

# Growth Best Practice

Pakistan Boy Scouts Association  
Balochistan Boy Scouts Association



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# **Growth Best Practice**

Pakistan Boy Scouts Association  
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Young Champion

Project name	Young Champion - To increase access to education for all children, including girls and other vulnerable groups
Country - NSO/NSA	Pakistan – Pakistan Boy Scouts Association, through Balochistan Boy Scouts Association (BBSA)
Period of implementation of the project	September 2015 – October 2016
Key numbers	<ul style="list-style-type: none"> <li>• 18,203 out-of-school-children identified</li> <li>• 8,365 children enrolled in Scouts through the project</li> <li>• 1,401 Scouts trained to bring out-of-school-children to school</li> <li>• Increase in NSO membership, from 526,745 in 2015 to 703,050 in 2019</li> <li>• Growth of 33% in membership for the last four years</li> </ul>

## The project

Young Champion is a one-year programme which was conducted in our district in Lasbella, Balochistan, to bring out-of-school-children into the education system by enrolling them in a school as well as allowing them to take part in Scouting activities.

The implementation of this project followed three steps:

### 1. Train young people (Young Champions)

First, we recruited and trained Young Champions who are also Scouts to prepare them for the task of bringing out-of-school-children to different schools. These training sessions were conducted during various camps where Scouts learned to find out-of-school-children within their local communities and collect data on them. Thanks to the training sessions which were organised for one and a half months, 1,401 Scouts were trained and empowered to take on new responsibilities. Additionally, they shared the data with the local Scout leaders and school teachers.

### 2. Collect data on out-of-school children and identify the barriers to school access

The Young Champions carried out household surveys in their local communities to collect information such as why some children did not go school. It was a new approach to have Scouts going directly to the homes of people and requesting parents to share information. Thanks to this great effort, 18,203 out-of-school-children were identified and their data was included in the database. The data helped to identify the main causes of children not going to schools or learning centres which ranged from schools being too far, poverty, unavailability of girls' school to parents' unwillingness to send their children to school and the lack of facilities in government schools.

### 3. Remove barriers to school access

We also trained the Young Champions to convince parents that education is one of the main components that can improve families as well as the lives of the young girls and boys. When the parents saw the commitment of the Scouts/Young Champions towards education, they were touched and impressed by their commitment. This also helped them to convince parents to enrol their children in schools.

Through the continuous efforts of the Young Champions, who comprise children from government schools and private schools, we have been able to enrol 8,365 children in different schools within the district. All of them were engaged directly and indirectly in Scouting activities at the district and provincial levels as well as in the national camps.



## Impact of the project

### • Membership and organisation

This project enabled the NSO to welcome 8,365 new Scouts and contributed to the overall 35% increase in membership in the last four years. Some of these young people are now Scout ambassadors at the district level or are taking part in community projects.

This creates virtuous cycles as project beneficiaries then become actors of new community projects, and can be empowered to become leaders. The success of this form of recruitment relies on the ability of young people to share the benefits they are receiving from Scouting and to inspire others to join. For example, one of the Scouts from the Lasbella district was awarded with the Presidential Award of Best Scout.

At the country level, the objective is to use the experience gained to replicate it in other districts and provinces, and to increase the overall impact of Scouting and its membership.

### • Education

Our project contributed to the SDGs 4, 5, and 10 by offering quality education to children, particularly girls as they are less likely to go to school in Pakistan. We impacted the life of children from remote areas who previously did not have access to educational structures. They are now benefiting from two types of education, a formal education via their schools and non-formal formal education, thanks to the Scouting activities they are able to join and benefit from.

## Resources needed

- Financial resources were provided by partners we engaged
  - USAID (Small Grants and Ambassador’s Funds Programme – SGAFP), a grant investor agency which implements and supports different programmes in education and development all over the world. They supported the project both financially and through skill sharing. We drafted and submitted a project proposal, which was approved. The project started three to six months later and went on for a year. During the project, they visited the office and the camps, and allowed us to benefit from their international expertise and feedback on project management.
  - Other local donors helped us to finance the project and to increase the impact of our community service.
- Human and practical resources were supported by:
  - The local district by assigning staff members to the project. The project team was composed of a project leader; a reporting officer responsible for the data analysis and preparing reports for stakeholder; a financial officer; two Scouts who led the training sessions and empowerment of local Scouts; two social mobilisers who were responsible for mobilising the community; the Scouts and the leaders involved in the project; and seven unit leaders from various parts within the districts to support the project on the field as the areas were far from each other. The district where the Scouts were based in also supported on the logistics side of the project to allow the operations to run smoothly.
  - The district education office supported the project by involving the public schools of the areas and some of its teachers. It also provided school facilities to run the training camps.



