INTERNATIONAL COMMONWEALTH YOUTH PROGRAMME AND SATISFACTION OF YOUTH NEEDS: ROLE OF YOUTH NETWORKS AS A MEDIATING VARIABLE - A STUDY OF COMMONWEALTH COUNTRIES

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INTERNATIONAL COMMONWEALTH YOUTH PROGRAMME AND SATISFACTION OF YOUTH NEEDS: ROLE OF YOUTH NETWORKS AS A MEDIATING VARIABLE - A STUDY OF COMMONWEALTH COUNTRIES

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Abstract

INTERNATIONAL COMMONWEALTH YOUTH PROGRAMME AND SATISFACTION OF YOUTH NEEDS: ROLE OF YOUTH NETWORKS AS A MEDIATING VARIABLE - A STUDY OF COMMONWEALTH COUNTRIES

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The correlational, descriptive design and case study is about the International Commonwealth Youth Programme and the satisfaction of youth needs. In particular, the role of youth networks as a mediating variable. The research problem is the commonwealth youth having challenges in satisfying their needs in relation to political, health, economic and social interests. The purpose of the study is to investigate the variables namely, the independent variable, the international commonwealth youth programme, the dependent variable the satisfaction of youth needs, the mediating variable youth networks. The other variables which include human resource capability, plat-forms, frameworks and youth groups are considered. There are related literature base on the variables that are highlighted previously.

Therefore, a qualitative and a quantitative approach are selected for the research. The qualitative approach applied a purposive sampling through saturation with the telephone interview with open ended questions whereas the quantitative approach adopted a stratified random sampling with an online questionnaire and online survey with closed ended questions. The participants are

members and administrative staff of the youth networks that implement the commonwealth youth programme.

For data analysis with the quantitative approach, Statistical Package for Social Science (SPSS) adopted a correlation, descriptive and case study analysis for the variables which applied a Pearson's Correlation analysis for instance. Whereas MAXQDA was applied for the analysis for the qualitative approach which adopted a descriptive and case study analysis which applied grounded theory analysis for instance. 990 participants with 330 participants for each of the three instruments from the population of 1,100 were selected from the various stratums which are evenly distributed to conduct the research. Participants with physical disabilities were not discriminated against or treated indifferently which allowed for their participation in the research study. However, mentally unstable persons were not included in the research study.

The findings indicated that human resource capability and instituting of plat-forms affect, establishment of youth groups and youth networks contribute and creation of youth frameworks influence the satisfaction of youth needs. The findings were based on the quantitative statistical test conducted applying the 1 Sample T Test, 1 Sample Z Test, Bayesian 1 Way Repeated Measure ANOVA, Chi Square Test, Pearson's Correlation, 1 Sample K-S test and 1 Way ANOVA. The qualitative test applied the grounded theory analysis, the thematic analysis approach and content analysis.

ANOVA was used to test whether the differences between means of the various variables for the independent and depedent variables which were statistically significant and to test the hypotheses which resulted in the variables having a significant relationship with the satisfaction of youth needs. Pearson's correlation was used to test the relation between the operational

independent variables and the dependent variable which indicated positive correlations with P values of < 0.05 for the variables which contributed to the validity of the results.

The findings have contributed to literature and have narrowed the gap between theory and practice since the results support the various theories and the findings contribute to practice based on the degree of implementation of the variables. However, there are some implications as a result of the various test applied which did not result in present values to indicate whether the findings can be rejected or accepted and the matrix rating scale was not applied in some instances to indicate degree of association. Nonetheless, the results have additional information to the industry field for practice and recommend areas of focus for future research.

Declaration

I declare that this thesis has been composed solely by myself and that it has not been submitted, in whole or in part, in any previous application for a degree. Except where stated otherwise by reference or acknowledgment, the work presented is entirely my own.

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Dedication

I dedicate this thesis to my wife Ferdilia Gopal Joseph, my daughters, Kessia Gopal and Abigail Joseph, my mother Mary Joseph, my teacher Dr. Susan Wasike and most importantly to the Almighty God for seeing me through, supporting, strengthening and guiding me through this very challenging, however, rewarding experience in completing each dissertation and then completing the various chapters to form part of the thesis.

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List of Abbreviations

CI	Care Inspectorate
CAYE	Commonwealth Alliance of Young Entrepreneurs
CC	Commonwealth Correspondents
CCYDN	Commonwealth Children and Youth Disability Network
CHRDN	Commonwealth Human Rights and Democracy Network
CSA	Commonwealth Students Association
CYCN	Commonwealth Youth Climate Change Network
CYC	Commonwealth Youth Council
CYGEN	Commonwealth Youth Gender Equality Network
CYHN	Commonwealth Youth Health Network
CYPAN	Commonwealth Youth Peace Ambassadors Network
CYP	Commonwealth Youth Programme
CYSDP	Commonwealth Youth Sport for Development and Peace
CYSUN	Commonwealth Youth for Sustainable Urbanisation Network
EU	European Union
IIoT	Industrial Internet of Things
MGCY	Major Group for Children and Youth
TAECF	The Annie E. Casey Foundation
SPI	Sage Publication Inc.
SF	Soar Foundation
SPSS	Statistical Package for Social Science
UN	United Nations

USAID	United States Agency for International Development
WRI	War Resisters International

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CHAPTER 1: INTRODUCTION

The International Commonwealth Youth Programme was established in 1971 to address youth needs in the Commonwealth, focusing on political, health, economic and social aspects. The programme support the fifty- four member countries in its youth development work by engaging, recognizing and supporting young people in development processes, decision making and investments (Belton & Seneviratne 2017). This is necessary since sixty percent of the population of the commonwealth is under the age of thirty, comprising of approximately one billion young people (Belton & Seneviratne 2017). The programme has evolved over the past fifty-three years, focusing on education, training, governance, development, enterprises, sustainable livelihoods, advocacy and resource mobilization. These needs are specifically based on health, well- being, education, employment, opportunity, civic and political participation (Ellis, 2016). In addition, the International Commonwealth Youth Programme has certain mechanisms that have been established to improve the delivery of the youth programme which include human resource capability, establishment of youth groups, creation of youth frameworks, instituting of youth platforms and role of youth networks.

The International Commonwealth Youth Programme aims to address the growing needs of youth in the commonwealth, which includes 54 countries (Belton & Seneviratne, 2017). The programme provides resources based on the needs of young people, but there is limited evidence to determine its effectiveness. Almost ninety percent of the young people in developing countries which includes the commonwealth countries have challenges in gaining access to education, health services and employment in particular (Ellis, 2016). The programme has implemented various activities, such as youth awards, games and development indexes, but there is still a need for

further assessment of the youth's skills, competencies and self-esteem. Though there is evidence of implementation of youth programmes relating to development, empowerment, work education, enterprise and sustainable livelihoods, there is not substantive evidence to indicate whether the programme is satisfying youth needs (Webber, 2017). Many youths in the commonwealth lack literacy skills, face reduced life expectancy and lack opportunities for political and civic participation (Belton & Seneviratne, 2017). The study aims to determine if the programme contributes to the satisfaction youth needs and explores how youth programme can be improved through human resource capability, establishment of youth groups, creation of youth frameworks and the instituting if youth plat-forms. Governments with other agencies have not been able to provide adequate environments, opportunities, support and protection for the youth, hence for establishment and the intervention of the international commonwealth youth programme to contribute to satisfaction of youth needs (Belton & Seneviratne, 2017).

The commonwealth youth face challenges in satisfying their needs, including education, employment, health, empowerment and civic participation (Webber, 2017). This study examines the commonwealth youth programme, youth networks and other variables to understand the challenges faced by youth. The research is significant due to its global significance, potential contribution to further research and potential to narrow the gap between theory and practice. Due to the challenges the youth experience in meeting their needs as it relates to education, employment, health, empowerment, participation in civic and political activities in the commonwealth, the research is justified for the social, economic, well-being and development of the young people in the commonwealth (Belton & Seneviratne, 2017). Organizations like the United Nations, European Union and Commonwealth have conducted research on youth needs satisfaction. The study can be useful for students, country governments, social organizations and

the International Commonwealth Youth Programme. Country Governments particularly in the commonwealth have placed emphasis on researching on the satisfaction of youth needs by engaging the Commonwealth Youth Programme for information through its youth development index to meet youth social needs (Ellis, 2016).

Statement of the Problem

The Commonwealth youth face challenges in meeting their political, health, economic and social needs, affecting their well-being, employment, civic and political interests. For instance, in health and well- being, Ellis (2016) indicated that “Many young people suffer from illnesses, injuries, road accidents, violence and lack literacy skills due to limited educational opportunities" (p. 8). They also lack the necessary skills for the workplace, leading to short-term employment contracts with limited benefits and opportunities for upskilling (Belton & Seneviratne, 2017). It is reported that even if some youth find jobs, their contract of employment is short term with limited benefits, job security and lack of opportunity to upskill (Belton & Seneviratne, 2017). Youth empowerment and development are also lacking, with many marginalized and excluded from political involvement (Ellis, 2016). They do not envision themselves as a force of peace, democracy, equality, good governance and do not participate in civic activities due to lack of enabling environments (Webber, 2017). Most youth indicate that they are being marginalized and excluded from political involvement which adversely affects their empowerment (Ellis, 2016). Emotional needs, such as self-esteem, self-awareness and intellectual maturity, are not adequately addressed (Webber, 2017). According to Belton and Seneviratne (2017) “Youth do not participate in civic activities through organizations, activities and community groups that aid in their development due to lack of enabling environments” (p. 155). The study aims to determine if the International Commonwealth Youth Programme contributes to the satisfaction of youth needs.

However, amidst the challenges that youth experience, the youth programme has enabled youth participation from the fifty-four local youth councils to the global plat-form where young people are involved in the international decision making forums with country governments through the Commonwealth Heads of Government Meeting, has enabled the reduction in age from forty years to thirty-five years for young people to contest in presidential election in Nigeria and forty-five of the Commonwealth Countries due to the programme have aligned their legislation and policy with the convention of the Rights of Persons with Disabilities to protect young people with disability, the right to informed consent to treatment, community – based care and family involvement and protection of vulnerable groups (Ellis, 2016). In addition, the commonwealth youth programme has supported education and employment through partnerships with country governments and other organizations to provide quality education and learning to young people in relation to skilled motivation, supportive teachers, improvement in educational facilities and education reform. The areas for growth for the programme is in combating with suicide, communicable and non-communicable diseases that affect young people growth and development, addressing and promoting the peace and security of young people to ensure the rights, fundamental freedoms, integrity of the rule of law and equal access to justice are maintained and contributing to the improvement in educational performance, opportunities, progression through digital access, impacting literacy skills and training young people through diplomacy (Webber, 2017).

Purpose of the Study, Research Aims and Objectives

The purpose of the research is to assess the International Commonwealth Youth Programme's effectiveness in promoting the satisfaction of youth needs. It focuses on human resource capability, establishment of youth groups, the creation of youth frameworks, the instituting of youth plat-forms and role of youth networks in influencing, affecting and

contributing to the satisfaction of youth needs. According to the United Nations (UN, 2007) “Youth programmes address inadequate education, limited skills, unemployment and poverty especially in a globalized setting for youth” (p. 27). The study purpose is to identify areas for improvement for the programme and how these can be improved through the variables highlighted previously especially through the mediating variable the role of youth networks. The research was conducted in fifty-four countries for the members of the thirteen youth networks and the administrative staff of the networks. A qualitative and quantitative approach was adopted, with a correlational, descriptive design and case study with three hundred and thirty participants for each of the three instruments. The participants of the research are considered for selection based on their working knowledge of commonwealth youth programme. In addition, closed ended online questionnaire and online survey are considered for the quantitative approach whereas open-ended questions are considered for the telephone interview for participants within the age group of eighteen to forty-five. Larini and Barthes (2018) stated that “A Survey can contribute to elements of comparative values and can facilitate testing amongst variables to confirm associations and authenticate hypotheses” (p. 4). Data can be collected through stratified random sampling for the quantitative approach and purposive sampling through saturation for the qualitative approach. Solimun and Adji-Achmad (2017) argues that “Using the traditional approach to investigate the mediating variable may be simple and easy but it is not sufficient, therefore applying the statistical test like Pearson’s Correlation Test, 1 Sample K-S Test, Bayesian 1 Way ANOVA Repeated Measures test is necessary in understanding the mediating variable” (p. 1066). Furthermore, the study demonstrates how the International Commonwealth Youth Programme can be improved through the variables, human resource capability, establishment of youth groups, creation of youth frameworks, instituting of youth plat-form and role of youth networks to influence, impact and

contribute to the satisfaction of youth needs by ascertaining the degree of correlation, influence, impact and contribution in relation to the variables highlighted previously and the satisfaction of youth needs. The research can be useful to students, country governments and interested parties seeking information about the youth programme and serve as a foundation for further research on the programme's efforts in satisfying youth needs.

Table 2

Commonwealth Youth Programme Address p.6

Research Aims and Objectives

The current study investigates the International Commonwealth Youth Programme and satisfaction of youth needs. It focuses on areas that are central to the factor that influence the satisfaction of youth needs and how the factors can improve the programme. Below are the study aims and objectives:

Aims and Objectives.

1. To examine how human resource capability can affect the satisfaction of youth needs.
2. To analyze how the establishment of youth networks can influence the satisfaction of youth needs.
3. To find out how the creation of youth frameworks can contribute toward satisfaction of youth needs.

4. To explain how instituting of youth plat-form can affect the satisfaction of youth needs.

5. To evaluate how the role of youth groups can influence the satisfaction of youth needs.

Nature and Significance of the Study

Nature of the Study

The nature of the study is a correlational, descriptive and case study which is also termed as a primary research. It focuses on the International Commonwealth Youth Programme's effectiveness in promoting the satisfaction of youth needs and identifying opportunities for improvement. The research aims to gather information from 990 participants aged 18-45 based on the five research questions, who are involved in the programme and have a knowledge of it. According to Nicoll and Beyea (1999) “Primary research is necessary when other methods of research are not able to address the issues and research questions of the study” (p. 428). This is the case for the commonwealth youth who are having challenges with the satisfaction of their needs. Primary research is able to retrieve information from research participants to answer the specific research questions (Nicoll & Beyea, 1999). The study includes both genders, except for mentally unstable individuals, however, participants with physical disabilities are not discriminated against or treated indifferent to cause any discomfort. The study requires approval from the Commonwealth Youth Programme to gather data from administrators and youth programme members.

The study uses both quantitative and qualitative methods to investigate the satisfaction of youth needs. Quantitative data is collected through a structured questionnaire and survey, whereas a telephone interview is considered for the qualitative approach to collect the qualitative data. The strata is selected based on the variables highlighted in the study to obtain a more homogenous stratum for both the qualitative and quantitative sampling highlighted previously. According to

Parsaeian et al. (2021) “Stratified random sampling divide the population into exclusive subgroups identified as strata where samples are selected from each stratum through representation” (p. 2). The quantitative method is used to establish relationships among variables through correlation, while the qualitative method examines and interprets information to discover underlying meanings and patterns of relationships. According to Cunningham et al. (2017) “Quantitative techniques seek to identify associations, cause and effect amongst the variables" (p. 623). “Qualitative method is an investigation procedure that seeks to understand social and human problems by establishing a holistic picture of the detail views of participants conducted in a natural setting” (Sogunro, 2002, p. 3). The research problem being addressed in the correlational, descriptive and case study is the satisfaction of youth needs which justifies the use of an online survey, online questionnaire and the telephone interview through the Survey Monkey Hosting Website, Zoom and Skype respectively. Additionally, the study seeks casual relationships amongst the variables which attracts correlation design. Biemer et al. (2017) indicated that “There is evidence to suggest that there is a high rate of responders through questionnaires and telephone online interviews” (p. 119). The examination and interpretation of information through the qualitative method is for the purpose of discovering underlying meanings and patterns of relationships. “The interpretative paradigm which is of a descriptive nature is in line with the qualitative method.” (Das, 2019, p. 13). In addition, since this correlational, descriptive and case study is collaborated by previous research, the qualitative method contributes to the understanding of the research problem with the necessary information needed within the commonwealth countries where the participants are selected. According to Basias and Pollalis (2018) "The experiences of the participants can assist in drawing reasonable, logical findings and conclusions" (p. 95).

