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| **PERSONAL GROUP REFLECTION** |
| ToT Workshop (9th – 15th July, 2012) |
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| Training of Trainers (ToT) Workshop was carried out for selected youth of FATA. They were given advance level training regarding youth social entrepreneurship so that they are able to impart the knowledge the gain in their communities and engage youth in productive self-employment opportunities alongside benefiting the society in a positive manner. |
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# Introduction

Youth Engagement Services (YES) Network Pakistan is a nonprofit organization working concentrating on empowering the youth of the country and engaging them in productive outcomes which benefit them as well as the society. YES is working on its goal via a number of programs, which include Youth Social Entrepreneurship program, Service Learning program, and Youth Service program.

Under these programs, YES Network is providing countless opportunities to the youth to gain training and initiate a social entrepreneurship of their own where they can make money for themselves and bear their own expenditures alongside contributing to the society in a positive manner.

YES Network Pakistan provides seminars on awareness of these concepts on regular basis in different public, private, educational, technical, and vocational institutes throughout the country. They also provide the students or the members of different youth organizations with the infrastructure and the guidance to carry out these programs in a successful manner.

YES Network Pakistan has pioneered the concept of treating disadvantaged youth living in low-income communities “as a solution, not as a problem” in the country. YES Network Pakistan creates opportunities for youth to become self-reliant and contributing members of the society.

***“Youth Engagement Services (YES) Network Pakistan envisions a society where all young people particularly poor and at-risk young people are valued without any discrimination as the most promising resource for socio-economic development.[[1]](#footnote-1)”***

YES Network Pakistan focuses specially on the youth belonging to the deprived and socially excluded youth of the country. It encourages them to come up with innovative and unique ideas to establish a social enterprise of their own and equips them with the necessary knowledge and resources.

## Background

YES Network Pakistan has been carrying out seminars and training sessions to equip the staff members and educationalists from different institutes and organizations throughout the country in order to promote youth and youth-led activities. The Training of Trainers (ToT) Workshop was carried out for six days (9th – 15th July, 2012) in Islamabad with the aim of creating awareness amongst the selected members of youth belonging to different organizations and technical institutes who can be given advance level training and sent back in their regions so that they can impart the knowledge they have gained with their peers, members of their organization, and other youth.

# Sample Selection & Size

FATA was selected as the geographical area of concentration for selecting the sample members for the advance level training. Furthermore, attendees of the training session belonged to different technical institutes in FATA as the training session concentrated on integration of social entrepreneurship into the curriculum of the technical institutions specifically. Therefore, the population consists of all members of youth programs in technical institutes throughout the region of FATA.

The selection of the sample was determined with mutual collaboration of YES Network Pakistan and their different member technical institutes in FATA. Member schools of YES Network Pakistan are those institutes where YES has already carried out basic level orientation sessions about awareness of the concepts of youth social entrepreneurship, service learning, and youth service. Instructors and the administration of these institutes were asked to nominate students who were involved rigorously in the promotion and improvement of the facilities provided to youth. The nominated students were sent invitations by YES Network Pakistan to attend the advance level training with the aim of getting a multifold result once these selected students were going to share the experience and the knowledge they gained at the training.

36 students were selected to represent all the technical institutes within FATA.

# Personal Group Reflection

Personal Group Reflection is the study of the responses of the attendees of the ToT workshop. Each of these individuals was asked to give a brief note of their experience at the end of the 6 day training workshop. Individuals were given the liberty to write anything they considered was of importance to the training session and evaluated their experience.

Personal experience of each of the individuals is recorded below for guidance and future correspondence for the team of YES Network Pakistan.

1. Shumaila

The six day ToT training session was a good experience where we got an opportunity to learn quite a few new things. The instructors who carried out the training sessions were experience and the sessions proceeded in a very friendly environment. I had no prior knowledge about youth development and youth empowerment. More than that, we were taught how to communicate especially when we are in field and interacting with the community. It inspired me.

1. Ikram Ullah

It was a good experience for me because it offered me an opportunity for interaction and capacity building. During the past 6 day session, I was able to learn a lot of things which were totally new for me. The topics discussed in the session were very informative, meaningful, and productive. In the end, we were taken to a local community for field visit and I had a good experience there. I learnt about interaction, coordination, planning, and organization. I hope that it will give us the power to do work in the community on youth development and social enterprise.