# Challenges faced

Issue/problem faced	Steps taken to resolve the issue
The School holidays and annual examination of nearly three months, led to project/activities being put on hold.	During this period, we focused on the data collection rather than on school activities. We also worked on the revitalisation of the parents committee of many schools as this is something that can be done even when the children are not in school.
As the region of the project is huge, the district office was a 10-hour drive from some project sites, making it challenging for staff to provide support.	We trained local teams to run the project as they were the ones who know the region well and are always onsite. We were also relying on government schoolteachers to implement and support the project locally. Additionally, the project team, under the supervision of the Project Manager, travelled to the site every month and often spend four to five days onsite to support the local teams. This gave them motivation to keep the Young Champions engaged and ensured the continuity on the project.
Poverty was one of the major factor keeping children out of school, especially in villages where children have to walk long distances to schools.	Thanks to the training provided, many Young Champions and their teachers were very motivated, and this resulted in situations where government and even private schools stepped up and enrolled poor children without collecting any admission fee.
Lack of awareness among the parents towards the importance of education and sending their children to school.	An important part of the project also relied on involving parents of existing student, by dynamising the parents committee of various schools. When the Young Champions were unable to convince parents of out-of-school-children, these parents were then invited to parents committee meetings. There, the parents engage in dialogue with the out-of-school-children parents, sharing the benefits from Scouting and sending their children to school.
At the beginning of the programme, it was hard to engage girls to be Young Champions.	We created a dynamic to involve girls in the community and invite them to camps. Eventually, the number of girl Young Champions increased. 47% of the young champions were girls, exceeding our initial target of 40%. The role they played in the identification and enrolment process of the district at the end of the project was very encouraging and helpful.



*"Working with partners and the government allowed us to deepen our impact, if we had worked on our own, we probably would have had less impact."*

## Lessons for growth

### **Lesson 1 - Everyone plays an important role in making the project a success**

We relied at the same time on Scouts, leaders, teachers, private-public school partnerships, district staff members, the government, and our partners to provide funds and expertise. Today, we can say that each has contributed to the success of the project.

### **Lessons 2 - Young people can play a significant role by being an ambassador to their peers and recruiting new Scouts**

The Young Champions are the ones who recruited young people to enrol in school and join Scouting. They were seen as role models for other children and parents because of their efforts. They were also the ones in the best position to talk about the benefits they personally received from education and to inspire others to join.

### **Lessons 3 - Parents can also convince other parents to send their children to school and join Scouting**

Parents forming the parents committee can better relate to other parents and share the positive impact of schooling and Scouting on their children. We supported the parents committee to convince the parents who were not convinced by the Young Champions, to find solutions that will enable them to send their children to school.

### **Lessons 4 - We can overcome the barriers that prevent children from enrolling in schools and joining Scouting by identifying the solutions**

There are many potential barriers that prevent children from enrolling in schools and joining Scouting, but once we identified the issues and provide the solutions for each of them, we were able to convince people of the benefits of Scouting and education.

# Advice to NSOs that are planning to implement a similar project

The advice we have for NSOs planning to implement a similar project is to engage with partners and the government because they have allowed our project to have a much greater impact. Partners allowed us to learn from their experience; while we were able to align national and international standards with the help of the government, which made the project even more successful. Moreover, they can provide funds to support more activities, promote Scouting at the grassroots level, and further strengthen the Movement.

Another advice is to share best practices with other NSOs and non-governmental organisations. This will spread awareness of the project and inspire others to implement what has been proven to be successful.

## **Learn more about the project**

Contact of the Project Manager: Talat Jehan, [talat.jehan@bbsapk.org](mailto:talat.jehan@bbsapk.org) or [tjtalat@hotmail.com](mailto:tjtalat@hotmail.com).

Online resources: [Video story](#) and [Balochistan Boy Scouts documentary](#)

The Project report from this best practice is attached in continuation of this publication.