The research is conducted in fifty-four commonwealth countries using stratified random sampling for the online survey and the online questionnaire and purposive sampling through saturation for the telephone interview. Stratified random sampling is capable of making inferences about the commonwealth population which consists of the stratums (Arnab, 2017). The research includes 990 participants, with 330 for each instrument which evenly distributed within the stratum of the youth networks and commonwealth regions. The study aims to understand factors contributing, influencing and affecting the satisfaction of youth needs, such as human resource capability, establishment of youth groups, creation of youth frameworks, instituting of youth platforms and role of youth networks. Larini and Barthes (2018) stated that "A Survey can contribute to elements of comparative values and can facilitate testing amongst variables to confirm associations and authenticate hypotheses" (p. 4). Interviews can use in-depth, open-ended questions, while questionnaires will use close-ended questions. Purposive sampling is applicable to investigate social issues intentionally selecting participants based on their characteristics, knowledge, experiences, or some other criteria (Felner & Vida-Henderson, 2022).

Consent forms are given to participants for the three instruments identified previously and a gatekeeper letter is sent to the director of the International Commonwealth Youth Programme seeking the approval to conduct the research. Ethical principles like justice, autonomy and beneficence are considered to safeguard the interest of participants. Facca et al. (2020) stated that "Participants consent must be given willingly and can be withdrawn at any time with their information" (p.5). In addition, participants' rights, privacy, safety and consent are upheld based on the ethical principles and requirements in administering the three instruments.

The study used purposive sampling for telephone interviews and stratified random sampling for online questionnaires and surveys. Furthermore, "It is prudent to select a

representative sample from a population to get an evenly distributed sample" (Arnab, 2017, p. 213). Non-probability sampling offers opportunities for discoveries and can be generalized to the commonwealth youth programme population. Cunningham et al. (2017) indicated that "Researchers with participants when conducting research have the capabilities of advancing knowledge and operational change" (p. 927). SPSS was used for quantitative analysis, providing graphic descriptive statistics and inferential statistics. SPSS does not only contribute to descriptive statistics but performs inferential statistics which can be used to make inferences to the population (Habes, et.al, 2021). MAXQDA was used for non-probability analysis, analyzing data from interviews from respondents. Marjaei et al. (2019) stated that "MAXQDA analyses all types of data from interviews, articles, media, surveys, twitter and through other mediums" (p. 2). The objective of qualitative case analysis is to achieve deep understanding of processes and concept variables, such as actors' perceptions of their thinking processes, intentions and contextual influences. Online questionnaire surveys offer more rationality and reliability compared to other methods, as they aim to approximate a complete or comparative value and test associations among variables to confirm and authenticate hypotheses.

Significance of Study

The International Commonwealth Youth Programme focuses on empowering young people, fostering youth development, advancing professionalization of youth work and fostering research for knowledge development (Ellis, 2016). The study examines the mediating variable, the role of youth networks and other variables namely human resource capability, establishment of youth groups, creation of youth frameworks and instituting of youth platforms, to determine their contribution, influence and how they affect the independent variable satisfaction of youth needs. The youth needs that have to be satisfied are economic, social, health and political (Belton &

Seneviratne, 2017). The study identifies areas for improvement, such as adequate education, unlimited skills, increased employment and reduced poverty among youth in the commonwealth (UN, 2007). Opportunities for improvement also include equity distribution, productivity in the youth workforce, enhancer of employability skills, and positive youth behavior (Belton & Seneviratne, 2017). The programme also aims to reduce illnesses, deaths, road accidents, suicide, violence, communicable and non-communicable diseases. The results from empowering young people, working with agencies to foster youth development, advancing the professionalization of youth work and fostering youth research for developing credible body of knowledge can indicate how much the commonwealth youth programme has contributed to these factors (Webber, 2017). Empowerment needs can enable youth to be agents for peace, democracy, equality and good governance (Webber, 2017). Personal development through activities that strengthen the values, self-awareness, self-esteem and self-worth can enable a sense of purpose and direction for youth hence satisfying their physiological needs (Ellis, 2016). The study can inform country governments to institute policies that facilitate youth needs, fostering improvements in education, health, well-being, political participation, civic participation, employment and opportunities. The information can be useful to professionals, academic audience and other scholars for further research. It will be necessary to study further the satisfaction of youth needs which may lead to further understanding and knowledge that are unexplored (Kauppi, 2013). According to Schoonenboom (2017) “Additional research in depth and broad analysis for better understanding to reinforce research findings and to add valuable conclusions for printed literature is necessary” (p. 108). The Study can inform the youth networks to understand why youth needs are not being met which in-turn can help them institute the correct measure to meet the needs. Further research is needed to further understand and address the satisfaction of youth needs.

Research Questions and Research Hypotheses

Research Questions

RQ1. How does human resource capability affect the satisfaction of youth needs?

RQ2. Can establishment of youth groups contribute toward satisfaction of youth needs?

RQ3. Does creation of youth frameworks influence satisfaction of youth needs?

RQ4. How can instituting of youth plat-forms affect the satisfaction of youth needs?

RQ5. What contribution has the role of youth networks made towards the satisfaction of youth needs?

Hypotheses

1. H0. Human Resource capability has no significant relationship with satisfaction of youth needs.

   Ha. Human resource capability has a significant relationship with satisfaction of youth needs.

2. H0. Establishment of youth groups has no significant relationship with satisfaction of youth needs.

   Ha. Establishment of youth groups has a significant relationship with satisfaction of youth needs.

3. H0. Creation of youth frameworks has no significant relationship with satisfaction of youth needs.

   Ha. Creation of youth frameworks has a significant relationship with satisfaction of youth needs.

4. H0. Instituting of youth plat-forms has no significant relationship with satisfaction of

youth needs.

Ha. Instituting of youth plat-forms has a significant relationship with satisfaction of youth needs.

5. H0. Contribution of youth networks has no significant relationship with satisfaction of youth needs.

Ha. Contribution of youth networks has a significant relationship with satisfaction of youth needs.

CHAPTER 2: LITERATURE REVIEW

The purpose of this research is to consider the International Commonwealth Youth Programme in its pursuit with its accomplishments to support the satisfaction of youth needs. For this investigation specific variables are considered like the youth networks which are significant in the research to determine whether it as the mediating variable influence youth needs and how the programme can be improved through the other variables considered in the investigation. Moreover, through the investigation the programme can be examined to ascertain whether it has accomplished success in promoting the satisfaction of youth needs and what are the prospects for enhancement of the programme.

The constructs of the literature are based on the dependent variable identified as the satisfaction of youth needs, the mediating variable recognized as role of youth networks and the other independent variables namely human resource capability, creation of youth frameworks, instituting of youth plat-forms and establishment of youth groups. The literature review is relevant in the investigation of the International Commonwealth Youth Programme as it is chronologically highlighted above based on the dependent variable, the mediating variable and the other variable. The purpose is to seek to deal with the research problem as presented previously and the purpose statement for the investigation in relation to the support, influence and improvements needed for the continued satisfaction of youth needs.

The library databases used were scholarly journals, dissertations, theses, reports and other sources from search engines like the Unicaf University Online Library, Google Scholar, Research Gateway, Base, Core, Semantic Scholar and Microsoft Academic. The period covered for the literature review were from 2017 to 2022 which was five years. The types of academic literature

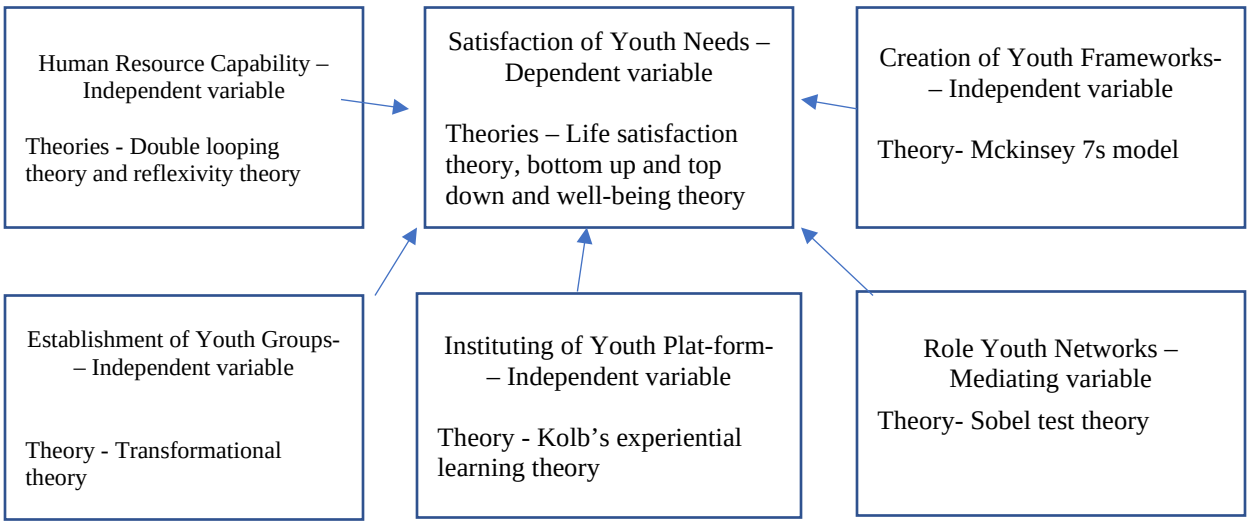
used were academic articles, peer review, professional article, literature reviews, academic journals, scholarly publishers and books.

The literature review conducted was done in relation with the International Commonwealth Youth Programme to achieve the purpose of the research. For human resource capability the main terms are employee relations, training and development and safe work environment. The establishment of youth group main terms are empowerment, life skills and leadership development. The key terms for the creation of youth frameworks are assets, information and support and enabling environment whereas the key terms for instituting of youth plat-forms are resilience and humanitarian, social and economic. In relation to the role of youth networks the main terms highlighted in the literature review are youth sports for development and peace, youth human rights and democracy and youth health. The final variable satisfaction of youth needs key terms identified in the literature review are demographics, personality and productivity. Since the satisfaction of youth needs is the dependent variable, the life satisfaction theory, bottom up and top-down theory and well- being theory were considered as part of the theoretical framework due to the research seeking to evaluate the independent variables based on the degree to which they contribute to the overall quality of life of young people for young people to appreciate their lives, thereby leading to the satisfaction of youth needs. The life satisfaction theory indicates that life satisfaction is influenced by external and internal domains like family, friendship, work and leisure in which individuals assess the degree of their overall quality of life which indicates how much they appreciate their lives which is considered based on the dependent variables of the research. The bottom-up theory is considered since it considers the extent to which satisfaction of youth needs is dependent on a variety of life domains which directly affect individual satisfaction and can have a horizontal effect on other domains which is considered based on the variables of the

research. However, in relation to the top down up theory individuals generally experience varying levels of life satisfaction with those with higher satisfaction levels valuing life domains positively and those with lower satisfaction levels valuing life domains less positively which is considered in relation to the independent variables of the research. The well-being theory due to its subjective nature is considered in relation to the emotional dimensions of young people that deals with belonging, purpose, pride, better health and accomplishments based on the independent variables especially as it relates to the qualitative aspect of the research based in relation to the satisfaction of youth needs. on the independent variables.

Figure 1

Theoretical Framework p.16



Theoretical/Conceptual Framework

Human Resource Capability

The conceptual framework on human resource capability for employee relations are collective agreements, grievance investigation and employee management. According Maheshwari, et al. (2020) "Employee relations can affect the satisfaction of youth needs based on

the financial stability and commitment need which can affect their satisfaction of their needs" (p. 1746). Additionally, the conceptual framework for training and development are performance management system, job evaluation and appraisals and succession planning and skills management. Training and development are capable of further enhancing the abilities and skills of young people which affects the satisfaction of youth needs in a moderate way (Wright, et al., 2020). The final conceptual framework for human resource capability on recruitment and hiring are on new employees, skills and human resource planning had a relation with the satisfaction of youth needs with skills and experience having a significant relationship followed by human resource planning and then new employees (Shashidhar, 2022). Talents, skills, experience, training and commitment can be enhanced through human resource capability which can contribute to the success of individuals and organizations. Based on previous studies, it was concluded that human resource capability influences internal satisfaction of youth needs and there is a positive relation between the two variables (Chuang, et al., 2017). Moreover, it was realized through previous research that human resource capability influences affective commitment of employees. The concerns highlighted with previous research on human resource capability in relation to the satisfaction of youth needs are that future research should be generalized to a wider population and in similar organizations using longitudinal approaches (Chuang, et al., 2017). Double looping theory and reflexivity theory were incorporated in previous research on human resource capability. Double lopping theory deals with modifying goals and decision-making rules in collaboration with additional experience through change behaviors (Tsutsui, et al., 2022). However, with double looping theory, even if it can identify the root cause of problems, it can contribute to an environment of conflict, can be very costly and timely (Harrison, 2022). In relation to reflexivity, it is a process of introspection which is subjective in nature which should be guided by values of

the researcher as interactions are facilitated with respondents. According to Olmos-Vega, et al. (2022) “Reflexivity is a set of multifaceted, collaborative and continuous practices through which researchers evaluate, appraise and self-consciously critique how their partiality and framework impact the research procedures” (p. 2). However, there are some concerns with this theory which include shared experiences, insider position, researcher’s familiarity with the subject matter of the research, race and nationality which can affect the data gathering experience when interacting with the respondents (Fletcher-Brown, 2019).

Establishment of Youth Groups

The conceptual framework on establishment of youth groups for the youth empowerment group are mental and behavioral health, positive cultures and safety. The youth empowerment group has contributed to the satisfaction of youth needs through the mobilization and motivation of young people to meet their goals, aspirations as it relates to their social, economic and educational pursuits. The group further mobilizes and motivates young people to make informed decisions, accept responsibility for their actions, enable supportive environments for their economic, social and educational pursuits (Shahzad, et al., 2019). In relation to the life skills group, the conceptual framework on life skills are on development, community services and health and wellness. Life skills according to previous studies have contributed to the satisfaction of youth needs by inspiring young people to overcome challenges (Sukumar, et al., 2022). Additionally, the conceptual framework for leadership development group are on preventative services, opportunity and diversity and inclusion. Based on previous research, the leadership development group has contributed to the satisfaction of youth needs through motivation, inspiration and encouragement in young people achieving their goals (Epitropaki, et al., 2018). Youth groups exhibited certain values relating to education, interesting jobs, high aspirations and entertainment. Through previous

studies it was highlighted that young people exhibited humanistic values by being associated with youth groups, however, the same was reported for young people who were not in youth groups. In addition, it was discovered that youth groups impacted humanistic values, that young people who were in youth groups had humanistic values and that youth groups do have a positive impact on humanistic value (Kazan & Rybakova, 2017). Transformational leadership theory has been incorporated in previous youth group research which deals with transitioning youth beyond their self- interests into an environment where an organizational vision is being pursued which can contribute to the satisfaction of youth needs (Bilal & Umrani, 2020). Nonetheless, with the application of this theory for youth groups, it may be challenging to transmit ideals, the particulars of the theory are complex and followers can be manipulated by superiors (Masduki, et al., 2020). For future research it would be appropriate if the research can be generalized to a wider population and done in similar environments.

