

# THEORY OF CHANGE

## The need

### PROBLEM

In Tanzania, millions of children and youth struggle with unmet wellbeing needs leaving them vulnerable, excluded, and unable to realize their full potential.

### PEOPLE

We stand with Tanzania's most vulnerable youth, the marginalized, the excluded, the unseen, opening pathways for them to flourish and thrive.

### REASON

There can be no future without children, and there can be no thriving youth without children who are valued, loved, protected and empowered.

## The work

### PARTNERS

1. Government & Public Sector institutions
2. Civil Society
3. Community & Grassroots Structures
4. Academic & Research Institutions
5. Media & Digital Platforms.

### BEHAVIOUR

1. Children and youth participate in safe spaces, clubs, and health/learning sessions and use reporting channels
2. Children and youth practice healthy behaviors, peer support, and help-seeking
3. Youth co-lead community projects
4. Schools deliver play-based, relationship-centered sessions
5. Faith/community leaders and parents co-lead norm-change campaigns
6. Youth enroll in apprenticeships and skills clubs linked to real employers.

### BIG IDEA

From community strengths to system change: we unite families, youths, schools, and services with shared data to unlock safe, healthy, thriving futures.

### Intervention/Activities

1. Protect: Prevent and respond to violence, harmful practices, and exploitation in homes, schools, and communities.
2. Learn: Expand inclusive, safe, climate-ready learning and second chance pathways.
3. Nurture: Strengthen child and youth health, nutrition, and mental wellbeing.
4. Lead: Grow youth voice, participation, and climate action.
5. Empower: Equip children and youth with life, digital, and livelihood skills.
6. Connect and Innovate: Deploy digital technology to power coalitions and deliver services through youth-led solutions.

### INPUTS

1. Skilled program staff, youth mentors, and community facilitators.
2. Mental health, child protection, and health professionals.
3. Safe community spaces, shelters, and learning hubs.
4. Digital tools, internet access, and e-learning platforms.
5. Philanthropic funding.
6. Measurement and accountability mechanisms.

### MISSION

Vijana Kesho is a coalition-driven organization that mobilizes local strengths so that every marginalized child and youth has a chance to thrive.

## The results

### Long Term Outcomes

We coordinate coalitions and codify action  
Three district coalitions institutionalized in official workplans with two youth-wellbeing policies adopted per district.  
We normalize help-seeking and reduce stigma and bullying.  
In participating schools, 70% of students can map help pathways.  
We build safe, intentional use of artificial intelligence.  
70% of AI Safety Champions correctly judge "help versus harm" scenarios at 12-month follow-up  
We convert skills training into dignified income  
3,000 trained youths with over 50% earning income within 12 months.  
We secure education and training pathways that lead to livelihoods.  
1,000 youth in vocational training or short courses with over 40% transition to jobs, apprenticeships, or enterprise within nine months.

### SHORT TERM OUTCOMES

Community social action strengthens positive relationships at home and school, builds belonging, and normalizes early help-seeking among children, youths and families.

### OUTPUTS

- 1) Coalitions  
3 multi-sector coalitions established and meeting monthly.
- 2) Wellbeing  
10,000 student's complete stigma-reduction sessions with 60% of students displaying help-seeking pathways.  
80 youth peer supporters trained to coach on emotions & AI.  
6,000 youth complete digital literacy and online safety.
- 3) Skills  
1000 caregivers/teachers trained in play-based learning, child protection, and positive discipline.
- 3) Skills  
3,000 youth complete work-readiness, business basics, life skills and digital skills.  
300 youth climate ambassadors trained
- 4) Pathways  
1,000 youth transition to TVET/short courses with completion rate of 70%.

### 25 YEAR TARGET

By 2050, a unified wellbeing system with shared measures, data huddles, and coalitions solves problems early for children and youth across regions.

### VISION

From vulnerability to possibility for every child and youth, with dignity, opportunity, and voice.

### PATHWAYS

Sustainability: +3  
Systems change: +2  
The pathway to change is primarily through working within government systems and long-term community presence, with partnered scale through nonprofits and youth leadership to shift norms, budgets, and decision power.