1. Anum

In the past 6 days ToT sessions, we had a good experience and we learnt quite a few new things. The instructors who taught us were very experienced and we learnt a lot of good things. We were taught in a very friendly manner. Other than that, we were taught how to communicate with others especially in the field with the community which is inspiring. Our six day experience was great.

1. Samina Malak

Speaking honestly, I was completely unaware of these topics of the training. But now I have got the awareness about what is social entrepreneurship? Those 6 days whatever I have learned it will be useful for me to implement this in our area. I really liked and learned a lot from this training. It will help us try to change the society.

1. Shakeel

I understand the concept of social entrepreneurship and difference between business and social entrepreneurship. This workshop tells us we can do everything on our own and not depend on others. We learnt how to bring change in the society – search the problem and solve the problem through idea. Youth is vital for our society. Therefore, we must know how to utilize and engage the youth. Youth engagement is positive and benefits society. Connections are also created. Social entrepreneurship brings positive change in the world. We learnt how to link government and social entrepreneurship. Self-employment is the best employment and gives a positive impact.

1. Hanif Ullah

It was a useful workshop which added much to my personal experience. I learned a lot about social entrepreneurship. The sessions were friendly and the way of teaching was excellent. Teaching style of Mr. Ali Raza was very effective and it gave me courage and confidence. I learned new concepts in this workshop.

1. Asiya

I enjoyed this workshop and learned a lot of new things. I gained a lot of information about social entrepreneurship. It raised my level of knowledge. The field visit specially added a lot to my pool of information and knowledge. It was an informative and useful workshop. The friendly environment of the workshop kept me relaxed throughout. I am very thankful to the YES Network Pakistan.

1. Yusia Shairf

I had no knowledge about social entrepreneurship before this training. After the training, I got knowledge about this new topic. This training changed my mind about the concept of problem and solution of problem. If we work for ‘God’ and present our self for His work, He gives us opportunities to take steps and open doors for us. ‘God has a great plan for our lives’. We should serve the lord with all our hands and create a great passion for the people of ‘God’. Don’t discuss the problem with the people, give solution to the people.

1. Uroosa Saleem

We learned about youth development in the 6 day workshop. We were not aware of the concept before attending the workshop. We also got awareness about social entrepreneurship and learned how social work affects the people and the community. We were also informed about the difference between social and business entrepreneurship. The best part of the workshop was the field work. It allowed us to do practical work. I really liked the lecture of Mr. Ali Raza.

1. M. Riaz Khan

I enjoyed the training session on the following basis:

* Friendly environment
* Learning oriented
* Freedom of expression
* YES team’s cooperation
* Facilitation through training
* Energizers
* Field work
* Innovative approaches

I shall definitely appreciate the conduct of all the team members of YES Network Pakistan. Wish them best of luck.

1. Fayaz Masih

I want to thank YES Network Pakistan initially that they considered me to be eligible for the workshop and invited to attend it. During the 7 day training, I learned a lot of things which I was not aware of before attending the workshop. I am very convinced by the talk of the workshop. I want to keep participating in such programs and keep learning. And when I leave after this workshop, I am able to go back to my village and tell the people of my village about it so that they can also benefit from this. Team work in the workshop was very efficient. All the people attending the workshop were also very cooperative. They all encouraged me and gave a boost to my interest. I am very happy with Mr. Ali Raza and his conversation. He talked about things that I was totally unaware of and gained knowledge from it. I am very satisfied with his work. This will change my life.

1. Adulali

We learned about youth engagement in the workshop conducted by YES Network Pakistan. We were not aware of this topic before this workshop. And the field work during the workshop proved to us that the policies adopted by YES Network Pakistan are beneficial in bringing about human change in the community.

1. Nusrat Bibi

The program was very good. I learned a lot things in this program. I was my first such experience. The training has motivated me take part in other such activities. I will be changed person after learning all these things from this workshop. I am stand on my own feet now.

1. Sabir Shali

We learned in this workshop that we can solve our problem on our own. We also learned about a new concept called social entrepreneurship in a better way and gained information about self-employment. We can bring about a positive change in our society with the help of these concepts. People will understand their own problems and work towards the solutions of their problems.