Creation of Youth framework

The conceptual framework on the creation of youth frameworks for the assets on youth framework are training, formal training and higher order thinking skills. Past research on assets indicated that it can influence the relational and development systems that eventually leads to the satisfaction of youth needs (Lerner, et al., 2017). Moreover, with the internal and external assets, there was a correlation between the assets and the satisfaction of youth needs. Additionally, the conceptual framework for information and support are mental health, unemployment and supportive environment. The Soar Foundation (SF, 2017) indicated that “Young people require the intervention and the external assistance from the framework to ensure the satisfaction of youth needs are safeguarded” (p. 1) The conceptual framework for enabling environment are bonding, youth responsive services and youth friendly laws and policies. New forms of cooperation are

normally fostered amongst governments, social institutions and corporations to influence the satisfaction of youth needs (Lunogelo, et al., 2017). It was noted in previous studies that youth framework enabling environment has a moderate relationship with the satisfaction of youth needs in establishing preventative measures against youth drug use, there was a correlation between health promotion through youth empowerment and smoking prevention programmes, youth framework influence youth development and though it promotes entrepreneurship it does not promote employability and employment (Trisnowati, et al., 2021). The McKinsey 7s Model Theory which incorporates assumptions through hypotheses testing that give the expected change to meet the needs of the users was incorporated in previous youth framework studies. "McKinsey 7s Model addresses the problem to achieve positive outcomes that a programme is expected to achieve in terms of goals, shared values, style, staff and strategies" (Ghate, 2018, p. 3). However, McKinsey 7s Model theory can be very complex, complicated, events at the micro level are not able to be connected to events at the macro level and feedback in studies can be constraints if the feedback was not incorporated in the initial planning of the research (Davis, 2018). The frameworks highlighted had some limitations in previous researches which should have had leverage longitudinal approaches, larger sample size for generalization to the population and incorporation of other youth frameworks in other countries (Soldi & Cavallini, 2017).

Instituting of Youth Plat-form

For the instituting of youth plat-form, the conceptual framework for resilience and humanitarian are wealth and peace, food security and sustainable urban development. Previous studies on resilience and humanitarian plat-form have indicated that it has built attributes in young people to allow them to overcome challenges in their lives hence affecting their satisfaction of needs positively (Manjula, et al., 2017). In addition, the social conceptual framework for social are

youth centered services, civil dialogue and social protection. This framework in previous research indicated that communication barriers based on distance and travelling costs have been reduced due to social advancements which meets the satisfaction of social needs (Anderson & Jiang 2018). The conceptual framework for economic are competition effect, governance issues and transaction. The economic plat-form in previous studies has affected the satisfaction of youth needs positively by facilitating the advancement of careers, providing technical assistance and creating entrepreneurship opportunities (Song & Kim, 2022). It was highlighted in previous studies that the plat-form affected young people positively though it was only marginal, the social plat-form had a positive and impactful impression on young people in satisfying their social needs and enabled positive response to timely information (Vakili, et al., 2020). The Kolb's Experiential Learning Theory has also been incorporated in previous research on youth framework by incorporating experiences in the research to better understand the variables and their associations. Flynn (2021) stated that "It deals with reflective observation, concrete experiences, active experimentation and abstract conceptualization that play a major role in the research process" (p. 3). Nonetheless, with this theory, there is inadequate informed involvement, there can be a bias tendency, negative feedback impact and personal exposure (Bradford, 2018). It was discovered through previous research that the social media plat-form benefited young people in dealing with risk and resilience knowledge mobilization. However, though previous research on plat-forms had good leverage cross- sectional technique, longitudinal approaches, the sampling size should be generalized to the population and the methodological design should be incorporated in the theoretical design (Vakili, et al., 2022).

Role of Youth Networks

The conceptual framework for the contribution of youth networks for youth sports for development and peace network are social inclusion, restructuring life and response to emergencies and disasters. Previous research on youth sports for development and peace indicated that it creates the environment for contributing to the social and humanitarian needs through education, health, integration and social inclusion (Tafadar, 2020). Based on past studies there are no evidence to suggest that social inclusion was being fostered through the sports for development and peace, there was a correlation between the network and restructuring life, in addition, there was a positive relation with respond to emergencies, disasters and the network with its influence. For the youth rights and democracy network, the conceptual framework is inclusive of school to work transition, conscientious objection to military service and participation. According to Landma (2017) "The framework on this network has realized collaboration on common issues pertaining to youth rights and democracy through capacity building" (p. 49). In relation to the youth health network the conceptual frameworks are exercise and leisure-time activities, eating habits, dental care and dieting and substance use. The health network adopts policies for youth to get easier access health care due to the social issues that they experience. It was confirmed through past research that exercise and leisure-time activities have a significant impact on youth development, other previous studies have reported the relationship between socio- economic factors and eating habits, dental care and dieting and finally, substance use was reported as the second cause for mental disabilities (Logie, et al., 2022). The results from studies confirmed that there were no relationships between youth networks and motivational constructs, the networks are considered as good interventions in mediating on behalf of young people and that youth networks are fostering common learning with good practice to address vulnerable youth. However, Mendizabal (2020) discovered that "There was a lack of association between civic values and

youth networks and that members of the youth networks have time constraints in fulfilling their mandate" (p. 17). According to Pablo and Edirisinghe (2022) on the actor network theory "Having equal access to resources to innovate through actors that modify these resources through human and non-human effort provide avenues to solve issues" (p. 3). Soble test theory is able to measure the mediating effect of variable on the independent variable. Moreover, it is able to measure the influence of the mediating variable, the youth networks, on the association between the independent variable, the International Commonwealth Youth Programme and the dependent variable, the satisfaction of youth needs. "The sobel test theory offers a complex and deeper understanding of the relationship between the dependent and independent variable based on the mediating variable" (Abu-Bader & Jones, 2021, p. 42). Nonetheless there are concerns with the sobel test theory for instance, with it requiring a large sample size, it does not work well when full data is available and when the researcher does not use regression analysis (Dastgeer, et al., 2020). The frameworks in previous studies had cross-sectional methods that had substantial limitations, the research designs had generalization restrictions and there were few sampling techniques like correlational and regression statistical analyses (Mendizabal, 2020).

Satisfaction of Youth Needs

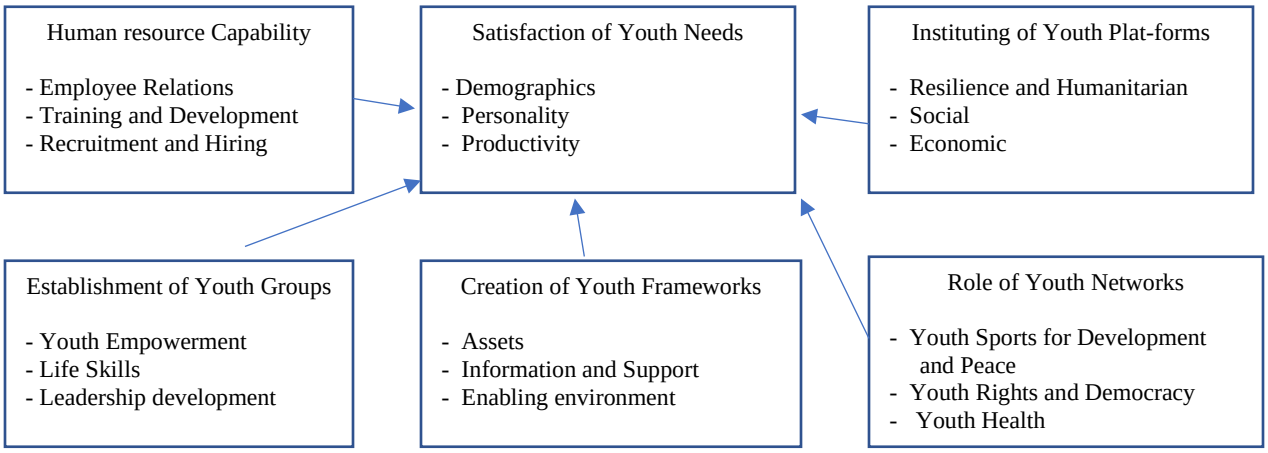
The conceptual framework of the demographics on satisfaction of youth needs include age, gender and socioeconomic. Prior research on demographics based on age, gender and socioeconomic indicated that their association with the satisfaction of youth needs is very weak. The variables as it relates to demographics only contribute modestly in the prediction of the satisfaction of youth needs (Proctor, et al., 2019). In relation to personality, the conceptual frameworks are on happiness, self-esteem and stability. The variables associated with personality have been positively correlated to satisfaction of youth needs. Proctor et al. (2020) indicated that

Positive outcomes from personality traits were found to be positively correlated to the satisfaction of youth needs with happiness resulting in the highest correlation, self –esteem having a moderate correlation and stability having a positive effect on satisfaction of youth needs. Whereas for productivity the conceptual framework includes employment, goals and motivation and self-efficacy. When employment is conducive it has a positive impact on the satisfaction of youth needs, when goals and motivation are intrinsic in nature it contributes to higher levels in satisfaction of youth needs and with self-efficacy there were greater satisfaction of youth needs (Best & Chinta, 2021). Life satisfaction theory is based on subjective emotions and judgements rather than on objective circumstances like employment and living conditions (Kusier & Paldam, 2021). In addition, the theory captures the emotional, psychological and physical aspects of life satisfaction. Moreover, to measure life satisfaction, a life satisfaction scale is used in research across countries which suggest that it is an acceptable theory which is subjective in nature which captures the holistic aspect of satisfaction of youth needs. In addition, there are other theories like bottom up and top down, with bottom-up theory stating that satisfaction of youth needs depends on a variety of life domains whereas the top-down theory supports that satisfaction of youth needs are dependent on a specific domain like family for instance (Drishti & Carmichael, 2022). Furthermore, the bottom-up theory is more applicable to satisfaction of youth needs whereas the top-down theory is more associated with youth happiness. Well-being theory is closely related to life satisfaction theory by being subjective in nature, however well-being deals with the emotional dimensions of individuals which deals more with happiness (Kusier, et al., 2021). The study however deals with the holistic aspect of youth satisfying their needs. The frameworks in previous studies should have had more generalizations, sample sizes should be increased for future research,

variables need to be ranked in terms of influence and there need to be more cross-sectional design to draw casual relationships (Szcześniak, et al., 2022).

Figure 2

Conceptual Framework p.23



Human Resource Capability

Human resource capability refers to highly motivated, skilled and experienced employees who contribute to the advancement of organizations and companies (Muthigah, et al., 2022). It is an intangible resource that enhances strategies, allowing companies to gain competitive advantages and economies of scale. Idea generation, innovative efforts and creativity are elements that enhances human resource capability that human resource managers should have a broad understanding in order, to effect positive change in the workplace (Lattuch, 2021, p. 163). Human resource capability is considered a strategic resource for survival and development. Various methods, such as performance evaluation, team building, salary-based motivation systems and knowledge management, can impact organizational success (Lattuch, 2021). Furthermore, understanding customer problems which is customer centric gives companies competitive advantage since they are aware of the specific products and services that may meet the ideal

expectations and satisfaction of consumers. Moreover, Li (2022) stated that "Human resource capability can increase organizational commitment, efficiency and improve company performance, including positive returns, profits, competition and market share" (p.1). The benefits in investing in human resource capability can impact processes and performance of various units in an organization. Shayegan et al. (2022) indicated that "The long-term impact of human resource capability is improving the practices, achieving the mission and vision of the organization and continually engaging efficient employees through authentic leadership" (p. 65). The benefits in investing in human resource capability can impact processes and performance of various units in an organization. Digital infrastructure and technology has facilitated the upskill of young employees to enhance speed, reliability and business efficiency in the workplace that have enabled young people to engage in digital and technical training in information and communication technology which has fostered their employability and development in a study conducted in South Africa (Alao, et al. 2024). The study in South Africa indicated that young people who are digital expertise enhance their employability and their skill development to meet the needs in changing economic environments that have contributed to their satisfaction of youth needs. In Malaysia for instance, digitalization and digital economy has been fostered by the public and private sector by enabling economic activity through virtual means that have impacted young employee employability and skill development positively that have contributed to their satisfaction of youth needs. The country has set up a digital economy unit to foster this development with young employees and have ranked twenty-eight globally and first within the Asian Region (Ramanathan, et al., 2024). The theory of double looping is applicable in light of young employees based on their previous working experiences adopt strategies and responsibilities that improves their

performance based on positive changes in management interventions for the adaptation of the strategies and responsibilities.

Employee Relations

In order to ensure long term growth and success for organizations and companies employee relations is essential especially with the operations of entities (Maheshwari, et al., 2020). Improving these relationships can foster healthy processes, strategic product decisions and competitiveness, positively impacting the organization's operations. Strong employee relations lead to positive progress, better information generation and optimal procedures for employees to perform their duties. Maheshwari et al. (2020) stated that “The employer and employee interactions determine the kind of employee relations that exist in companies in any given time to highlight the areas in the employee relations that need addressing” (p. 1746). Management plays a vital role in managing employees as individuals and collective groups, ensuring they are aware of their responsibilities and roles. Ensuring positive working relationships between managers and employees is essential and the right atmosphere can be facilitated through processes that endorse adherence to rules and requirements (Kapur, 2022). It also involves the facilities, infrastructure, amenities, equipment and technologies that enable employees to perform their duties in a well-organized manner. Moreover, employee relations deal with rules, regulations and agreements by which employees are managed as individuals and as collective groups (Ibelegbu & Friday, 2022). The reflexivity theory is applicable in relation to employee relations since the same research practices and procedures are adopted for operational variables in which ethical values are upheld as interactions are fostered with participants to get the data required in relation to the variables. Another theory that is applicable to employee relation and its operational variables collective agreements, grievance investigation and employee management is system theory which states that

component parts of a system can be best understood based on the relationship of the component parts have with each other rather than the component parts independently or in isolation (Heil, 2020).

Collective Agreements

Collective agreements are formulated between employers and unions that represent employees on remuneration, labor protection, a conducive work environment and human rights. These agreements can increase productivity and resolve issues between unions and management (Dong, 2020). They are considered an avenue for social dialogue and resolution, often bringing peace between unions and management. Della-Giustina (2022) stated that “Collective agreements when it represents the interest of the employees and employer have the potential to increase productivity which can in turn assist in dealing with the issues coming out of meetings between unions and management” (p. 24) Collective bargaining deals with matters affecting employees indirectly like infrastructure, environment, social policy and directly with matters affecting individual employees. Many countries where youth employment is increasing more unions are being organized in order to meet the interest of employees who are given additional rights through collective bargaining when agreements are reach by both unions and employers (Pătru, 2021). However, it is not only fair remuneration and reasonable working conditions that negotiated in collective bargaining but also establishing and maintaining cordial labor relations. Additionally, where unions are necessary especially in cases where the labor laws are not reflecting the acceptable working conditions and rights of employees then collective bargaining is constitutionally applicable in determining terms and conditions of work (Tom, 2021).

Grievance Investigations

Grievance investigations are essential for young people, particularly women, who have been unfairly treated in various social institutions. These investigations can help address issues such as wrongful incarceration, sexual abuse, displacement, kidnapping and lack of access to basic necessities (Isola & Adeogun, 2022). In countries like Syria, Liberia, Iraq and Pakistan, ongoing investigations are ongoing due to poverty, scarce resources and human rights violations. Employers should be obligated to work in the interest of their employees to prevent misconduct. However, "There are internal and external barriers that prevent grievance investigations for the complaints filed due to social pressures and resistance from management of organizations" (Nguyen, 2022, p. 51). Grievance investigations also address consumer trust in e-commerce, protection mechanisms, fraudulent activities and unfair practices. Chawla et al. (2022) indicated that "India has become one of the leading countries in addressing grievances by identifying online consumer fraud, by implementing electronic governance systems and ensuring consumer protection in e-commerce" (p. 583). There are other avenues for grievance investigations during online processing of transactions where hackers target personal and financial information from online users (Chawla & Kumar, 2022). Through the grievance investigations, powerful stability system and non-violent techniques have been used together with local officials to deal with and resolve the findings from grievance investigations. The concerns are from unfavorable job placements, unmerited dismissals, refusal to grant licenses and delays in providing government services (Deng & Zhou, 2022).

