

DO IT YOURSELF CLUBS: PREPARING YOUNG PEOPLE FOR THE WORLD OF WORK



Lucy Namayanja & Martin Ariapa
28 April 2021

WHAT DO EMPLOYERS WANT?

“Employers seek recruits who are comfortable facing a problem with ‘no right answer,’ therefore schools must find more ways to give students more complex and unstructured problems and fewer multiple choice questions.”

International Labor Organisation, 2013

DIY: DO IT YOURSELF CLUBS

- **What?** Extracurricular clubs in Ugandan secondary schools
- **Why?** To create spaces for meaningful youth participation
- **How?**
 - Lifeskills trainings for students (e.g., self-awareness, goal-setting, etc.)
 - Student-led needs assessment in school/community
 - Student-led service-oriented projects
 - Teacher trainings and workshops
 - Activities to build youth-adult relationships

STUDENT-LED PROJECTS: EXAMPLES

My Health, My Concern: Promoting awareness among students about sexual and reproductive health through the performing arts.

Save My Environment: Providing environmental education and recycling waste to make and sell charcoal briquettes as an income generating activity.

DIY & THE WORLD OF WORK



1. Communication

- Working in teams
- Debating and presenting
- Engaging teachers and adults

2. Self-Confidence & Agency

- Developing self awareness
- Shifting power to students
- Accomplishing goals

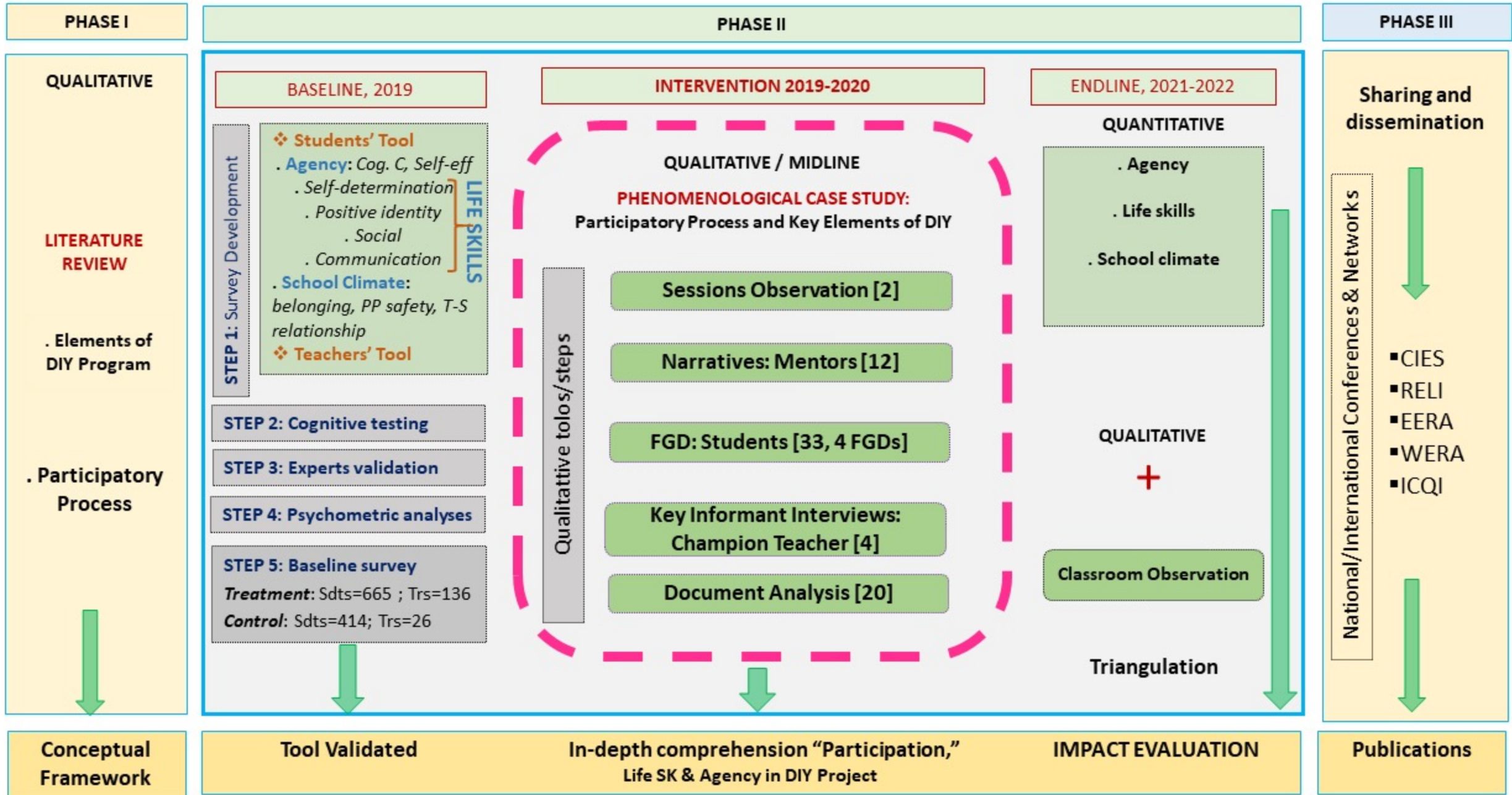
3. Problems Solving

- Designing complex solutions
- Working in real-world situations
- Making decisions



EVALUATION METHODOLOGY

Mixed Methods Design: Sequential Triangulation Process



FEEDBACK FROM DIY PARTICIPANTS

Highlighting:

- Communication
- Self Confidence & Agency
- Problem Solving

COMMUNICATION

Students improved their communication skills, both interpersonally and in public addresses:

“These days we enter [class] freely, we interact with the Director of Studies, the teachers, and we can easily consult the teachers because they are like our fellow students - like they are easy to talk to.”

DIY Student

SELF CONFIDENCE & AGENCY

Students have the confidence to question and engage teachers:

“The weak performers have gained confidence to ask questions and put up their hands in class and also to approach teachers for help. This has improved their academic performance.”

Teacher

Students are able to think big for survival:

“When your parents have no school fees, you are there and [he/she] tells you that no more schooling. [In this situation] you can make things like liquid soap, key holders and you survive from there.”

DIY Student

PROBLEM SOLVING

The DIY participatory process gives students the opportunity to make decisions and solve real-world problems:

“[DIY] is more so targeting the needs of the students, it is not [adults] to suggest what should be done, but something is tabled and the students suggest what they think they need rather than telling them do this and that. So students [decide] what they want, instead of [adults] thinking for them.”

Teacher

LESSONS LEARNED

- **Teamwork:** working in teams is a great way to learn communication skills – listening, making salient arguments, and compromising.
- **Engaging Adults:** The ability to engage with adults is key to succeeding in many work environments.
- **Problem Solving:** It is important that young people be given the opportunity to wrestle with complex problems in real-world situations.

THANK YOU!

Contact Details

Lucy Namayanja

lucy@komolearningcentres.org

www.komolearningcentres.org

Martin Ariapa

m.ariapa@lgihe.org

www.lgihe.org



Segal Family Foundation 


echidna giving

 **RELI**
Regional Educational
Learning Initiative