program: Development of the number of partners and range of services

Eco-Construction: Development of the professional skills

Green Village: Launch of the construction stage

TAGUIG CITY

Entrepreneurs' House: Development of the Entrepreneurs' Club and Stars Club

QUEZON CITY

Natural H care: Expansion of the range of products produced by the laboratory.

Fashion 4 Youth: Professionalization of the work shop,

MANILA CITY/TONDO

Aurora: Development of distribution points for the workshops' creations

3S: Multiplication of the distribution zones for the solar lanterns

Bloom: Team development following a successful pilot phase



INDONESIA

JAKARTA / SENEN

We are currently working to relocate families living beside the railway tracks. Depending on progress the center may ultimately be moved.

Tumbuh: Development of the economic activity and product range

JAKARTA / SEMPER

Renovation of the second part of the center in order to take on more Young Adults

Mozaik: Opening of more distribution points

?: Creation of a second program

JAKARTA / BANTAR GEBANG

Depending on local government decisions, possible transfer of the center to a new location

Eco-Center: development of a welcome area for visitor training



VIETNAM

2014 was essentially the pilot year. Thanks to all the LP4Y partners working towards the insertion of Young Adults we achieved the enormous goal of implanting LP4Y in a new country. In October 2014 we were accorded the necessary national accreditation, giving us increased opportunities to work with excluded Young Adults, in particular Young Women and Young mothers.

HO CHI MINH CITY / District 8

Bread & Smiles: Development of training in sales, distribution and logistics. Relocation of the L&L program (Lanterns and Light) depending on the calendar and political decisions?

Lanterns and Light: Workshop tools, setting up the production processes

HO CHI MINH / Go Vap

Eco-Center: Setting up the visitor / training center

HANOI

Setting up a first Life Project Center and the first program



INDIA

Youth is one of the country's major issues: development of technical skills, professionalization, access to employment for all ... LP4Y received an invitation to develop pilot centers in India which can be duplicated on a large scale by approved organizations across the Indian sub-continent. LP4Y is sponsored by the administrative authority of TOMORROW'S FOUNDATION, an organization which for the past 25 years has been at the forefront of the education of poor children in the east of the country. The LP4Y team in Delhi is preparing to open 4 Life Project Centers in the first half of 2015; 2 in Delhi and 2 in Kolkata. One of these centers will be specifically developed as a training center for trainers & coaches. This is where training seminars will take place for LP4Y teams in the region, but also for teams from other organizations, echoing the role that the Manila training center plays in the South East Asia region.



2015

On this final double spread we present the budget for the year ahead. This is an enormous challenge, but one which we have embraced since our first year. How can we possibly make such predictions, more than a year ahead, without turning the Young Adults into variables, victims once again of the tough law of market economy? The team at LP4Y is committed to making sure that as far as possible our actions are not dictated by our budget. **By living closely with these impoverished Young Adults we work with them to define and establish methods which will help them to progress as well as possible, independently of the financial variables.**

We work with our partners to develop the means to increase advantageous collaborations, collaborations which implicate, which are painfully challenging, but which are a source of great pride. LP4Y does not engage in costly bids, preferring to seek out partners who are looking for real involvement and long-term commitment by means of team-led participative approaches. In 2015 we undertake to accompany a slightly higher number of Young Adults, and for that we will need to use all available means. This is a major commitment which will touch all levels of the organization and which we go into fully aware, thanks to the study carried out in the summer of 2014.

MANAGEMENT MODEL

Since starting out in 2009 we have been researching best practices for the development of a management model for LP4Y at the lowest cost possible. In 2009 the monthly cost of insertion was just over €200 per Young Adults. The 2014 accounts will show a monthly insertion cost well below €100, over a shorter time frame; currently in the range of one year of intense accompaniment in one of our centers. In the medium term in 2015 we will continue to see LPC rents decreasing, a result of carefully nego-

tiated contracts. The mutually supportive dynamic of the various teams make it possible to increase the number of programs per center. By encouraging transverse dynamics we can help the Young Adults from the business school to increase their sales and improve the profitability of their business. We must thank the entire team of permanent professional volunteers; their generous commitment results in savings which allow us to accompany increasing numbers of Young Adults.