Employee Management

Employee management is vital in human resources, guiding employees towards organizational success. Neher and Maley (2020) stated that "Management and supervisors poorly execute employee management hence contributing to ineffective management and achieving the organization goals." It manages conflicts, induces job satisfaction and improves work

performance. For employee management to be effective it must meet the expectations of management as well as meet the needs of employee interests and needs (Viererbl, et al., 2021). It also helps in dealing with group behavior and social category membership. Ineffective management can cause resource and power struggles, unfair treatment and reduced performance. Mohammad and Shin (2021) indicated that "If employee management is not effective it can cause resource and power struggles that may cause unfair treatment and discrimination which can cause employee dissatisfaction and reduction in employee performance" (p. 734). Employee involvement in organizational structure can positively impact the organization but failure to do so can lead to high turnovers and decline in commitment. Consequently, if employees do not support such changes, then there may be high turnovers and even a decline in commitment to work (Mahmutović & Delić, 2022). Workplace stress can lead to depression and cardiovascular diseases, affecting employee life and health. Nixon, et al. (2022) stated that "The stress experienced in the workplace can have harmful effects on employee life and health therefore contributing to societal costs" (p. 2). Structural changes can be made to reduce stress, making employee management essential.

Training and Development

Training and development are important for young people to develop their interests in various fields, such as education, social, sports, civic and political. These efforts enhance their abilities and prepare them for various professions (Wright, et al., 2020). Involuntary family care, leadership, community of practice, peer-to-peer support and theatre arts are implemented to advance the youth. Anyon, Bender, Kennedy and Dechants (2018, p. 869) stated that "Integral to the training and development are leadership, academic, career achievement, social and interpersonal growth programmes that are administered in areas where they are applicable to

specific needs of youth" (p. 1130). Professionals like artists, pastors, researchers and politicians also contribute to the human resource capability of young people. Cace, et al. (2021) stated that "The training and development of young people have capability of enabling them with specialized skills which would contribute to their employment in fields of employment where they can make meaningful contribution in the professions that are heavily dependent on youth engagement" (p. 90). Training and development are essential for meeting labor demands in the market, acquiring specialized skills to meet global and technological advances. In countries like Romania, low education, limited support and poverty contribute to low employment opportunities (EU, 2019). The training and development of youth to improve their human capabilities are essential because of the low interest of gaining employment, low mobility for labor, the presence of discrimination and limited access to employment opportunities. Organizational design theory is applicable to training and development since it consists of parts that are interconnected like performance management system, job evaluation, appraisals, succession planning and skill management which states that changes in one part may have certain effect in another part (Cornelis, et al., 2019).

Performance Management System

Performance management systems are essential for evaluating training and development for young employees and monitoring their progress towards organizational goals and strategies. They are adopted by organizations, particularly government agencies, to help management assess key areas of responsibility and add value to productivity (Kang & Choi, 2019). These systems incorporate the organization's mission, strategies, performance measures and interactive capabilities to evaluate employee performance and identify areas for improvement. Continuous performance improvements are achieved through corrective actions to increase employee productivity. Kang and Choi (2019) indicated that "Supervisors and managers of various

departments are able to evaluate the goals and strategies in relation to job evaluation of young employees in particular through the performance management system" (p. 850). Core elements of performance management systems include goal setting, programme management, performance evaluation and feedback from revaluation results. Cho and Lee (2016) indicated that "Goal setting is important in the performance management process, because it influences organizational members' perceptions and their adoption of organizational goals" (p. 77). In today's globalized, competitive, automation, unstable and digitalized world, performance management systems are essential for measuring and improving performance. Especially with the impact of globalization, competition, automation, instability and digitalization, a performance management system is necessary for entities to measure and improve their performance (Laitinen & Kadak, 2019).

Job Evaluation and Appraisals

While performance management systems tend to assess performance of departments to ascertain the achievement of organizational goals, job evaluations and appraisals assess the performance of each job compared to others. This method is particularly beneficial for new employees, particularly young ones, who may lack experience due to their lack of working experience in organizations (Sanne, 2022). They ensure fairness in remuneration by incorporating years of service, qualifications and salary grades. Zhang et al. (2021) indicated that "Job evaluations also help in compensation plans, motivating and retaining employees and contribute to fair payroll, compensation management and human resource functions like recruitment, training and career management" (p. 2). However, concerns about unfair treatment, inequalities in procedures and centrality evaluations need to be addressed. Employee roles in a work environment are influenced by interpersonal and sociable relationships, requiring collaboration for tasks evaluated by supervisors and peers (Furnham, et al., 2021). Investing in human resource

development is essential for young employees who undergo training and learning. Additionally, Abisola and Mehmet (2022) stated that "Educational programmes have significantly improved the performance of young employees through innovation and high-quality workplace outcomes, as evidenced by appraisals and evaluations. Subjectivity can arise from misperceptions and a lack of consideration for employee diversity, potentially leading to injustices and discriminatory presumptions (Pagan & Malo, 2021). The purpose of training and development, particularly for managers and supervisors, is to facilitate job evaluation and appraisals.

Succession Planning and Skill Management

Succession planning and skills management involve mentoring, training and motivating employees to develop necessary management skills. Strategies like leadership training, job rotation and shadowing job opportunities can help transition line staff to leadership positions (Baker, 2017). Effective succession planning and skill management should result in positive outcomes, a conducive work environment and low staff turnover. Organizations should be mindful of the selection and preparation of new employees, as they are proactive approaches to prevent high turnover and reduce the impact of re-engineering and downsizing. Ali and Mehreen (2019) indicated that "Effective succession planning and skill management require successful commitment from both potential new leaders and organizational leaders" (p.216). In addition, it enables time and cost savings which are beneficial to companies in not recruiting external personnel. Succession planning and skills management improves employee engagement, loyalty, morale, reduces the impact of re-engineering and diminishes downsizing (Ali & Mehreen, 2019). More importantly it enables the diverse pool of skilled and talented employees especially young workers which fosters employee retention and leadership development. According to Bolander, et al. (2017) "Succession planning and skill management aid in identifying potential leaders among

young employees who possess the necessary skills and knowledge from previous management and supervisor interactions" (p. 1523). Investing in training and retention can prevent employee turnover, which can negatively impact an organization's skills and financial returns. Succession planning and skill management are crucial strategies for reducing employee turnover and minimizing its impact (Bradford, 2019). External managers taking on leadership roles may disrupt existing research, development and innovation processes, particularly in existing entities due to changes in their existing culture.

Recruitment and Hiring

Recruitment and hiring are crucial aspects of human resource capability, with companies focusing on high standards, reputation, brand image, work culture and social media presence to attract young, skilled and talented employees. Surpur et al. (2022) "Companies also encourage performance, award-winning and established relationships to influence potential recruits' decisions" (p. 64). Organizations are now realizing that external factors associated with brand, image, work culture and social media presence must be presented in an effort to attract new youth recruits. "Companies recognize the giftedness and skills of young professionals, but still require practical experience and training to be effective employees" (Black, 2022, p. 8). The competitive environment has increased opportunities for growth and development, equipping young professionals with knowledge and application of advanced technologies, giving firms a competitive advantage in their respective industries. More importantly, potential youth recruits are encouraged through performance, award winning and relationships that companies have established to influence their decisions in being employed with organizations (Surpur, et al., 2022). Bass's Motivational Leadership theory is applicable to recruitment and hiring based on the operational variables new employees, skills and experience and human resource planning since

followers are willing to work harder than they originally thought they were capable through positive emotions like trust, loyalty and admiration which enables a positive environment (Macit, 2016).

New Employees

New employees are vital for the continuity of organizations and businesses, especially young people. Academic managers should teach and enable learning through strategic visions, allowing young people to apply their innovations and entrepreneurship to achieve company goals (Bhana, et al., 2022). However, administrative managers should ensure new employees are aware of operations, receive support and align with the organization's vision and goals. According to Bhana et al. (2022) "Leaders should provide role-modeling, clear direction in decision-making, conflict management intervention and transformational motivation to help them perform optimally" (p. 284). New young employees play a critical role in enhancing overall performance and achieving competitive advantage. This is significant in circumstances where there are employee shortages in organizations especially in the health sector where it is challenging to attract a young workforce particularly with employee branding (Heilmann, et al., 2022). Human resource asset is crucial for an institution's operations, with new employees enhancing overall performance and gaining a competitive advantage through their new skills and knowledge (Pandzic & Hadziahmetovic, 2022). However, for new employees especially young people, it is the organization that they are engaged with that can provide the satisfactory path to enable their success.

Skills and Experience

Young people need to have the necessary skills and support to succeed in the labor market. According to Mahboubi and Higazy (2022) "Young people should be given work integrated

opportunities and targeted labor market programmes to ease the transition into better employment" (p. 1). Without the necessary skills and experience, young people may face long-term poor labor market outcomes and unemployment (Mahboubi & Higazy, 2022). A workforce that is inclusive of youth is the most potential workforce for organizations. Education enhances skills and learning to enable youth employability and skills and experience help match the demand dimension of the labor market (Bisht & Pattanaik, 2021). They are also applicable in situations related to vulnerability, risky work-related activities, privileges, social justice and oppression. According to McQuaid and Lindsay (2005) "Employment can be a challenge or opportunity, with skills and experience being key factors, while age, gender and social are supply side factors" (p. 198). Young people's skills and experience are significantly transferred to other employees through work-related programmes and activities, according to (Newman, et al., 2021). In addition, socialization and events can foster bonding and unity among young and senior staff by transferring life skills and experiences.

Human Resource Planning

Skills and experience alone cannot deal with the human resource issues that may arise in an organization therefore, human resource planning is necessary for organizations to forecast and assess the necessary human resources to balance demand and supply, ensuring the organization's goals are achieved. It involves strategic coordination and implementation of various aspects to improve efficiency and effectiveness (Chakraborty and Biswas, 2019). Human resource planning considers the challenges faced by various departments, allowing for increased capacity in each department to meet new demands. Ulferts et al. (2021) stated that "The first step in addressing organizational challenges is not downsizing, but rather generating new ideas for potential opportunities to enhance the organization's success" (p. 69). It also incorporates skills for job

duties, forecasting future needs for additional human resources and ensuring growth strategies are achieved. Employment inventory helps reflect employees' optimal employment and capacity utilization for organizational goals (Ulferts, et al., 2021). Human resource planning can also help reduce employee turnover during acquisitions and mergers, create a good working environment and facilitate the transition from working cultures to new ones. Rodrı´guez-Sanchez et al. (2019) stated that "Human resource planning significantly impacts organizational structures during acquisitions and mergers by building trust, motivating employees and increasing performance, resulting in reduced employee turnover and a positive working environment"(p. 15). In addition, human resource planning can create the environment to increase trust and communication amongst young employees in particular for the successful integration. The process of transitioning from working cultures to a new one is facilitated by the creativity set through acquisitions and mergers (Ubah & Ibrahim, 2021).

Establishment of Youth Groups

Due to the drastic changes taking place globally, youth groups have found their place in in understanding, educating and advocating for young people in countries facing political, economic and social instability. According to Nešković and Lazarovski (2021) "Young people are being represented in groups at national, regional and international levels, facilitating shared thoughts and solutions to sustain their wellbeing" (p. 48). Youth groups can solve global issues by actively participating and effecting change. Mali youth have organized into youth groups, achieving security, employment, stability and educational goals amidst civil unrest (Bleck & Lodermeier, 2020). They empower young people to become activists, advocates for inclusiveness, equality, diversity, solidarity and ecological consciousness. Furthermore, youth groups instill values that empower young people to form political organizations, mobilizing and educating them, resulting

in global significance and influence among young people (Nešković, et al., 2021). Youth groups provide vital support for vulnerable youth, fostering communication and strengthening bonds. Youth groups offer crucial social and emotional support, promoting communication and strengthening bonds among young people through collaborative efforts (Kelly, et al., 2022). Transformational leadership theory is applicable to the establishment of youth groups based on youth empowerment group, life skills group and leadership development group since transformational leadership style may be exhibited in this groups through transitioning youth beyond their self- interest to an environment of organizational visioning to achieve goals. However not all dimensions of transformational leadership like idealized influence, inspirational motivation, intellectual stimulation, individualized consideration, contingent reward, management-by-exception and laisse-faire can be exhibited at once because they are all leadership styles (Yaghi, 2017).

Youth Empowerment Group

The youth empowerment group promotes sustainable development by encouraging young people to participate in group programs and activities. This is crucial as young people make up a significant portion of the global population and can influence policy making (Shahzad, et al., 2019). The group motivates young people to make informed decisions, take responsibility for their actions and create supportive environments for their economic, social and educational pursuits. According to Adiat and Akintayo (2013) "Youth empowerment groups encourage youth to achieve higher education levels, better healthcare access, better employment and more civic engagement" (p. 18). The youth group uses four areas of empowerment which are formal, intrapersonal, substantive and instrumental, to map youth assets and achieve maximum returns. Youth groups focus on youth asset mapping, mapping abilities, skills and talents to four areas of empowerment

to maximize returns for young people (Handy, et al., 2011). In addition, empowerment can effectively address various behavioral tendencies in youth, such as smoking, substance abuse, unsafe sexual encounters and violence, by promoting positive change. Moreover, formal empowerment is positively correlated with influence which contributes to the other forms of empowerment (Matysik, 2000). Mohajer and Earnest (2009) stated that "Empowerment can effectively reduce the number of young people affected by substance abuse, abusive work environments and sexual transmitted diseases" (p. 426). The connectiveness theory is applicable to the youth empowerment group in relation to its operational variables mental and behavioral health, positive cultures and safety since connections encompass social interactions through connective experiences based on social behavior, influence and economics that is nurtured in particular in group settings (Truett, 2023).

Mental and Behavioral Health

Mental and behavioral health is vital for youth empowerment, especially in rural communities. Low-income young people in rural communities often lack access to healthcare and services, especially for marginalized groups like Black, Hispanic and other marginalized individuals (Ramezani, et al., 2022). Moreover, there exist minimal methods of how to respond to youth that may be suffering from behavioral health disorders who commit crimes and minor offences. Pull and push factors, such as stigma and discrimination based on gender expression, sexual orientation, race and gender identity, can affect access to these services (Salas-Wright, et al., 2021). Ellis, et al. (2009) stated that “Black, Hispanic and other marginalized young people experience reduced access to behavioral services, office based mental health and behavioral specialist physicians or psychiatrists” (p. 1316). Additionally, cumulative experiences of discrimination or trauma can negatively impact mental and physical health, increasing

vulnerability to depression and other mental health conditions. Mistrust within communities can make it difficult for young people to access facilities safely and comfortably (Hodge, et al., 2022).

Positive Cultures

Positive cultures are integral for youth empowerment, as they provide access to work, safety and quality education. These cultures help young people take control of their lives, improve their health and adopt positive ways of life (Laursen, 2009). Additionally, positive foster a sense of belonging and worth and are considered safe, supportive, inclusive and participatory. Senge et al. (2008) indicated that "Positive cultures create the avenue for physical and psychological expressions that are free from abuse to foster belonging, connections, skills talents, social values and youth involvement in decision making" (p. 5). The youth empowerment group encourages the implementation of positive cultures in schools, communities, neighborhoods and peer groups. The group's sessions aim to inspire, educate and uplift young people, resulting in improved quality of life (Moen, 2022). The language associated with these cultures also plays a significant role in fostering positive integration among youth. According to Khorsheed, (2021) "Young people recognize the need to adopt to cultural norms because of the attractions that exist which encourages them to learn the norms and language in order to fulfil their needs and desire for integration." (p. 378).