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Project title:	Young Champion to increase access to education for all Children, including Girls and the most vulnerable
Project Duration	Sep 2015 – Oct 2016
Location	Lasbella (Balochistan, Pakistan)

Sr.	Project Activities	Achievements
1.	Orientation to BOD (BBSA)	01
2.	Formation of 03 Project Committees	03
3.	Hiring of Project Staff	19
4.	Orientation to Project staff by SGAFP	01
5.	Orientation of Project/field staff	01
6.	Selection of Unit Leaders (ULs) and, Young Champions (YC's)	07 1401
7.	Project Opening Ceremony	01
8.	Capacity Building of Project Staff	01
9.	Training camps for Young Champions	05
10.	Collect data of out of school children	01
11.	Data entry analysis and report launching	
12.	Collect information from 564 schools about PTSMCs status, orientation sessions with PTSMCs and community	01
13.	Mobilize community by YCs for enrollment of at least 6 OOSC	01
14.	Formation of 15 member District committee	01
15.	Project Closing ceremony	01
16.	Children Enrolled	8365
17.	Project Documentary	01
18.	Out of School Children Identification (33908)	01

Activities	Achievements	
	Male	Female
Selection of Unit Leaders (ULs) and, Selection and Training of Young Champions (YCs)	07 749	- 652
Capacity Building Training of Project Staff	09	-
PTSMCs (Schools)	337	73
15 Member Committee	15	-
Out of School Children Identification (18203)	10921	7282
Enrollment through Young Champions (8262)	5019	3346

## Activities and Achievements

**Describe to what extent the objectives of the agreement were accomplished:**

### I. Overall Progress of the Project & Impacts:

This “Young Champion” project started with the training of 1401 young boy and girl scouts in different tehsils of the District Lasbella wherein they were trained through the local scout leaders.

During these five training camps (2 for girls and 3 for boys) the scouts/young champions were taught and briefed on the project objectives, their role as young champions and most importantly the overall impact of this project on the enrollment of out of school children. Majority of the beneficiaries were from the government schools of the District but the project team decided to focus few private school of the District as well because of no scouting in these schools and secondly to make a crucial part of this enrollment campaign as well. The efforts of the children and management of these private schools were very encouraging and they played an important role in the identifying and further enrolled them in the local schools of the District. Also parallel to this enrollment and identification process of out of school children District team visited different schools to check the status of PTSMCs (Parents Teacher School Management Committees), either they fully or partially functional or totally non-functional. Moreover, during these PTSMCs sessions it came to know that not all 564 focused school have their PTSMCs fully working functional at school or at community level either due to lack of funds or even no efforts were made to make them functional again due to several reasons (such as scattered population, school very much far away and very minimal understanding towards PTSMCs). On one hand young champion collected data of out of school children and on the other hand team have different sessions with the school management and community on PTSMCs. During the survey of different houses in the identification process young champion submit their data collection forms to their scout unit leaders and further it was entered into the database. To assist the overall objectives of the project one 15 member committee was also constituted at District level to play their role in different project interventions and to provide support where required. The final and most important stage of the project was to enroll those out of school children in different local schools of the District and with the efforts of these “Young Champions” 8365 children (boys and girls) were enrolled in different schools of the Lasbella when the District enrollment campaign officially started in the District in Sep 2016, and still this enrollment campaign is not stopped yet and schools on the direction of District Education Officer are taking children in different classes of their schools. This was one of first initiatives taken by USAID-SGAFP where 1401 scouts/young champions were mobilized at District level so they can play their role at school as well at community level and enroll as much as children as they can. And finally they proved themselves to be the true young champions.

### **Impact:**

This USAID (SGAFP) funded project “Young Champion to increase access to education for all Children, including Girls and the most vulnerable” provided assistance to the District Education (Govt. of Balochistan) for strengthening the education system by enrolling more children especially those out of school children who are not studying due to different reasons. The end line assessment evaluate and helps in findings the impact of different intervention that took place during the project.