BALANCED BUDGET FOR 2015

The **income** for 2015 will come from the LP4Y organizations that raise funds as per the spreadsheet on p15.

Most will come from **donations from businesses and private foundations**. A smaller share will come from generous individual donors.

We would like to highlight the growing number of individuals who commit - as a family or part of a team - to supporting a specific program with all the benefits such collaboration entails.

Expenditure has been calculated as per the spreadsheet on the right. **The increase in expenditure is explained** by increased allowances and training investment **for the Young Adults**.

After 5 years we can see that allowances are indeed an essential investment, allowing LP4Y to claim a 90% insertion success rate.

The **cost of the programs** represents 89% of expenditure, and administrative costs just 11%. These costs are largely linked to the initial installation costs of setting up LP4Y in a new country.

Remember that LP4Y has neither headquarters, nor permanent paid team.

LP4Y's communication tools are all completely internally produced, with the exception of printing. Newsletter #10 is printed in India at a cost of €0.18 per copy.

	BUDGET in €	2014	2014 vs 2015	2015	% budget
	COUNTRIES	4	+25%	5	
	LIFE PROJECT CENTERS	12	+33%	16	
	PROGRAMS	17	+24%	21	
	YOUNG ADULTS	460	+27%	655	
A	Revenue				
	Donations	370,000	+27%	470,000	86%
	MEI	60,000	+25%	75,000	14%
	Total Revenue	430,000	+27%	545,000	100%
B	Expenses				
1	Program costs				
	Rents and expenses	45,600	+21%	55,000	10%
	Training expenses	53,000	+36%	72,000	14%
	Allowances of the Young Adults	141,000	+42%	200,000	38%
	Cost of the permanent team	117,000	+24%	*145,000	27%
	Program total	356,600	+32%	472,000	
2	Administrative costs				
	France . Belgium . Luxembourg . US	10,000	+60%	16,000	3%
	Philippines, Indonesia, Vietnam, India	33,700	+34%	45,000	8%
	Total Administration	43,700	+40%	61,000	
	Total Expenses	400,300	+33%	533,000	100%
	Balance	29,700		12,000	

* The monthly cost of a permanent volunteer is 268 € / permanent professional regardless of the type of contract.

Budget and financing

A BIG THANK YOU TO THE 397 GENEROUS INDIVIDUAL DONORS in France, the USA, Belgium, Luxemburg, the Philippines, Indonesia and Vietnam.

We started preparing the budget for LP4Y's work in 2015 several months ago. This important task involved all our partners. To begin with each of the LP4Y Alliance organizations commits to financing part of the global budget.

Then we work out which Corporate Social Responsibility Actions will bring the greatest benefit to the Young Adults being accompanied by LP4Y in Asia.







In 2015 we are going to need a lot of good will to help identify new partnerships, to develop them and ensure their involvement with our Young Adults. In 2014 the centers had over 200 visitors.

In addition hundreds of volunteers from LP4Y partner companies provided training, planted hundreds of shrubs at the Green Village and worked to repair the Calauan center, destroyed by typhoon Glenda in June.

We need to make sure that this amazing level of commitment continues, which is why we created the Entrepreneurs' Club!

For 2015
COST OF INSERTION OF 1 YOUNG ADULT Life Project Center: €78 x 12 months + Entrepreneur step: €18 x 6 months
Total : €1,044

2015 FUNDING PROJECT

€	2014	2014 vs 2015	2015
	200,000	+ 10%	220,000
	40,000	+ 25%	50,000
	30,000	+ 67%	*50,000
	60,000	+ 25 %	75,000
	35,000	+ 14%	40,000
	5,000	+ 100%	10,000
	1,000	+400 %	5,000
			
LP4Y in EMERGENCIES			20,000
Total	371,000	+ 27%	470,000

* Excluding institutional donors GREEN VILLAGE project

COMMITTED PARTNERS

Without jumping ahead of the 2014 social and financial report which will be presented at the general assemblies in May 2015, we would like to thank all the **BUSINESSES, FOUNDATIONS and ORGANIZATIONS** that played a part in financing LP4Y's work in 2014.