Safety

Youth safety is crucial in collaboration with positive cultures play an integral role for ensuring the well-being of young people, as they are at a higher risk of injuries than adults. Khorsheed (2021) indicated that "Injuries to young people is a global concern since half a million young people are affected by unintentional injuries which are preventable through safer behaviors" (p. 28) The youth groups encourage managers to be transformational leaders, advocating for safety

and inspiring young employees to exceed safety standards. McPhee et al. (2019) stated that "The youth empowerment group focuses on education and preparedness programmes to prevent accidents and injuries, preventing social and economic problems" (p.1866). Most times young people have the tendency not to report hazards and risks due to lack of knowledge and fear of job loss. Turner et al. (2015) indicated that "Young employees are three times more likely to be involved in accidents causing injuries than experienced employees" (p. 40). Through intellectual stimulation, young people are encouraged to find creative solutions to safety issues, personalizing safety and well-being for young employees.

Youth Life Skills Group

The youth life skills group is responding to globalization, urbanization, technological revolution and industrialization by providing support systems to impart life skills to young people. According to Sukumar et al. (2022) “Skills help them overcome challenges such as health, education and social issues, such as substance abuse, delinquency, sexual misconduct and violent behavior" (p. 1). Young people that are part of youth groups are more receptive to training, especially those of color and from disadvantaged communities. The youth life skills enable training for young people that help young people to rebuild their psychological needs, build confidence and transfer life skills, promoting positive advancements (Sukumar, et al., 2022). In relation to each young person, their internal assets which deal with previous knowledge, external assets that deal with influential associations and autobiographical experiences that deal with learning from mistakes and consequences. Newman et al. (2021) indicated that “Through life skills young people are engaged in personal reconstruction, meeting their psychological needs, building confidence, transferring life skills, awareness of transfer possibilities and perception of support” (p. 425). This is vital for young people that are socially vulnerable with a series of negative experiences to get

the life skills in order to avoid distorted relationships and the social disconnectedness. For example, young people associated with sports develop life skills through interaction and teamwork (Freire, et al., 2021). The dependency theory is applicable to youth life skills group in relation to the operational variables career development, community services and health and wellness since a dynamic environment that is rich make uses of the resources to achieve the greatest returns which is dependent by a poorer environment for its survival for which it has no control over the resources (Mwai, et al.,2014)

Career Development

One of the components of the youth life skills group which emphasizes career development as a lifelong process that includes daily living and personal social skills (Delisle & Squires, 2019). It involves professional training, organizational support and time management training. The youth group recognizes the challenges young people face in transitioning from education to meaningful employment, particularly in the unpredictable job environment with adverse competition and job transformations (Koralalage, et al., 2021). To help young people find meaningful employment, youth groups provide the necessary support and guidance. According to Steven et al. (2021) “The job environment is unpredictable with adverse competition and job transformations which can have an adverse effect on young people transitioning from school to work” (p.1). Parents and guardians should communicate expectations, be involved in university selection and explain the processes needed to access higher education through financial assistance (Huegaerts, et al., 2018). In addition, young people finding employment most times experience unsatisfactory employment, high level of career discontinuity, poor work conditions and underemployment. This will help young people transition from education to meaningful employment (Horrillo, et al., 2021).

Community Services

Career development as indicated previously is important in the life of young people, however community services is also relevant as it relates to young people's career development, especially in the education sector. In the United States, schools mandate participation in community services and the youth life skills group promotes volunteerism to strengthen moral values (McLellan & Youniss, 2003). These initiatives aim to enhance young people's abilities through service and learning, promoting nation building, social cohesion and patriotism (Chauke, et al., 2021). Minority ethnic groups, particularly in Britain, face disadvantaged opportunities and inequalities. Parker and Franco (1999) indicated that "Community services address health, education, well-being, social justice and economic stability"(p. 181). In the United States and Canada, youth life skills groups provide comprehensive, recovery-oriented interventions, including treatments, counseling, case management, peer support and person-centered services. Health, education, well-being, social justice and economic stability are just a few areas where young people issues are being addressed by providing community services (Marccus. 2022). Through the community services there have been policy-based intervention through other agencies which is comprehensive, recovery in nature and developmental. Furthermore, it consists of treatments, counseling, case management, peer support and person-centered services (Marchand, et al., 2022).

Health and Wellness

Health and wellness are crucial aspects of the youth life skills group, addressing issues that young people often face in their early years. Syan et al. (2021) stated that "Health and wellness issues can negatively impact relationships, employment, physical health and overall well-being" (p. 660). However, stigmatization, self-reliance and confidentiality can hinder intervention efforts. According to Brownlie et al. (2017 "The input of young people is crucial in designing interventions

that meet their specific health and wellness requirements" (p. 133). Healthy emotional and social development is essential for positive health and wellness to build young people resilience. Young people are at higher risk for developing health issues, especially in countries like Canada (Amarbayan, et al., 2021). The youth life skills group ensures initiatives are valuable, providing quality services at lower costs. Nevertheless, the value- based approaches have the potential to reduce the health and social costs in later years for young people in the early intervention stages (Porter, 2010).

Youth Leadership Development Group

The youth leadership development group is critical as the youth life skills group as it develop relationships between youth leaders and followers to achieve specific goals shaped by cultures and values. Jok (2022) indicated that “There are five elements of youth leadership that includes leaders, goals, context, followers and cultural norms that need to be incorporated into the development of young people within the youth leadership development group” (p. 1423). It emphasizes the effectiveness of youth leadership by empowering young leaders to understand the environment, goals and obstacles. Successful youth leadership positively impacts group outcomes, but inadequate training can negatively affect team functioning (Epitropaki, et al., 2018). The youth leadership development group also monitors, mentors and supports young leaders in maintaining leadership standards and achieving team goals. The group ensures that necessary elements of leadership are shared with young leaders, including workload capacity, team strategy, management, selection and recruitment decisions (Haddad & Donna, 2022). Mertens et al. (2020) indicated that “Youth leaders should extend their positive influence on other youth team members that instills motivation and commitment in achieving team goals” (p. 771). Youth leaders should fulfill their leadership responsibilities by instilling and developing additional skills in team

members, adopting a shared leadership approach to achieve team objectives. The social activism theory is applicable to the youth leadership development group based on the operational variables preventative services, opportunity, diversity and inclusion since united efforts that are institutionalized are used to remedy social problems to change existing social order which increases the world of knowledge on the particular issue (Darden, 2021).

Preventative Services

The youth leadership development group incorporates preventative services to address the physical, social and emotional needs of young people, preventing exposure to abuse, violence, poverty and health issues. According to Daiane et al. (2022) “Preventative services ensure that the issues young people are faced with are avoided to foster their development, access to opportunities and achievement of their goals in fulfilling their dreams” (p. 1). These services help young people develop, access opportunities and achieve their goals. Cash transfer programmes and servant leadership styles are effective in adopting preventative services, as they strengthen group synergy and promote a positive climate (Polanczyk, et al., 2015). In addition, servant leadership can reduce low turnover, disease contraction and violent behavior, while allowing young employees to focus on continuous improvement (Neubert, et al., 2022). Low power groups, such as women, minorities and junior staff, are most likely to need preventative services due to their vulnerabilities and at-risk status. Positive outcomes and reduce negative outcomes can affect positively young people in their growth and development which emphasizes on preventative services that adopts servant leadership to reduce low turnover employment rate, disease contraction and violent and rebellious behavior. In addition, reduce work effort can be addressed through preventative services by enabling young employees to focus on additional areas for continuous improvement in the workplace (Sguerak, et al., 2016).

Opportunity

Opportunity is needed by young people in order for them to achieve their career path goals and other aspirations. Poirier et al. (2020) indicated that "Young people tend to be experts in their careers, drawing from experiences, ideas, skills and perspectives" (p. 1). Creating opportunities for young people is crucial for increasing confidence and leadership skills. Policies, programmes and practices can facilitate these opportunities through resources, relationships, support and investment (The Annie E. Casey Foundation, [TAECF], 2017). Consequently, policy and practices through advocacy are being facilitated through partnership to realize the opportunities. In India for instance, agriculture offers opportunities for young people, but it is a low-income earner with challenges like land fragmentation, gender issues, nutrition, low profitability, climate change and labor shortages (Pasula & Sreedaya, 2022). The youth leadership development group encourages agencies to train and teach skills and provide financial assistance to create meaningful employment opportunities for young people. Som et al. (2018) stated that “Young people are being encouraged to take up agriculture as a profession since youth are known for their zeal and ambitions especially in adopting new technologies and other innovative methods in professions” (p. 385).

Diversity and Inclusion

Diversity and inclusion in young people's lives should be valued and accommodated in various aspects, including education, health, social settings, civic and political participation. Urbani et al. (2022) stated that “Young women and men diversity should be respected in all aspects of life and they should have access to learning facilities and other opportunities” (p.92). Access to learning facilities and opportunities is crucial for young people of diverse backgrounds, especially those with disabilities. Encouraging racial, cultural and disability competences is essential for a more equitable society (Kohli, et al., 2017). Youth leadership and development groups advocate

for a more equitable society by standing against prejudices and promoting transformational advocacy. Welfare services should be developed to address diversity and inclusion issues and young people can participate in designing services for inclusion and diversity (McNeal, 2016).

Creation of Youth Frameworks

Youth frameworks are established to bring collaboration and support to the youth to develop their necessary competencies, skills and abilities so that they can be successful in life, academics, relationships, civic endeavors and adopting healthy lifestyles. Therefore, through the youth frameworks, programmes are designed and implemented to engage the youth to resolve issues by adopting solutions that contributes to successful outcomes (Livingstone, 2022). The youth frameworks assist in guiding the youth in decision making, planning, designing, implementation, evaluations and services that can contribute to their success. Livingstone (2022) "In addition, the youth frameworks outline the potential outcomes of youth initiatives and align the outcomes with specific strategies gives the avenue for maximum impact of programmes" (p. 2). The McKinsey 7s Model theory is applicable to the creation of frameworks based on the operational variables asset framework, information and support framework and enabling environment framework since it deals with the holistic view of an organization performance based on hard and soft factors with knowledge of the factors being critical in achieving the intended objectives of an organization. In addition, the relationship rules theory is applicable to the creation of youth frameworks since rules have to be adhered that govern relationships and if the rules are violated then the relationship and inclusion are affected (Whittemore, 2021).

Assets Framework

The Assets framework focuses on the individual and collective resources of young people, aiming to facilitate their development. It accommodates the relational and developmental systems

for young people that aligns the necessary assets that aid in their development (Lerner, et al., 2015). It addresses issues like school dropouts, substance use and violent behavior by implementing resilient mediating measures across social settings. Gomez-Baya et al. (2021) stated that "The framework includes both internal and external resources, with internal assets being empowerment, support, expectations and external assets being learning, positive values, competencies and identity" (p. 2). In research conducted, it was concluded internal and external assets were influential factors which were positively correlated. It was further concluded that there existed a relation between individual assets and youth assets which was consistent with development and relationship systems (Theokas, et al., 2005). The assets framework is a key central organizing system for many youth organizations to strengthen the supportive environments for young people. Finally, the assets framework has the capability of creating the atmosphere of shared visions that encourages collaboration and cooperation (Benson, et al., 2021). Transformational leadership theory is applicable to the assets framework in relation to its operational variables training, formal training and higher order thinking skills since conceptualizing the methods of achieving outcomes increases through overlooking self-interest for the sake of an organization which increases and satisfies the needs of followers (McCleskey, 2014).

Training

Training conducted in the United States indicated that it had positive effects on the youth who attended the training which impacted earnings and employment for the young people who were recipients of the training. Although there are studies which concluded that the impact of youth training was modest, the cost involved in conducting these trainings exceeded the benefits (John and Schochet, 2001). Nonetheless, it was reported that training conducted in developing countries had higher returns since the skills of young people are lower. According to Attanasio, Kugler and

Meghir (2011) “The training conducted for young people in developing countries like Brazil, Chile, Colombia and Dominican Republic indicated positive results in increase in employment and earnings from training programmes” (p. 5). The frameworks that are supporting youth training have enabled young people to aspire to attain higher forms of education which enabled them to attend recognized schools. A study was conducted in Cordoba, Argentina where young people engaged in training on life-skills, vocational and internships with established businesses which focused on the young people who were at risk, uneducated, poor, unemployed and working under poor working conditions. The results of the training were successful in the short term which resulted in young people being engaged in temporary employment, however, in the long term they were not employed by the same organizations who implemented the internship programme (Alzúa, et al., 2016). In previous research for training of young people, especially in Europe and the United States revealed that young women are impacted by training moderately and the training is more effective for young women than men. It was indicated that “Companies who conducted training for young people resulted in positive results than classroom training and programmes on training in the private sector was more effective than the public sector youth training programmes” (Alzúa, et al. 2016, p. 2). In the Dominican Republic for instance, training in technical and vocational programmes with life skills training was administered to vulnerable young people which did not significantly impact employment opportunities but had a modest impact on young people and affected their wages positively (Alzúa, et al., 2016).

Formal Training

Formal and informal training focus on specific areas for development and growth (Mohd, et al. 2015). However, it may not address the supply of proficient young people and address unemployment issues. Furthermore, Paryono (2017) stated that “Formal training directly reduces

structural unemployment and increases the supply in the labor market with skilled young people, which contributes to economic development and international competitiveness" (p. 2). Youth frameworks provide education, training and skills development in various fields, including services, production and livelihoods. Moreover, it is argued that formal training organizations under invest, implement ineffective curriculum and do not offer formal training to the young people that need it the most (Oketch, et al., 2009). In addition, formal training prepares young people for specialized employment, reducing structural unemployment and increasing the labor market supply of skilled young people. In Malaysia, institutions provide formal and education training, engaging thirteen-point two percent of young people to develop skilled and semi-skilled employees in key manufacturing and service industries (Kaliappan & Hamid, 2021).

Higher Order Thinking Skills

Other than formal training, higher order thinking skills are valuable for a competent youth workforce, including logical, critical, reflective and creative thinking. These skills enable young people to make informed decisions, interpret, evaluate and analyze complex issues in the workplace (Miterianifa & Sulistyo, 2021). They empower and motivate individuals in their professional careers and they are essential for both professional and academic success. According to Giancarlo et al. (2004) "The skills develop young people to apply various approaches to deal with issues that are complex and evolve with time" (p. 348). In Taiwan for instance, developing higher order thinking skills led to a more focused approach in evaluation, analysis and judgement, strengthening critical skills and enabling independent thinking. However, "Young people who develop their higher order thinking skills who are not sociable may not benefit from group discussion, collaboration and feedback" (Truong & Tran, 2021, p. 14). In addition, higher order thinking skills goes beyond developing competences by instilling essential skills for both

professional and academic success. Moreover, higher order thinking skills instill a sense of motivation, proficiency, preferences and learning style (Truong, et al., 2021).

Information and Support Framework

The information and support framework for young people is a collaborative effort between young people, parents, social media, a team well-being, a youth protection team and institution members. It aims to safeguard the well-being of young people by providing additional training and information. The SF (2017) indicated that “Young people need the intervention and the external support in addition to the support from parents to ensure that the well-being of young people is safeguarded" (p.1). For continuous improvement in the information and support given, members of the framework are trained in identifying solutions and optimal decisions to transform the lives of the young people that need the intervention. Moreover, according to Casey (2022) "The framework also addresses racial and equity issues by partnering with relevant institutions, tracking data and establishing policies to protect young people's interests" (p. 1). The Scottish Government supports the framework by providing resources for early intervention and promoting a common approach to youth protection. Care Inspectorate (CI, 2019) stated that “The well-being of young people is of outmost importance and the framework seeks to tailor the support to meet the expectation in addressing the well-being of the youth” (p. 2). The humanism theory is applicable to the information and support framework based on the operational variable mental health, unemployment and supportive environment since the intrinsic value of equality, self- actualization, openness to change and democracy motivate individuals to apply these values to bring positive changes (Alvarez & Barney, 2007).