1. Dr. Salahuddin Khan

It was my first experience to attend such type of a workshop rather than academics. I feel great to be a part of this. It has given me a new angle of thinking and I met some very versatile people during the workshop. It extended my vision regarding youth engagement services. I would like to be a part of this organization and extend my full cooperation in my capacity to YES Network Pakistan.

1. Aziz ul Haq

I would only like to say that before this training program, we were not totally aware of the concept of youth social entrepreneurship such that we could bring about change in the society with the help of this concept. However, whatever we were taught and what we learned in this training is very useful and praise worthy. It was outstanding and I pray to Allah that such programs and seminars can be forwarded to the community so that youth social entrepreneurship benefits the society at large so that unemployed individuals are able to make an earning for them alongside contributing to the society in a positive manner. This will help the unemployed section of the society to get back on their feet. In this way, such projects can also continue and unemployed individuals of the society are also able to earn. This program will be very beneficial especially in the FATA region as it will reduce unemployment. In the current economic phase, there are no jobs available but social entrepreneurship projects can help the deprived individuals of the society. And I pray to Allah that we are able to promote this project. We will have to make sacrifices and put in effort for promotion of youth social entrepreneurship. This will provide earning opportunities to the new generation. I gained a lot of experience and learned a lot of things in this workshop which I did not know about prior to this.

1. Shabana

The first thing we learned is punctuality, discipline, and rules regulations. We learned about youth development and its definition. All our lives we asked for support from the government to solve our problems and this way we wasted so much time. In the youth social entrepreneurship training workshop we learned for the first time how to keep ourselves busy by benefiting the society and the country on the whole. We learned how to coordinate with people of the society to highlight the problems and work with them mutually to come up with a solution. We can mutually determine the extent of the problem, how to solve that problem, and see how to the solution to the problem can bring about a change. We learned a lot of practical things in the field work. We learned about the problems of the people and their opinion on how they want to solve those problems. This workshop has engaged youth to quite an extent and provided youth with voice to express how they want to make improvement in the country.

1. Shah Mehmood Khan Mehmand

It was a brilliant workshop where we got to learn some new things. We learned that the solution to our problems, problems of others, and the problems of the society is within us. We do not have to depend on others to solve our problems; we can find solution to our issues on our own if we work on them seriously. If we want to start a new business, we should keep in consideration that alongside making profits, we should also be contributing something to the society.

1. Tariq Zaman

I did not know anything about social entrepreneurship before this training. It was a very interesting and learning experience for me. Whatever I have learned in this training, I will apply it to my practical life as well. In fact, I will promote the concept to the people of my region. And InshAllah, whatever problems exist in our region, we will try to find their solutions on our own through the concept of social entrepreneurship. This will bring a positive change in our region, hopefully. I am very thankful to YES Network Pakistan for this opportunity. And we hope that similar programs are carried out for the youth of FATA in future.

1. Manzoor Afridi

We gained knowledge about the problems of youth within a community. We learned that we should work in society such that the entire society benefits from what we are doing. We also achieved how to motivate discouraged youth to engage in youth social entrepreneurship. When I came for this training, I was totally unaware about what was going to happen. However, once the training by YES Network Pakistan started, I learned beneficial things about youth social entrepreneurship. Now I am capable of sharing this idea with the people of my region and bring about a change in the society. Social entrepreneurship develops youth.

1. Masood-ul-Rehman

It was a wonderful experience which I gained through YES Network Pakistan. Before it I had no idea about such social problems. YES Network Pakistan gave me a fantastic idea about social entrepreneurship which can really change our life and society. From day first, we were engaged in different activities which were really amazing. Finally, in the last day, practical was an outstanding opportunity. Now I have aimed to work for social entrepreneurship. In general, the team including Ali Raza, Ambrose, Sohail, Amna, and Anum were very cooperative. But the person to have really impressed me was Mr. Jamil. Finally I am very thankful to YES Network Pakistan for my training. Thanks and God bless you.

1. Waheed Iqbal

I attended 6 day workshop in YES Network Pakistan. Being a dynamic part of the workshop, I had a very pleasant experience having learnt a lot from my esteemed instructors about social entrepreneurship. When I go back to my community, I will apply all my potentials for the welfare of the community and would shift all my learnings and experiences to the people. I am highly grateful to YES Network Pakistan for providing me a chance to polish my talents and put into practice. Once again, bundle of thanks.