Financial and in-kind donations Programs in the Philippines

Capgemini France, Pfizer Philippines, Colgate Philippines,

Iligan City
 Agir sa Vie Foundation

Cebu City
 L'Oréal Foundation, Talents & Partage Foundation, Agir sa Vie Foundation,

Quezon City
 Shom Philippines

Manila City, Tondo
 Sunpower Philippines, Mars Wrigley Philippines,

Taguig City
 Apprentis d'Auteuil Foundation

Calauan City
 EDF Energies Nouvelles, Banque Degroof Luxembourg, Baker Mc Kenzie Luxembourg, Deutsche Bank Philippines,

Financial and in-kind donations Programs in Indonesia

Jakarta, Senen
 Danone Indonesia, Raja France Foundation

Jakarta Semper
 Elisabeth France Foundation

Financial and in-kind Donations Programs in Vietnam

Capgemini Vietnam
Ho Chi Minh City
 Saf-Viet, Groupe Seb France Foundation

Hanoi
 Air France Foundation, Société Générale Foundation

Financial Donations in India
 Lange & Sohne, Groupe Richemont, USA

The youth are our future, Let's work with them !

LIFE PROJECT 4 YOUTH is present In the Philippines, in Indonesia, Vietnam, India, France, Belgium, Luxembourg and the United States.

You can join the teams present in any of these countries!



MEMBER : you will receive the latest updates by email or by post. You will also be invited to the association's meetings, events and the general assemblies. Annual membership in France, Belgium and Luxembourg is €10. Become a member in the US the Philippines, Vietnam or Indonesia when you make your first donation.



DONOR : your monthly or one-off donations help create a fund base for the national LP4Y associations in your country, or go towards supporting a team of Young Adults. You may also make donations in kind.
-For all your donations you benefit from the fiscal provisions in your country
-You can make a donation on line on our website, or arrange a bank transfer, or pay by check to your local LP4Y association.



CORRESPONDANT : share news of LP4Y with your contacts and assist in the organization of information and communication events such as the exhibition 'PORTRAITS! When Young Victims of Exclusion become Entrepreneurs!' If LP4Y is not already present in your country of residence you can even help set up a new branch. With the help of the LP4Y Correspondents' Kit (partner files, presentation leaflets, letters, LP4Y PowerPoint presentations) and the support of other LP4Y members in your region you can also approach businesses and institutions to present our mission and establish financial partnerships, appeal for donations, develop professional integration opportunities for Young Adults, arrange training sessions, skills sponsorship etc ...



VOLUNTEER : If you are 24 or over, sign up for 1 to 2 years or more. You will be active in Europe, the US or in Asia. Your training and social security, insurance, pension etc. as well as professional expenses (transport, visas, lodging and daily expenses) will be covered. You will be covered by the provisions of the International Solidarity Volunteers or the European Volunteers, or be carrying out your Civic Service.



JOIN THE PARTNERS' CLUB : our partners play an essential role in the integration of Young Adults. Businesses, universities, professionals and foundations can all contribute to LP4Y:
-by making a financial donation or a donation in kind towards the opening of a new center, for the renovation of an existing center, for its operation or for the purchase of equipment,
-by participating in the additional training of the Young Adults by offering regular or one-off training sessions,
-by accompanying a team and giving them the chance to develop one of your projects,
-by offering advice, becoming a client or by distributing a team's services or products
lastly, by opening the doors of your company to Young Adults for visits, internships or jobs.

To make a difference with the Young Adults from LP4Y, or to receive more information, please contact us at info@lp4y.org

To find out more about what we do :

Our TV channel

Videos of our Young Adults and events in the different countries of the LP4Y Alliance

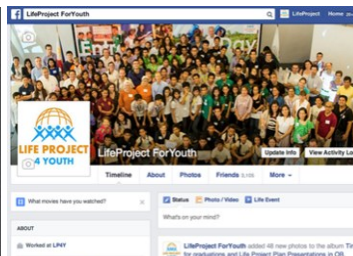
www.lp4y.tv



Our Facebook page

For up to date news, photo albums, videos and upcoming events

www.fb.com/lifeproject.foryouth



The Website

For any information on the various programs, our partners and for all the newsletters

www.lp4y.org



Portraits The book & exhibition

Portraits of young LP4Y entrepreneurs

www.lp4y.org



Together, We Can! The LP4Y Alliance newsletter.

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#10 Together, We Can! December 2014