Mental Health

Strong communication skills are essential for nurturing mental health in young people, especially those with anxiety and mood disorders. Steele (2019) stated that "Professionals should adapt their language and encourage conversations to address their issues" (p. 1). Specific communication styles are being adopted to address behavior and sensory awareness. However, less than thirty percent of young people seek professional assistance for their mental needs, especially for those with anxiety, mood and substance use disorders (Yung, 2016). In Australia, an information and support framework involving medical doctors, mental health workers, drug services and educational specialists works together to address mental health issues. It is stated that "Collaborations with young people, parents and community organizations can increase health knowledge, confidence and capacity to deal with mental health issues" (Green, et al., 2020, p. 93). The framework through support from other agencies have implemented innovative, arts-based and creative techniques which consists of verbal and written communication when engaging with vulnerable youth. Dunn (2017) “Meaningful explorations are needed to handle sensitive matters of mental health problems faced by young people that would involve creativity, discussion and idea generation” (p. 2).

Unemployment

Unemployment is a significant issue for young people, particularly in countries with a high youth working age population. Factors contributing to this issue include shifts in youth share, crowding and gender influence (Bohini, et al., 2022). Research in European countries shows that youth unemployment rates vary based on age and gender, with female unemployment rates declining based on higher female age groups. Furthermore, according to Bohini et al. (2022) “It was reported that unemployment was further determined to differ amongst youth based on gender and age” (p. 31). Insufficient investments in areas like sports and inadequate infrastructure and

technology have left them in misfit jobs. Young employees often face resistance from older employees, hindering their innovation and creativity (David, 2022). Organizations like the EU have intervened in financial crises to invest in youth labor markets. David (2022) stated that “Poor advancement in infrastructure and technology with poor strategies adopted for expansion have left young people in misfit jobs and unemployed” (p. 39). To reduce unemployment, appropriate skills, social capital, emotional support and financial support are needed. Wright et al. (2019) stated that "Good relationships, healthy habits, rewarding work and satisfactory working conditions can further reduce unemployment" (p. 3).

Supportive Environment

A supportive environment is necessary for young people to succeed in their endeavors, enabling them to engage in physical, educational, social and recreational activities. Larsen et al. (2015) stated that “A supportive environment is needed to enable young people to engage in activities whether it be physical, educational, social and recreational so that the time, energy, talents and skills can be utilized to their full potential" (p. 571). Community-level activities are essential for maximum participation and exceptional leadership is needed for positive influences. Organizations provide development and employability assistance, promoting skill transfer through mentorship and role modeling (Larsen, et al., 2015). Support services empower youth, improve service design, strengthen relationships and establish strategic alliances for peer support services. According to Burnett (2022) “The support given were for transferability of skills through mentorship and role modelling” (p. 864). However, concerns about bad behavior, drug abuse, dangerous driving and unsafe sexual activities are not documented and communicated for affirmative action. “Though the youth are given the opportunity to voice their concerns, these concerns are not really documented and communicated for affirmative action in trying to resolve

the issues expressed by young people" (Halsall, et al., 2022, p. 618). In addition, these activities should be at the community level for maximum participation from the youth to resolve youth issues in a wholistic manner. Self-harm is a growing concern, affecting health, education, employment and quality of life, leading to expensive treatment and a high risk of suicide (Knowles, et al., 2022).

Enabling Environment Framework

An enabling environment is needed for young people in particular since economic growth, development and reduce poverty are priority areas where the frame work is seeking to address on behalf of young people. It seeks innovative ways to create an environment where young people can benefit from opportunities (Clemensson & Christensen, 2010). Youth face challenges such as lack of investment, limited access to resources, high interest rates and lack of engagement with stakeholders. Clemensson and Christensen (2010) stated that “Young people are three times likely to be unemployed, poor, uneducated and unhealthy as compared with adults that are able to deal with challenging environments” (p. 3). Enabling environments help young people support initiatives that contribute to better economic, social, educational and health environments. Participation in programmes and activities helps communities, businesses and social entities provide opportunities for career, education and social empowerment for young people (Lunogelo, et al., 2017; Abigael and Mbah, 2022). Personal experiences also enable young people to be involved and influential in these environments. The discovery theory is applicable to the enabling environment framework based on the operational variables bonding, youth responsive services and youth friendly laws and policies since entrepreneurs explore market and industry conditions to generate new products and services by exploiting available opportunities (Alvarez & Barney, 2007).

Bonding

In order for enabling environment to be natured, bonding is important for young people's healthy development, protection and support. According to Lee and Lok (2012) “Bonding to parents and schools by young people revealed its protective and development benefits mitigating against various risks that affect the youth” (p. 1). It involves emotional relationships with commitment, enabling social relationships with parents, colleagues, siblings, teachers and other stakeholders. Bonding provides security, sense of belonging, comfort in stressful situations, good decision making, mental and health benefits (Lee, et al. 2012). In a study in Europe, eighteen percent of young people are a part of youth organizations, fourteen percent belong to cultural groups, eleven percent are members of associations in their community and twenty-four percent have indicated that they are a part of volunteer activities (Ambrosia & Massoli, 2012). Social networks are used to establish relationships and contribute to community outreach activities. It is reported that “Collective identity in bonding goes beyond class, race, classical ideologies and established group norms but deals with the processes of individualization and social networking that coexist to build a relationship with society and institutions” (Ambrosia & Massoli, 2012, p. 533). The enabling environment framework, though finding it a challenge to create bonding amongst youth, their family and other social organization for instance, still engage in programmes that impact the youth positively as it relates to bonding. Bruner et al. (2017) stated that "Bonding incorporates ingroup ties, centrality and ingroup affect in promoting positive relationships among peers" (p. 3).

Youth Responsive Services

Though bonding brings young people together, youth responsive services allow youth to respond to the situations where assistance is needed. They provide information through data sharing, including sports involvement, health wellbeing, sports development and peace advocacy

(Faso, 2022). These services are particularly important for disadvantaged young people due to community, social, political and economic unrest should be responsive to various diversities, such as ethnicity, cultures, norms, beliefs, practices and values. For instance, according Faso (2022) “In West Africa, young people who are young parents face uncertainty and rapid changes in every aspect of their lives and therefore need the responsive services so that they can plan their future within the social and cultural settings to be successful in life” (p. 2). However, there are arears where the youth responsive services should focus on individual youth strengths and weaknesses by engaging young people which can improve the outcomes for their unique situations. In addition, youth responsive services that have impacted cultural values have resulted in positive outcomes like young people and parent involvement in advancing sexual health (Sacca, et al., 2022). The framework focuses on individual needs and weaknesses, providing long-term support for youth in need. Halsall et al. (2022) stated that “Youth responsive services have strategically implemented initiatives that improve outcomes for young people with varying issues” (p. 618).

Youth Friendly Laws and Policies

Though bonding brings young people together, youth friendly laws and policies are vital in promoting the rights and privileges of young people, influencing policies and laws that benefit them directly. Kuy (2015) indicated that “The enabling environment framework and other organizations are established to influence policy and laws which benefit the young people directly” (p. 7). These laws and policies foster interaction with other youth, social groups and institutions, ensuring they protect and preserve their rights based on acceptable behavior. They focus on youth marriage, sexual and reproductive health, social well-being and education policies (Hoek, et al, 2022). The framework ensures the implementation and enforcement of international treaties and conventions, guiding youth based on legal age to marry and preventing exploitation. Girard (2017)

indicated that “The friendly laws and policies are integral to health, well-being, employment and education that focuses on the areas where young people are most affected in ways to empower the youth and in turn be reflected in legislation where these laws and policies are being implemented, adhered to and being enforced” (p. 8). It also advocates for changing behaviors, social norms, family planning services and monitoring young people's environments. The framework engages in preliminary stages for better policy formulation through meetings and conferences among relevant stakeholders.

Instituting of Youth Plat-forms

Youth plat-forms are organizations representing the interests of young people at national, regional and international levels. They focus on peace and security, resilience, humanitarian, social, economic, human rights and the environment (Major Group for Children and Youth, [MGCY], 2022). In the Asia-Pacific region, regional governments support these organizations. However, in Africa, non-governmental organizations and international institutions support them (Youth Policy.org, 2022). The goal is to empower young people by enhancing their capabilities and skillsets on various issues (MGCY, 2022). In collaboration with the six plat-forms policy and advocacy, capacity building knowledge and action are being promoted at the global, regional and national levels. Therefore, Ababa (2022) indicated that "Youth plat-forms adopt a structured and non-structured approach to learning and capacity development" (p. 2). The Kolb’s experiential learning theory is applicable to the instituting of youth plat-forms since reflective observation when conceived from theories, experiences and live events assist in developing learning by exhibiting certain skills in the workplace and wider society.

Resilience and Humanitarian Plat-form

The resilience and humanitarian plat-form helps young people overcome life challenges such as interpersonal conflicts, psychological distress, anxiety, depression and substance use. These individuals are proactive in providing relief to others in need. According to Manjula et al. (2014) “The youth need to be resilience so that they can overcome problems of interpersonal relationships with parents, low self-esteem, fears and sexuality related issues” (p. 292). Global humanitarian needs have increased due to natural disasters, wars, food shortages and disease outbreaks. In countries like Sierra Leone, where civil war and high infection rates of diseases like Ebola affect vulnerable communities, the plat-form has engaged in resilient activities and programs to deliver aid and resilience to young people (Abigael & Mbah, 2022). The plat-form with these realities have engaged in resilient and humanitarian activities and programmes to deliver the needed aid and the resilience to the young people that are most times affected. War-related trauma can affect recovery and resilience, making the resilience and humanitarian plat-form crucial for addressing the health and development of young people affected by these situations (Mulligan, et al., 2022). The civic voluntarism theory is applicable to the resilience and humanitarian plat-form based on the operational variables wealth and peace, food security and sustainable urban development since the more educated, more affluent and more middle class people are the more they are willing to participate in civic and political engagement (Sekatle, et al. 2023).

Wealth and Peace

Wealth and peace are significant in addressing resilience and humanitarian concerns affecting young people. Ozcelik et al. (2021) indicated that “Wealth and peace are used to manage conflicts, build peace during conflict, participate in post-conflict peace, provide humanitarian support and engage in truth and reconciliation processes" (p. 6). In countries like South Sudan, the plat-form advocates for wealth and peace consultations through workshops, information sessions

and refugee settlements. These initiatives aim to reduce poverty, unemployment and diseases, enabling young people to access resources, skills, employment and health services (Bigirimana, 2019). Wealth and peace initiatives generate ideas, inspirations, visions and energy for continued society development. Bigirimana (2019) stated that “In an environment where wealth and peace are evenly apportioned based on the needs, it generates ideas, inspirations, visions and energy particularly in relation to youth who can be agents for continued development of society” (p. 2). The plat-form facilitates the learning experiences that addresses cultural practices, values, beliefs and customs in an effort to empower young people to overcome the negative impact of race and class that deal with the issues of wealth and peace. Additionally, the plat-form addresses environments that are deeply affected by inequity in an effort to bring much needed equity in case of education, health, employment opportunities and social support (Bobby, et al., 2021).

Food Security

Food security is an important factor in the humanitarian and resilience plat-form for a productive and healthy life, preventing poverty and long-term impacts on families, countries and communities. It is indicated that “Families are food secure when they do not live in hunger or the fear of hunger” (Ghimire, 2019, p. 19). It can be affected by lack of land availability, technologies, modern farming techniques and agricultural policies (Ghimire, 2019). For example, the Japanese government has engaged young people in the agricultural sector to ensure food sustainability. The industry requires human capacity, especially from young people. According to Saili et al. (2020) “Food security is pivotal due to ageing farmers who have contributed significantly to the economic growth of many countries which now requires a transition to engage young people who need to support the industry” (p. 70). Accessibility, utilization and stability of food supply are essential for food security. Modern technology has been implemented in farming, attracting young people to

innovate and improve practices (Mangal, 2009). The plat-form ensures that all areas of food security are addressed adequately, supporting young people in ensuring their food security.

Sustainable Urban Development

Sustainable urban development is considered especially in developing countries just as food security, particularly for young people, as resources are needed to address issues like climate change, migration and social inequalities. In addition, corporate real estate organizations, public agencies and investment firms are increasingly demanding land for housing, farmlands and businesses in underdeveloped urban communities (Abera, et al., 2022). The plat-form focuses on developing urban communities to provide young people with opportunities to play an integral role in their development. Sustainable urban development should be harmonious, considering economic, environmental, social and cultural aspects (Paraschiv & Rauf, 2022). Collaboration with other stakeholders ensures high-quality standards for young people and their environment. According to Schuchert et al. (2022) “The purpose of the urban sustainable development is to transform the communities and cities into climate- friendly, socially accommodating and meaningful home to citizens to address the issues of climate change, migration and social inequalities especially for young people” (p. 1). The plat-form with other agencies usually advocate for environmental stewardship, resource efficiency and quality building development for adaptable, flexible and robust communities. The sustainable urban development is perceived as a transformational medium to reduce and prevent social, economic, environmental and territorial inequalities (Lemaitre, 2012).

Social Plat-form

The social plat-forms like Facebook, Instagram, Snapchat, TikTok and You Tube have significantly impacted young people's interactions and daily lives. Consequently, the social plat-

form has recognized the relevance of the media outlets as they have become a part of the daily lives of young people (Berger, et al., 2022). These platforms create environments for young people to express themselves, overcome distance barriers and reduce communication costs. Furthermore, according to Anderson and Jiang (2018) "They also help young people overcome communication and travel costs, expand web-based communities and enhance peer relationships" (p. 1). The social plat-form has recognized this strength of social media and therefore uses the entertainment, relationships, information, identity development and management components of social media to empower young people. Berger et al. (2022) indicated that "The social plat-form is transformational, encouraging communication, sharing content and knowledge" (p. 2). Moreover, the social plat-form has contributed to the well-being of young people, strengthen peer relationships and has enabled involvement of young people through the plat-form to express themselves. It empowers young people and allows them to innovate in key sectors like agriculture, manufacturing and services (Pasula & Sreedaya, 2022). The stakeholder theory is applicable to the social plat-form with is operational variables youth centered services, civil dialogue and social protection since relationships that are established based on decisions taken by parties that are directly and indirectly related to transactions make use of resources employed by managers, shareholders, customers, suppliers and employees that create value because its circular flow for other stakeholders not only for shareholders (Wojewnik-Filipkowska et al., 2021)

Youth Centered Services

Through the social plat-form, youth centered services are integral in ensuring that there are services focused on young people during critical stages of their lives which can expose them to areas like drug use, crime and non-productive activities. Marchand et al. (2022) stated that "Youth centered services address risks associated with social norms, controlled drugs, economic hardships

and civic unrest" (p. 2). Therefore, the social plat-form knowing the risk of harm to young people has advocated for youth centered services to deal with issues affecting young people and providing them with the environment to get the necessary social support. According to Barbic et al. (2022) "Youth centered services provide necessary social support and address physical, psychological, social and occupational functions that are intertwined" (p. 1). Young people are susceptible to risk related dangers and harms associated with social norms, controlled drugs, economic hardships and civic unrest. However, young people often face barriers to education, employment, housing and timely access to health services, making it essential to address these issues and provide culturally relevant youth-centered measures (Barbic, et al., 2018).

Civil Dialogue

Youth centered services can be incomplete without civil dialogue which is a significant component of the social plat-form. It addresses cultural, ethnic and linguistic disparities (Radwan, 2022). It fosters individual and collective dialogue, promoting respect and understanding. Byrne et al. (2022) stated that "It is important to incorporate young people's solutions in social dialogue can change unjust structures and systems" (p. 289). Peace building among young people can transform unjust systems through shared convictions, ideas, traditions, languages and norms. According to Zhukova and Schrenk (2016) “Young people can be more successful when both individual and collective dialogue can be fostered through civil forums due to the common convictions, ideas, traditions, languages and norms which can transcend cultures and personalities for a common goal and purpose” (p. 1).