1. Riaz Masih

It is very important to praise the efforts of YES Network Pakistan. In my opinion, managing such an outstanding workshop requires a lot of courage and dedication. YES Network Pakistan completed all the topics of the workshop in an organized manner and trained us all. I am very glad that I got this opportunity. I have been able to learn a lot from this training. I used to think where I stand alone in the community and what can I do for the community. Now, I have realized that even one person can make a difference to the entire community and the new generation.

1. Madiha Afridi

First of all I came to know about the interrelationship of youth development and social entrepreneurship. Social entrepreneurship is performing a prime role in youth development through social change. I learned how a community can solve their problems and generate incomes through social entrepreneurship. I have learned a lot of terminologies which have increased my vocabulary. I also learned how a person can be successful without having lots of capital and education and the techniques, components, and importance of social enterprise. I cleared my concept of business and social enterprise and learned how a social enterprise can be developed. I also learned components of developing a social business proposal and presentation skills while participating in the sessions and improved my skills by observing the style and presentation skills of Mr. Ali Raza and Sohail Abbas.

1. Rev Razaq

I have had a very great experience and learned about social entrepreneurship. Mr. Ali Raza and his team explained very well about this concept. I learned a lot about the topic in the workshop and how youth can change the society and the importance of youth. The workshop was very energetic for me. I learned the difference between social and business entrepreneurship. I am personally thankful to Mr. Ali Raza and his team for providing me with this opportunity. God bless you and your team.

1. Jameel George

I was an excellent workshop to attend. I am lucky and privileged to be a part of this. A strong commitment and dedication was shared with others. Stories of successful people brought positive change and empowered youth and society. Interaction with future social entrepreneurship leader helped me create more respect and understanding for the people of FATA. It was very interesting to experience the intercultural aspect. The idea of social entrepreneurship enlightened me that each one of us has potential to bring social change. I believe that the work of YES Network Pakistan will bring social harmony and change. After 6 day of workshop, I feel full of energy and ready to launch social entrepreneurship in my area to interact with the youth with confidence and positive approach. Thank you YES for providing excellent arrangements and a chance to become a part of YES. May God bless you all.

1. Mukhtar Hussain

It was a unique experience for me. I gained a lot of fruitful information especially about the concept of entrepreneurship. It will help me create change in society and for this I will leave no stone unturned to get its actual aspect for the prosperity and change of society. I learned about self-employment, enterprise, business enterprise, social enterprise, business and social entrepreneurship. I would like to appreciate the work and arrangements made by the facilitators. All the facilitators were well aware about the consequences and aspects specially the lectures developed by Sir Ali Raza are very meaningful. I can’t forget his words. His words are unforgettable for me. I shall try my best to bring change in youth. During workshop, I got my concept about social entrepreneurship approved. I hope now I understand the concept myself and am in a position to bring social change in the society. I will work for the betterment of the society and explore innovative solutions to the society’s most pressing social problems. In this workshop I learned about leadership qualities and how these qualities can be improved. I also learned about team work which means together everyone can achieve more. This aspect enhances my progress. I learned about water logic and smart working concepts. In this workshop I learned that one needs to work hard if they want to make a mark in the society. I learned that a fast and consistent person will always beat the slow and the steady. This workshop is the turning point to my life. I will think how to change the world and this happened only because of this workshop.

1. Ismail Khan

I entered PC hotel on 9th July to attend a training. I was unaware of the cause and the goals of this training. But now I can proudly say that I am a trainer and go back to my area and make more social entrepreneurs. I learnt how to work with groups and solve social problems. And last, the community field work also gave a new dimension to identify the problems and come up with possible solutions keeping in mind the concept of social entrepreneurship and self-employment.

1. Hanook Sharif

I had no idea and information about YES Network Pakistan and social entrepreneurship. I have learned new things which I have never listened from anyone or read in any book before. Everyone in the society talks about the problems but no one talks about the solution of those problems. I have learned how to deal with the problems of youth and what steps are required to solve the problems. Moreover, I learned how I can start welfare work in a society and how I can make my work successful by connecting to youth and encouraging them so that they start their own business without any external support. I also learnt about the qualities are needed in a social entrepreneur in order to be a role model. I learned a lot more things.