### **The key finding includes:**

- Children “Young champions/Scouts” if trained on regular basis could be real change makers within in their communities
- Teachers of different government schools if engaged in different social and development related activities can influence their local communities in bringing change

- PTSMCs if fully active can work as a bridge between the community, school management and District Education department which can be help in minimizing the gaps identified in a timely manner
- If government officials (teachers, school management, DEO, DDEOs) are engaged on regular basis they could have sustainable and long term impact on the local population and could help to generate productive results too
- Also if community are helped to gather on regular basis (through PTSMCs or 15 member in this case) they can regular share their concerns with the local Deputy District Education officers who can further share with the District Education Officer.

**Findings and key achievement:**

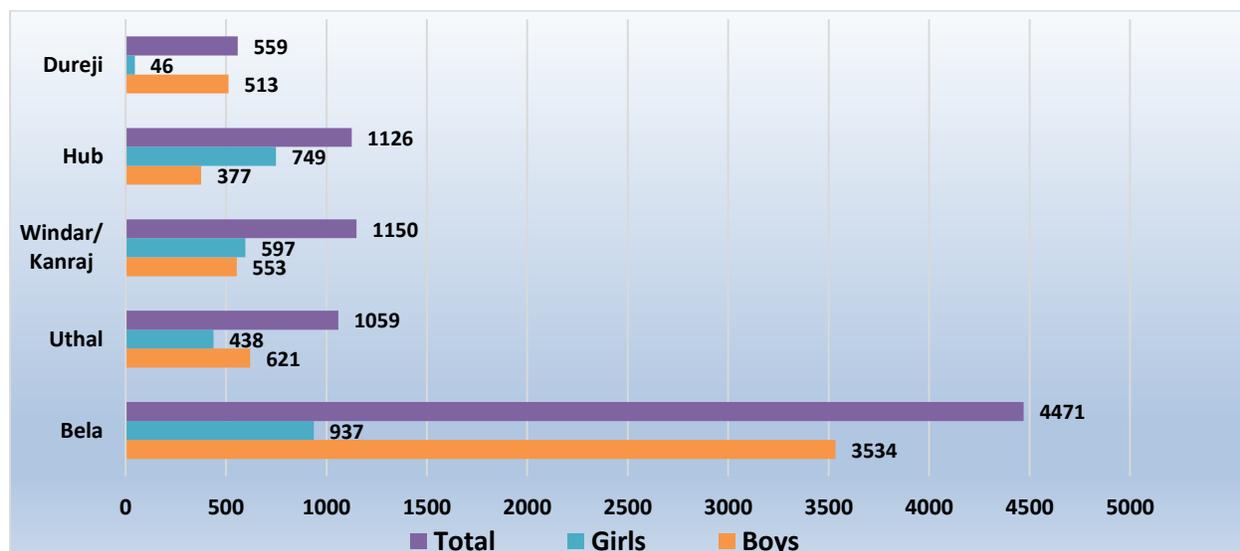
I.1	Selection and Training of Young Champions (YCs)	1401
I.2	PTSMCs in Schools (Active and functional)	410
I.3	Out of School Children Identification	18203
I.4	Enrollment through Young Champions	8365

**Scouts Training Camps:**

Girls Participated	Target	Boys Participated	Target	Overall Target	Overall Achieved
652 (47%)	550	749 (53%)	827	1377	1401

**Enrollment through Young Champions:**

Out of school children (OOSC) database helps to understand the root cause of being out of school such as, poverty, schools being far, consider education not important and other reasons such as disability and less age for school. But the main reasons were poverty, schools are far and education not important which leave most of children out of schools or without any access to any learning centers of the District. Young champions who were trained during the scouting camps collect all the data of out of school children and later the same 8365 OOSC were enrolled in their local schools. Tehsil wise enrollment of District Lasbella is as under:



**2. Progress against each objective:**

**Objective No. 1: Selection of Unit Leaders (ULs) and, Selection and Training of Young Champions (YCs)**

Selection of Unit Leaders was completed through the office of District Education office (Lasbella) and with his consultation and approval seven tehsil unit leaders were selected for this project. Three Days Boys Scouting Camp from 14th – 16th Dec 20-15 was held at Government Boys Middle School Akram Colony, Hub (Lasbella). Children of different age group and of different schools were gathered for three days scouts and training camp. Children of different schools gathered at one place under the supervision of their teachers, who were also present for this three day scouting camps. Camps were started with a recitation followed up by a short assembly session. After this session scouts training camps started with the introduction of scouting, oath, laws and distribution of scarfs among those young boys and girls who are the part of this kind of camp for the first time. After the scouting introduction the objectives of this Young Champion project were shared with the participants and how this project with the help of young scouts can change the behaviors of those who are away from educational and learning centers due to certain reasons. Then scout, who will also play a role of a young champion, were briefed with their responsibilities and duties they have carried out and act as a change agent within their respective communities. In the second last session of the camp scouts were hand it in with the scout profiles, data collection form, code of conduct, consent form from their guardian/parents and their responsibilities form they have fulfil and abide during this out of school children enrollment campaign. Scouting activities were also the part this camp in order to keep the children engage. Finally, questions were addressed, team members and teachers helped every child to fully understand the main concept of this campaign and further assist them in filling the forms carefully and correctly. Three Day Boys and Girls Scouting Camps were held in Tehsil Bela for Boys and Tehsil Hub for Girls. For Boys the total participation was 277 and camp was organized at Govt. Boys High School, Bela. For Girls the total participation was 336 and this three days camp was organized at Govt. Girls High School, Hub. So far in three camps 869 children took part and were trained to start the data collection of OOSC. Rest of the Scouting camps took place in different tehsils of the District. For Boys camp it took place at Govt. Boys High School, Uthal with the total participation of 224, along with 39 teachers of different schools. For Girls considering the customary norms and values, and most importantly their security camps were organized at Govt. Boys High Schools Bela, Winder and Uthal. Project teams visited Girls schools and organized one day camp in different schools of the Tehsils having participation of 316 Girls along with their 37 teachers. In total 541 girls and boys took part in these camps. The overall summary of the training camps where young boys and girls took part are as under:

<b>Girls Participated</b>	<b>Girls Target</b>	<b>Boys Participated</b>	<b>Boys Target</b>	<b>Overall Target</b>	<b>Overall Achieved</b>
652 (47%)	550	749 (53%)	827	1377	1401

### **Objective No. 2: Out of School Children Identification**

During the training camps, young girls and boys were advised to start data collection from their local communities and Mohallas to gather information regarding Out of School children (OOSC) and provide all the information collected to their local Unit leaders and school teachers who accompanied them in their Scouts Training camps. The data of 18203 out of school children was entered into the database, having details such as household name, CNIC (if available or willing to give), number of school going & OOSC, village/tehsil and details of Young champion who gathered the details of OOSC from their local community/mohallas. Data regarding out of school children

was also shared at District level with District Education office, Lasbella. This process helps to identify the main causes for the children for not going to schools or learning centers, and reason that come to know through this survey were; poverty, school being far, girls school not available, parents not willing to send their children to schools and lack of facilities in government schools made parents reluctant to send their children.

**Objective No. 3: PTSMCs (status and activation)**

Parents Teacher School Management Committee was also one of the main component of this project where tehsil unit leaders visited different schools of the District and have sessions with the PTSMCs of the local school or community. They were briefed on the project objectives and an important they play in enrolling more children from their communities and tehsils. While visiting different schools it came across that 410 schools have active PTSMCs while rest of the school don't have PTSCMs or either they are inactive or even don't exist due to no meetings in recent months. Through local high school cluster they were gathered at other schools and have consultative sessions with them and requested to come forward in enrolling more children during enrollment year of the District and increase awareness towards the education with the other parents of their community.

**Objective No. 4: Enrollment through Young Champions**

One of the main component on which all the activities and interventions took place was to enroll the specific number of schools from each tehsil in different schools of the District Lasbella, with an aim to increase the enrollment of schools and most importantly to increase the literacy rate of the District. Young champions who were specifically trained on the process of household data collection from their local communities and further enroll them in the local schools so at least they can also start learning education and further motivate other children and their parents too. This project basically revolve around these young champions who prove that they are can also bring change irrespective of their age, gender or religion. Through their continuous efforts not just from the children of the Government schools but also from the few private schools they finally been able to enroll 8365 children in different schools of the District Lasbella.