Social Protection

Young people need proper housing, care, basic needs and meaningful life outside of violence, abuse and rejection. Many young people lack social protection from substance abuse,

poverty and unfavorable health conditions (Mallon, 2022). Social protection initiatives, such as social insurance, assistance and care services, are proportional based on gender, causing inequality. These initiatives often impact young women more than young men, leading to a higher incidence of poverty and displaced youth (Perera, et al., 2022). Displaced youth, often from minority groups, lower- and middle-income families and troubled families, face issues like infectious diseases, sexual assault, harassment and youth trafficking. Chimdessa (2022) indicated that “Young people who are not provided with social protection are surviving most times on the streets due to economic hardship, parent pressures, lack of education opportunities and lack of family support” (p. 2). Reexamining these disparities is crucial to ensure equal benefits for all young people.

Economic Plat-form

The economic plat-form provides young people opportunities to advance their careers and develop business ideas, impacting their countries' economies. According to Song and Kim (2022) “Globalization has contributed to economies by allowing over one-fifth of goods and services to be traded internationally" (p. 136). The economic plat-form informs young people about opportunities for international companies to expand their operations, taking advantage of cheaper resources and avoiding trade tariffs. Branswell and Joseph (2020) stated that “Foreign companies invest in other countries by establishing their operations in these countries to take advantage of cheaper resources and to avoid trade tariffs” (p. 2). Social media has also been used to market products and services globally, with success. Young people are emerging as a growing consumer segment, especially through digital technology (Ali, et al., 2022). The liberalism theory is applicable to economic plat-form and its operational variables competition effect, governance issues and transactions since individuals have the freedom to own production means which can be

driven by group and self- interest promoting social order and welfare improvement (Kandiyali, 2013).

Competition Effect

Competition effects on youth are more beneficial for their physical, psychological, social and emotional development. According to Gundersen et al. (2022, p.2) "Young people engage in activities and events that develop their skills, talents and abilities during maturity periods" (p. 2). Intense competition can lead to higher performance with competent mentors, better training facilities and systematic routines. It is outlined that "Senior youth can be favored in terms of their abilities, talents and development with strong communication skills and mental health which is essential for fostering relationships and competing" (Pedersen, et al., 2022, p. 1). However, not all young people respond to competition in the same manner and there may be negative responses to competition which have unfavorable effect on young people. In some cases, physical and age factors may not be a factor, but less intense events with fewer participants can have less negative impact (Van Rossum, 2006; Foschiera, et al., 2022).

Governance Issues

Governance issues are very important when it comes to young people and the protection needed to safeguard them from elements of disaster, disruptions and injustices that may arise in certain situations. Governance systems of the countries should be advance to respond to any situation that may pose a threat to the young people (Hollenbach, et al., 2022). Social workers and government entities should work together to reduce social problems' impact. According to Alston et al. (2018) "Social workers with the assistance of other agencies should with management skills, requisite knowledge and a respond strategy with the assistance and leadership of government entities should put mechanisms in place to reduce the impact of social problems" (p. 4). Economic

platforms can bridge the gap between disaster response and communication, enhancing efficiency and effectiveness. Waters (2022) indicated that “Governance has its impact on the social, legal and political aspects of the lives of young people which has to be addressed adequately so that the success of young people can be fostered in positive ways to avoid obstacles that may hinder their process” (p. 7). Policies, strategies and programmes should consider shared experiences of young people to manage and solve governance issues that benefit them.

Transaction

Youth transaction is relevant today since young people are involved in many transactions as it relates to them engaging in services and other activities that would warrant some level of transaction. Adesuyi and Gberevbie (2022) stated that "Information and communications technology has enabled young people to engage in transactions, particularly through the internet, establishing business relationships and protecting customers from fraudulent activities" (p. 109). It has been reported that when young people are not involved in the agricultural industry the issue of sustainability is always a matter of concern. Food security is essential for a productive and healthy life and insecurity can lead to poverty and long-term impacts on families, countries and communities (Ghimire, 2019). Food insecurity can be influenced by lack of land availability, technologies, modern farming techniques and agricultural policies. The Japanese government has engaged young people in the agricultural sector to ensure food sustainability. However, outdated farming technology needs to be replaced with modern technology, attracting young people to innovate and innovate in farming practices (Saili, et al., 2020). Food security must be accessible, utilized and stable, the economic plat-form ensures adequate support for young people in ensuring their food security. Penga and Berry (2019) indicated that “For food security to be secured it has

to be accessible to households, utilized by individuals, available to countries and the food supply must be stable" (p. 1).

Role of Youth Networks

Youth networks are established to influence the satisfaction of youth needs and consist of varying networks like youth councils, students' association, alliance for youth entrepreneurs, youth climate change, sport for development and peace, human rights and democracy, youth peace ambassador, youth gender equality and youth disability. Youth networks are established to connect, drive change and discuss with young people what affects them in order to influence their needs on education, health, employment, political and civic participation, sports and human rights (Webber, 2017). The youth networks then initiate programmes that influence the needs pf young people so that they can satisfy their needs. The sobel test theory is applicable to the role of youth networks since it offers a complex and deeper understanding of the mediating variable role of youth networks in relation to the dependent variable satisfaction of youth needs.

Youth Sports for Development and Peace Network

This network is geared as using sports for development and peace to instill best practices in young people so that they can impact the policy makers and young people by establishing safeguarding principles and innovative applications for sports and peace development. The network seeks to advocate, educate and demonstrate the benefits of using the appropriate tools for sport and peace. Tafadar (2020) indicated that "Youth sport for development and peace may be the best approach in keeping young people focused which is able to transform them into role models for future generation" (p. 1). Additionally, this network is considered as an avenue to reach young people in terms of meeting their other social and humanitarian needs as it relates to education, health, diplomacy, integration and social cohesion. The actor network theory is

applicable to youth sports for development and peace network with its operational variables social inclusion, restructuring lives and response to emergencies and disasters since innovation can be channeled through actors that can modify the state of affairs to make a difference to enable individuals to have equal access to resources and opportunities to solve issues (Pablo & Edirisinghe, 2022).

Social Inclusion

Social inclusion has been the focus in establishing youth sport for development and peace. According to Gadais (2019) “Sports for development and peace networks contribute to fitness, well-being and interaction, contributing to the development of relationships, reduced youth violence and respect for others" (p. 3). Furthermore, social inclusion by this network is being used to foster integration and social reintegration for countries that are developing and to facilitate peace amongst countries that are in conflict. Although youth sports for development and peace may result in impacting youth for their social inclusion, it has been reported that positive professional and social intervention are needed to address the social and cultural conflicts which goes beyond just sports and peace initiatives (Hartmann & Kwauk, 2011). However, positive professional and social intervention is needed to address social and cultural conflicts. Research in European countries indicates a lack of awareness of youth sports for development and peace networks, requiring collaboration and integration among organizations (Gadais, 2019). While there is no empirical evidence supporting the cause and effect of sports for development and peace networks, it is evident that sports can positively impact self-esteem, social competence and academic grades among young people. However, a Swedish study revealed that basic sports at the community level was correlated to self- esteem, social competence and higher academic grades amongst young people due to inclusion (Blom, et al., 2014). Many countries in Africa, Europe, North America,

Asia and Latin America have networks that deal with youth sports for development and peace with more emphasis on sports dealing with health, education, livelihood and to a lesser extent, emphasis being on peace (Blom, et al., 2014).

Restructuring Life

Though social inclusion is critical in youth sports for development and peace, restructuring young people lives through this network is also critical and valuable. Gilbert and Bennett (2012) stated that “Sports for development and peace network plays a crucial role in developing skills, positive attitudes and citizenship skills" (p. 2). The rebuilding, re-culturation and re-habilitation that takes place in the lives of young people through the youth sport for development and peace network is directly related to the restructuring of young people lives through this network. However, it is argued that sport for development and peace are very broad and have various categories that make it challenging to truly define and evaluate the effects of restructuring the lives of young people (Gilbert & Bennett, 2012). Organizations like the Commonwealth and the United Nations have emphasized sports for development and peace, which has had a global impact. According to Sanford et al. (2008) “Citizenship skills are developed through the efforts of this network which influences young people to be cooperative, empathetic, ethical and to be able to resolve conflicts” (p. 421). Major sporting and peace programmes have been established in Africa, Latin America, Asia, Australia and Europe, resulting in increased youth involvement. However, there are still areas where young people need restructuring due to social, political and economic unrest (Ellis, 2015). It has been reported that sport and peace have play an integral role in developing skills in young people but also instilling positive attitudes that enable young people to be engaged in programmes and activities that impact their tracts, values and life skills. Though all the developments have been acknowledged with sports and peace, there are still

areas where the lives of young people need restructuring in countries where young people are still displaced and are disadvantaged because of social, political and economic unrest (Gadais, 2019). Consequently, a number of development projects for sport and peace have been established to redirect the lives of youth which has had a global impact. Sports in particular is one of the most popular activities globally especially in track and field, cricket, netball and rugby which classifies sports as a driving force for development (Gadais, 2019).

Response to Emergencies and Disasters

It is reported that one percent of the world's population is displaced because of emergencies and disasters that consist of mostly young people. Young people are normally vulnerable during emergencies and disasters due to high risks level, fewer escapes, adverse environments and inaccurate interventions (Kvalsund, 2012). Despite the challenges, sports for development and peace can help reduce stress and trauma. According to Kvalsund (2012) "There is no empirical evidence supporting that there is any correlation between sports for development and peace and the variable having a positive relationship in reducing the level of stress and being traumatized" (p. 230). During emergencies, funds should be used for shelters, education, health facilities and social support. Youth sports for development and peace can contribute to the youth affected by disasters, but there is no single response based on cultures and economic conditions (Kvalsund, 2021). Youth sport for development and peace network can empower young people, facilitating optimal growth, problem-solving skills, creative thinking and social connectedness. In addition, the youth sport for development and peace have been contributing to the youth that have been affected due to disasters. Other approaches and other organizations like the military have been exposed to profiteering and arms trafficking that have affected young people (Strabe, 2008). There is no single way to respond to emergencies and disasters based on the cultures and the economic

conditions of the countries that may be affected. Optimal growth, development and learning can be facilitated through sports for development and peace initiatives for young people that have been affected in times of disasters and emergencies. In addition, young people then to be resilient and can through the network, challenges that they face through disasters and emergencies can be overcome successfully (Thorpe, 2021).

Youth Human Rights and Democracy Network

Though the previous network dealt with empowering young people through sports for development and peace to keep them focus during challenging times, youth human rights and democracy network gives young people an opportunity to collaborate on national, regional and global matters dealing with human rights and assist in building capacity for them to engage with policy makers and other stakeholders (Landma, 2017). The network on human rights and democracy facilitates the empowerment for young people to be active citizens that can become catalysts for change. This involves capacity building and advocacy for areas like disability rights, domestic violence and anti- discrimination for instance (Landma, 2017). The Keynesian theory of employment is applicable to the youth human rights and democracy network with its operational variables school to work transition, conscientious objection to military service and participation since the higher in demand, the increase in investment and expenditure leads to increase in consumption which increases employment due to overall increase in supply which requires additional labor at a lower cost of production (Habanabakize & Paul- Francois, 2018).

School to Work Transition

Globally young people are three times more likely when compared to adults to be unemployed. Furthermore, when the youth are employed, some young people experience bad working conditions, low quality jobs and minimal access to social protection. In developing

countries, youth wages often fall below the minimum wage, causing challenges for young people transitioning from school to work (Nilsson, 2018). It is reported that youth in developing countries face more challenges as compared to youth in developed countries which may be affected due to their location. A rural location may be more accessible for young people transitioning from school to the workplace as compared to young people who reside in urban communities. “The lack of wage jobs especially in developing countries makes it challenging for young people who most times do not get the contractual arrangements and social protection that protects their rights and democracy” (Nilsson, 2018, p.2). Structural changes in South Africa have led to increased unemployment for young people transitioning to the workplace. According to Banerjee et al. (2008) “Unemployment increased for young people transitioning to the workplace due to the structural mechanism placed in South Africa to keep the wage rate constant which caused employment agencies to employ adults who tend to be more qualified and experienced” (p. 16). In the United States, low-income youth are more likely to transition from school to work. Networks like youth rights and democracy can facilitate this transition by advocating for more young people and addressing inequalities based on gender, age and race (Nilsson, 2018). Based on the transition period, it was discovered that networks like youth rights and democracy usually facilitate the transiting from school to work because of their advocacy to get more young people employed by dealing with the inequalities that are most times based on gender, age and race. Youth from low-income families were more inclined to transition from school to work than those who were supported by their families to continue their tertiary education (Rosati, 2006).

Conscientious Objection to Military Service

In recent years there have been an increase in the network for youth human rights and democracy to advocate on behalf of young people so that they can exercise their right to decide on

whether they have an interest in recruiting for the military of their respective countries. In European Countries in particular, many people which included youth, were faced with arrests, trials, fines, imprisonment, intimidation and discrimination (Tsouni, 2022). These networks address the infractions against young people's rights by agitating for reform in specific countries' laws that violate conscientious objection to military service (UN, 2018). The UN recognizes the right of young people to object to military service based on moral, ethical, religious and humanitarian grounds. According to Tsouni, (2022) “Young people were recruited without their right to objection to military service which prevented them, especially young men and foreign male students from leaving Ukraine” (p. 4). In Turkey, Russia, Switzerland, Estonia, Lithuania and Belarus for instance, young people get recruited against their rights to object to military service before they are eighteen years and most times when they are eighteen. Furthermore, even in training provided to young people before joining the military was addressed by the network to ensure that young people rights were not violated by countries like Lithuania who signed the conventions agreement which is usually signed by countries in compliant to this convention (War Resisters International [WRI], 2018). The network has contributed to the well-being of young people affected by this issue and provided necessary support and assistance in exercising their rights and democracy.

Participation

Young people usually express their willingness to be involved in the decision-making process and normally it is because they want to impact their welfare, rights and democracy. Youth network on human rights and democracy affords young people the opportunity and avenue to participate in programmes that prepares them for their inclusion in organizations that promote human rights and democracy (United States Agency for International Development [USAID],

2022). Youth participation is essential in developing skills, credibility and leadership so that young people can be organized and influential in political, economic and social participation which charters the direction of their future careers. However, resistance often hinders their rights and democracy. Young people should be involved in electoral processes, political parties and holding political positions to impact laws and policy direction. Olutola (2020) indicated that "The rights conferred on young people should be endorsed without fear, favor, partiality and discrimination" (p. 128). For instance, in the political process young people should be involved in the electoral process, political parties and holding political positions to impact the laws and policy direction of countries government. The youth human rights and democracy network advocates for increased participation in programmes and organizations. "Political participation by young people is not just casting votes but it is also campaigning, being a part of party meetings, contesting elections and holding membership in representative bodies" (Chadha, 2014, p. 92). A global treaty among countries could further uphold youth human rights, ensuring their rights are appreciated and upheld by their respective countries.

Youth Health Network

The youth health network has been advocating and engaging on health-related issues though individual and as well as on a collective level in collaboration with youth structures, national entities and international agencies. The network advocate and engage on global issues related to health, through individual and collective action, as well as through partnerships with other youth structures and key institutions at national and international levels (Thomson, et al., 2014). Young people from the medical community, civil society and non-governmental entities are encouraged to be a part of the network programmes and initiatives that ensure healthy lives and promote well-being. The network facilitates the adoption of policies to enable youth to access

of health care since young people are faced with issues like unemployment, depression and suicide. Thomson et al. (2014) indicated that “Young people need special services especially as it relates to unemployment, health and other essential educational needs” (p. 1). The cognitivism theory is applicable to the youth health network and its variables exercise and leisure-time activities, eating habits, dental care and dieting and substance use since intellectualization through deep learning, critical thinking, retention of information and problem-solving assist in knowledge development through feedback which provides performance related information which fosters education (Mayo, et al., 2023).