1. Shaukat Khan Mehmand

Prior to this workshop, I considered myself not eligible to solve a problem but this workshop has trained me how to do so and I think such workshops should be carried out in high schools engaging people from tribal areas. The workshop teaches you how to begin working. The organizers of the workshop did a great job however it never started or finished on the mentioned time. An example is the field work exercise. It did not start on the mentioned time and neither did it ended on the give time. All the attendees of the workshop were also cooperative with each other. The most interesting part for me is that people from all communities were present. The workshop was in English which was not understood by a lot of the attendees. Efforts should be made that the lectures should be given in Urdu the next time. However, the provided content can be in English. Room service was also not good.

1. Mohammad Imran

I really enjoyed the training program. Here I learned a lot such as how to decide, how to plan, and how to change problems into opportunities. This was very interesting for me. The practice to develop workable ideas inspired me a lot. The knowledge and the experiences shared with us in the sessions added to my learnings. On the part of participants, the inter faith harmony was very good and this a good omen for a country which is already destabilized due to sectarian conflicts. The youth of FATA will really learn much from this program. Personally, I have learned the true spirit of social entrepreneurship and will work for the promotion of this idea in my area. I will be bridging the youth of FATA with YES Network Pakistan. Thanks to YES Network.

1. Salma Malik

First of all I would like to share my feelings what I had before attending this training. I was totally unaware of the term social entrepreneurship and had no idea how it worked. But now I am aware of the term and the phenomenon. The training was very useful and increased my knowledge. The facilitators and the staff were very cooperative. And after this training we will implement this program in our own areas, which will bring positive change in the society.

1. Zeeshan Mathew

First, I would like to say a big thanks to YES Network Pakistan which gave us this opportunity to be educated with the term youth social entrepreneurship. I think everything is discussed and appreciative, specially the topic to bring the change in the society, the methodology and mechanism of YES team. The instructors were cooperative and highly educated with the term of youth social entrepreneurship. This is not the formality to complete the work but this is a step towards change and in this step we are always with YES team. I say thanks once again for arrangements and cooperation. I will never forget this workshop as it moved my intentions to society. We learned a lot about how to change our life and also to change the world positively. InshAllah, I will contribute as much as I can to bring change in the society. Once again I must appreciate the efforts of YES Network Pakistan to be pioneers in changing the world.

1. Waseeha Zahra

I learned a lot of things in this 7 day training which is our first such experience. Therefore, we got confidence and learned that respecting the youth helps them get on their feet. All the lectures of the master trainers were inspiring and taught us how we can solve the problems of our community while living in it. The field work taught us how going to people determines their problem and helps find a solution to them.

1. Nazia

We learned a lot of things in these 6 days which we can consider as an investment to our lives. We clarified the concept of self-employment during these 6 days and helped us direct our energies towards not only highlighting the problems in our society but towards the solutions to these problems as well. We got an opportunity to review what we have been doing and what we can do during these 6 days. It made us realize that if we want to we can develop our community and stand on our own feet.

1. Unknown

I learnt team work through practical experience. It was a great experience. It was productive, informative, and helped me in education. New phenomena which I learned are:

* Problem is an opportunity
* Power to decide
* Rabbit and turtle (New story, New concept)

# Conclusion

According to the responses submitted by the attendees, the 6 day training proved to be successful in achieving its objectives. The sessions given by master trainers of YES Network Pakistan greatly inspired the youth and motivated them to do similar activities in their communities. Sharing the stories of successful social entrepreneurs was another motivational factor for the attendees as it gave them hope that they can also do it.

Students were greatly inspired by the lecture of Mr. Ali Raza and praised his expertise over the topic, his presentation style, and his persuasive sessions. They also praised the arrangements made by the entire team and hoped that such similar events continue to take place so that the deprived youth of FATA is given direction where they are able to make an earning for them and also contribute to the society in a positive manner.

Field work was the most highlighted and the appreciated amongst all the activities of the training session. Students were highly inspired by the results of the field work and how the problems can be determined and solved with the consent of the people of the community by field visits.

1. <http://www.yesnetworkpakistan.org/about/vision-mission/> [↑](#footnote-ref-1)