TEHSIL	BOYS	GIRLS	TOTAL
BELA	3534	937	4471
UTHAL	621	438	1059
WINDAR/ KANRAJ	553	597	1150
HUB	377	749	1126
DUREJI	513	46	559

Issues/problems faced	Steps taken to resolve the issues
Lasbella was the largest District by area of 15,153 Sq. Km to cover and have project activities.	Local scout's organizers and project tehsil supervisors (unit leaders) were assigned with the duties to keep mobilizing the community and complete the activities assigned on time.
School were very far from each other, and located in far tehsils, goths (villages) and side areas.	Seven tehsil supervisors (unit leaders) along with the local scouts and young champions were trained in such a way to help their scout's unit leaders and visit local schools and collect data (such as PTSMCs, survey forms, enrollment details etc.)
As the District comes under summer zone, the holidays and annual	During this three months period of summer holidays in District Lasbella and for the better utilization of this period

examination of nearly 3 months partially or fully stopped the project activities.	young champions, tehsils supervisors and district organizers were assigned to collect the community, schools and out of school children data and also to keep continue the PTSMCs sessions at community instead of having in school.
Considering a large area to be covered there was a delay in collecting field level information and further shared at Headquarter level.	Each tehsil was responsible for his tehsil and area, and tehsil supervisors are further asked to help their fellow supervisors in those tehsils having less schools or community to cover. In that way through mutual collaboration and work the assigned activities were completed. Also scouts unit leader structure in present in every cluster (school), they also help and provide assistance where required.
Poverty and schools being too far from each other were the major causes of Out of School, especially those goths (villages) where children have to walk kilometers to reach their schools.	Through survey forms we came to know the root causes for not sending their children to schools. During the training by explain the true meaning of being a scouts many young champions and their teachers were very motivated and as a result finally we had few examples where government and even privates schools step up and enroll poor children without taking any admission fee (such as BAF Public schools). Also it was observed that multi grade teaching was started in the District and for those having schools far according their age were accommodated in those nearest schools and centers.
Lack of awareness among the parents towards the importance of education and sending their children to schools.	Through PTSMCs, survey and identification process by the young champions and 15 member District committee helped the change the way parents thinks about education. Continuous meetings with the local communities helped to increase this enrollment as well and many were encouraged these interactive session with the community.
Unavailability of potential teachers in the schools who can motivate their students and others to spread the message of education and appointments of teach in other tehsils of the District.	This important issue was regularly highlighted and raised while having meetings and participation of District Education Officer and his Deputy District Education officers. On occasions such as scout's camps, PTSMCs, report findings, certificate distribution among the young champions and upon the closing ceremony the District education officials were invited and visit different schools to notice these kind of issues on their own and further notify the concerning, competent authorities and recommended and post the local teachers in their local areas to avoid and discourage absenteeism.
Hot and severe weather conditions of the District, especially tehsils away from one of the main Hub Tehsil	As these kind of problems are beyond our control so that's why most of the activities that fall under this season were indoor such as PTSMCs in schools or houses, community sessions and activities like household data collection were avoided in this weather.

## **Lessons Learned & Recommendations**

### **Lessons Learned**

- It was observed that District Lasbella potentially is one of the very peaceful District of Balochistan, as compare to the current security situation in other Districts of the Province.

Considering this advantage more projects and activities could possibly take place in future as well.

- Further it was also learned that parents and communities want their children to be educated but the hindering factors such as poverty, schools being too far and unavailability of the resource and finances sometimes discourage them to send their children in the schools.
- Project team come across few cases where even local laborers send their children after being inspired from these young champions and furthermore school management even admit and allow few children to study without taking fee (For example: BAF Model Public Schools in Lasbella).
- During the scouts training camps girls participated more than boys that's why 7% more girls were trained as young champions than the actual target, and most importantly role they play in identification and enrollment process of the District at the very end of the project was very encouraging and helpful.
- During different project activities these young children were seen and worked as role models by other children and parents because of their efforts, having then these sort of continued efforts can further encourage and motivate others to send their children to the schools or different learning centers of the District in future as well.

### **Recommendations:**

- To sensitize more public on the importance of education, and involve more community members committees (like 15 member) in every tehsil and sub-tehsil
- To work towards the capacity building of the teachers as well, as they are the key motivators and source of education in their schools. Their interest and dedication can motivate others towards the education
- Deployment of local teachers in their schools, as teachers prefer not to go into their schools on regular if they are teaching outside their tehsils or districts because of the distance they have to cover each day
- To have more Alternate Learning Pathways centers (ALPs) which will enable those children to study in the evening as well who have to work during the day to support their families