Exercise and Leisure-time Activities

Exercise and leisure time activities for young people is recognized as one of the most significant aspects of youth development and affects positively their mental, physical and social well-being. However, studies show that youth often engage in activities that negatively affect their health (Rafał, 2013). Although young people engaging in leisure and exercise are dependent on awareness, knowledge, influence, demographic factors and fashion, studies have shown youth spend their leisure time in activities that have a negative impact on their health. Regular participation in recreational activities like running, walking, aerobics, camping, group sports and adventures with a healthy diet can prevent lifestyle diseases (Pomohaci & Sopa, 2018). These activities also offer socialization, self-esteem, personality development and opportunities for managing leisure time. According to Pomohaci and Sopa (2018) “Youth who had a growing interest for exercise and leisure activities did not want to have issues with body mass index increased, heart problems, deformation of the spine and obesity” (p. 17). To benefit from these activities, a positive culture, work ethic and appropriate skills are needed. Havziu and Rasimi (2015) stated that “Improving and enriching the leisure time and exercise for young people requires

organized and structured activities to avoid and prevent unwanted behavior from youth that are at risk" (p. 55).

Eating Habits, Dental Care and Dieting

Youth eating habits, dental care and dieting to a great extent are based on socioeconomic and demographic factors that determine lifestyles that are more associated in the choices that most times result in lifestyle diseases. Research suggests that boarding schools have better eating habits, dental care and dieting due to internal systems, while universities have no influence (Assunção, et al., 2018). Youth health networks have implemented programmes to support those at risk. A study with young people attending a boarding school and a university the results indicated that the young people at the boarding school had better eating habits, dental care and dieting due to the socioeconomic conditions due to the internal systems that allowed the boarding school to determine the eating habits, dental care and dieting. The university had no influence over the eating habits, dental care and dieting of the young people who had access to consumption of fast foods which most times contribute to lifestyle diseases and poor dental hygiene (Assunção, et al., 2018). Several previous studies have found a relationship between socioeconomic factors and eating habits dental care and dieting. When socioeconomic factors are adverse it leads to poor eating habits, adverse dental care and dieting. A study was conducted in Kinondoni Municipal in Dares Salaam region which revealed that poor eating habits, dental care and dieting led to unhealthy conditions for young people which most times resulted in malnutrition (Luballa, 2016). Several previous studies have found a relationship between socioeconomic factors and eating habits dental care and dieting. According to Jaghasi, et al. (2012) "It is crucial for youth to understand nutrition and its positive impact on their lives, enabling them to fulfill personal goals and contribute indirectly to society through a healthy lifestyle" (p.359).

Substance Use

Substance use is a serious concern for young people and the youth network on health are working within countries and in particular communities to reach young people to address the problems of substance use. Jaguga et al. (2022) stated that "Substance use which led to disorders were the second cause for mental disabilities, harmful alcohol use was the cause for almost three million deaths and tobacco use was the highest leading cause of about eight million deaths annually" (p. 2). The youth network on health is working to raise awareness about the harmful effects of substance use and adopt preventative measures. Low and middle-income countries bear the burden of substance use, with almost eighty percent of tobacco users in these countries (Jaguga, et al., 2022). For instance, in Malawi, many young people in particular depend on very small businesses and subsistence agriculture to survive and more than eighty percent of this population live in rural communities where moderate health facilities are found in urban settlements which are the cities. Sub-Saharan Africa has a prevalence of forty-six percent of young people using substances like alcohol, tobacco and codeine cough syrup. According to Jumbe et al. (2022) "A systematic review in sub-Saharan Africa resulted in a prevalence of almost forty-one- point six percent of young people using substances like alcohol, tobacco and a legal addictive codeine cough syrup." (p. 2) Consequently, depression is a problem in countries like Malawi where more than twenty percent of young people are depressed, most times it leads to mental illness due to substance use that have a negative impact on mental health. The youth network plays a critical role in facilitating support for affected young people (Logie, et al., 2022).

Satisfaction of Youth Needs

Satisfaction of youth needs was an area that was not studied previously, however with the advent of positive psychology there has been an increase in this field of research. Previous studies

have primarily focused on adult needs, but recent studies have linked satisfaction to its determinants and consequences (Proctor, et al., 2008). Previous research has shown that well-being and happiness have a greater impact on the satisfaction of youth needs. However, cross-sectional research has not accurately represented young people, as seen in Malaysia (Mohamad, et al., 2014). Studies on self-esteem and satisfaction of youth needs have established associations, but further research is needed to determine if peer communication mediates these relationships. According to Szcześniak et al. (2022) "Young people constitute sixteen percent of the world's population who are faced with uncertainties as it relates to self-discovery, growth, culture, socialization, psychological and interactions that impact their lives" (p. 1). The vulnerability of young people during this period affects their well-being, self-esteem and satisfaction of their needs. The life satisfaction theory is applicable to the satisfaction of youth needs since individuals assess the degree of their overall quality of life which indicates how much they appreciate their lives.

Demographics

Previous research on demographics which is based on age, gender and socioeconomic status and its association with the satisfaction of youth needs have indicated that the relation is very weak. The variables as it relates to demographics only contribute modestly in the prediction of the satisfaction of youth needs (Proctor, et al., 2009). This finding is consistent with global and domain-specific reports. Tsouvelas et al. (2022, p. 2) stated that "Even if few researchers have conducted studies on the satisfaction of youth needs and demographics, the results have been conflicting especially when it came to age, gender and race as variables in relation to the satisfaction of youth needs" (p. 2). The global demographic patterns are classified as a youth bulge due to high fertility rates and a decline in infant mortality in developing countries. According to Hungwe (2021) "In countries in the middle east the demographic had a youth bulge which provided

a large pool of capital for increased productivity through growth and prosperity" (p. 119). Youthful resources are crucial for growth and prosperity, especially in transitioning youth to productive adult roles. In Africa, the demographic of young people is significant, leading to growth in key sectors and reduced unemployment rates (Azeng & Yogo, 2017). Youth policies are adopted to meet these positive changes. Bottom- up theory is applicable to demographics and its variables age, gender and socio-economic since satisfaction of needs is dependent on a variety of life domains.

Age

For instance, age as a dimension for demographics, has shown in previous research that there is an increase in the satisfaction of youth needs during the period of being classified as youth while other researches have indicated the opposite. According to Tsouvelas et al. (2022) "Most youth experienced a decrease in the satisfaction of youth needs as they get older with the decrease being stronger for young woman rather than young men in relation to physical and psychological domains" (p. 2). Studies in European countries, namely Germany, England and Spain have shown that as young people age, satisfaction of youth needs decreases, with a stronger decrease for young women. In addition, Nasser (2013) indicated that "Age differences have been inconclusive in determining the correlation between age and youth needs satisfaction" (p. 3). In Qatar, older young women experienced higher satisfaction of youth needs than younger women, while younger men experienced lower satisfaction of needs (Nasser, 2013). Other studies have indicated that this is not the case as it relates to decrease in satisfaction as young people get older. In the United States, seventy- three percent of young people rated their satisfaction of youth needs positively in their early youthful years, while eleven percent rated it negatively (Nasser, 2013). In the United Kingdom, it was reported in research that younger young people experienced lower satisfaction of

their needs especially the ones that were students at the tertiary level, the findings were also related to their appearance, school and friends (Marquez, et al., 2022).

Gender

In recent studies on demographics especially with gender as the domain, it has been reported that there are specific relationships that exist between gender and the satisfaction of youth needs. A study found a decline in satisfaction of needs among young women across thirty-six countries (Marquez, et al. 2022). This finding was significant since it was considered as a phenomenon globally even if amongst countries existed differences that were substantive in terms of the decline. Nasser (2013) reported that "Young men generally reported higher satisfaction than women, but this was inconsistent due to different sampling instruments and age categories" (p. 6). Previous research has found no association between gender and satisfaction of youth needs but younger women generally had higher satisfaction of youth needs due to better fit with their school environment (Nasser, 2013). According to Tsouvelas et al. (2022) "Longlines and less recreational sporting activities also contribute to lower satisfaction of youth needs among young men" (p. 2). This was particularly for young men as compared to young woman who experienced lower satisfaction of their needs due to less recreational sporting activities.

Socioeconomic

The final demographic domain which is the socioeconomic variable has been researched previously which indicated that socioeconomic affects the satisfaction of youth needs. According to Eroglu et al. (2009) “Satisfaction of youth needs based on the socioeconomic domain indicated that youth at lower level in a tertiary school environment experienced on average higher levels of satisfaction of youth needs as compared to the middle socioeconomic category of youth” (p. 383). A study in Turkey found that lower-level youth in tertiary schools experienced higher satisfaction

of youth needs than middle-level youth. In family environments, upper socioeconomic groups reported higher satisfaction of youth needs (Eroglu, et al., 2009). However, satisfaction of youth needs in immediate environments was higher in upper and middle socioeconomic groups. Countries like Russia, France and the UK have reported higher socioeconomic conditions positively affecting satisfaction of youth needs (Eroglu, et al., 2009). A recent study in twenty-five countries found that socioeconomic benefits positively impacted youth satisfaction, with higher satisfaction reported in areas with stronger economic activity. Hammami (2022) indicated that "Socioeconomic benefits across the twenty-five countries had a positive effect on the satisfaction of youth needs in that higher satisfaction of youth needs were reported where there existed" (p. 1).

Personality

The variables associated with personality like happiness, self -esteem and emotional stability have been studied previously and have found the variables to be positively correlated to satisfaction of youth needs with the positive aspects of these variables. Proctor, et al. (2008, p. 587) indicated that "Positive outcomes from personality traits were found to be positively correlated to the satisfaction of youth needs like happiness, self-esteem and emotional stability" (p. 587). With happiness there existed a high correlation, in relation to self-esteem a moderate correlation and emotional stability a positive effect on the satisfaction of youth needs (Proctor, et al. 2008). This research was conducted with cross national groups of young people and the results were consistent across the countries. Personality is an important variable that have been studied because of its genetic and heritable traits which has both positive and negative elements and can be influenced by temperaments. Top- down theory is applicable to personality and its variables happiness, self-esteem and stability since individuals are dependent on a specific domain for their satisfaction of needs.

Happiness

During challenging situations, it has been reported that young people are faced with issues that affect their happiness and overall, their satisfaction of youth needs. When young people social, work, education and health life have been affected especially in negative ways, it tends to affect them more than adults (Büyükçolpan & Ozdemir, 2022). The financial crisis in 2012 had a more significant impact on youth needs satisfaction than happiness. Büyükçolpan and Ozdemir (2022) stated that "Two surveys conducted in Greece in 2007 amongst youth reported that satisfaction of youth needs was at sixty-seven percent and in 2012 it declined to thirty-two-point five percent due to the financial crisis" (p. 2). In Finland, youth are happiest due to high domestic product, healthy life expectancy, social support, freedom of choice and generosity (Haerpfer, et al., 2020). Happiness is ranked as the most cherished goal in life and Finland consistently ranks among the top ten countries in terms of satisfaction of youth needs. Backman-Nord et al. (2021) stated that "Happiness is one of the strongest personality traits that impacts the satisfaction of youth needs the most and has the strongest correlation with the variable" (p. 10).

Self –Esteem

Self-esteem has also been found to be positively correlated to satisfaction of youth needs. A higher self-esteem level correlates with higher satisfaction of youth needs. Negative correlations have also been established between the negative self- esteem and it having a negative effect on the satisfaction of youth needs (Proctor, et al. 2008). Communication also plays a role in facilitating satisfaction. Szcze´sniak et al. (2022) indicated that "There was a high correlation between self-esteem, communication and the satisfaction of youth needs" (p. 5). Self-esteem is a complex and subjective contract, involving emotional evaluation and acceptance. In a study conducted in a Spanish tertiary school, self-esteem was found to have a high correlation with the satisfaction of

youth needs and it a role in facilitating young people satisfaction of their needs (Szcze´sniak, et al., 2022). However, the psychological mechanisms underlying this association are still unknown. Research has addressed the direct relationship between self-esteem and satisfaction of youth needs, but the psychological dimensions of self-promotion and self-deprecation are considered. Szcześniak et al. (2021) indicated that “Multiple studies have addressed the direct relationship between self-esteem and the satisfaction of youth needs, however, the psychological mechanisms that underlie this association are still not known” (p. 1474).

Stability

There seem to be only two reported studies on stability and the satisfaction of youth needs. The first study found no correlation between stability and satisfaction of youth needs, while the second study found that low stability leads to lower satisfaction of youth needs (Mabille, et al., 2021). Low stability, particularly in a home setting, negatively affects youth needs satisfaction. According to Cameron et al. (2018) “Satisfaction of youth needs is lower in young people who do not have a stable youthful life and is adversely affected when compared to other young people that have stability especially when provided by parents in a home setting” (p.163). Relationships play a crucial role in strengthening stability in foster and birth families, thereby positively impacting satisfaction of youth needs. However, in a home setting where there is instability, it has also been reported that it can affect the satisfaction of youth needs negatively (Dinisman, et al., 2013).

Productivity

Productivity is essential especially in today’s global environment where technology, innovation, standardization and competitive advantage is being pursued by management and employees to remain relevant in a global market. Well-being theory is applicable to productivity and its variables employment, goals and motivation and self-efficacy since the emotional

dimensions that deal with happiness that foster belonging, meaning, purpose and pride contribute to satisfaction of needs.

Employment

It is reported based on previous studies that youth who are unemployed and are not engaged in meaningful economic and productivity activities are affected adversely and it affects their self-esteem, psychological well-being and the satisfaction of youth needs (Proctor, et al. 2008). When young people do not engage in productive activities, they normally report lower levels of reported activities, lower level of competence and higher depressing symptoms. Youth that are employed after leaving school report higher levels of satisfaction of their needs which results in less financial strains, more access to additional education opportunities, well -being and self-esteem. It involves engaging young people in a working environment where positive emotions, confidence, performance, health and stability are being encouraged by management and supervisors who are mentoring young employees in the workplace (Kim-Soon, 2015). It is reported that when young people in particular exercise positive emotions in their employment, they are able to think in more proactive ways, exercise greater self- control, cope better with challenges and are team driven by engaging other colleagues. However, if the employment environment is not conducive, it can have an adverse impact on the satisfaction of youth needs (Proctor, et al. 2008).

Goals and Motivation

Goal directed actions through motivation is a means by which young people in particular achieve their goals by application, pursuing and achieving. When young people set their goals and by motivated by these goals, it leads to the satisfaction of their needs (Eryilmaz, 2011). If the goals are based on extrinsic goals, this can have an adverse effect on the satisfaction of youth needs if it is not in line or incorporates intrinsic goals. Well-being and the satisfaction of youth needs are

positively correlated to goals and motivational driven strategies and objectives (Kasser, 2004). It was reported that more active young employees prefer intrinsic goals and are motivated by them which contributes to better health, improved fitness, overcoming stress, increases activity and contributes to higher levels of satisfaction of youth needs (Piko & Keresztes 2006).

Self-Efficacy

Self- efficacy is having the mindset that one can achieve and is able to act on situations that may exhibit certain behaviors in dealing with challenges and opportunities that may arise. It was reported in research in East Germany that young people who exercised positive change and were optimistic had greater levels of satisfaction in achieving their needs because of their positive outlook on the German unification (Pinquart, et al., 2004). The young people who exercised lower self-efficacy had lower levels of their satisfaction of youth needs being achieved. Self-efficacy has been found to be positively related to high satisfaction of youth needs and it can be a mediator between being outgoing or being socially confident and the satisfaction of youth needs (Suldo and Huebner 2006; Fogle et al. 2002).

Summary

Human Resource Capability

Human resource capability is considered in the research to determine whether it affects the satisfaction of youth needs. In addition, the hypothesis is to determine whether human resource capability has a significant relationship with the satisfaction of youth needs. Young people that have been exposed to human resource capability through training, practical demonstration and learning on the job tend to be highly motivated, inspired and empowered. It is able to add value to operations by improving performance and competences of employees. Past research highlights the positive relation human resource capability have on the satisfaction of youth needs in the

workplace (Muthigah, et al., 2022). It is able to increase organizational commitment and efficiency in the workplace (Li, 2022). The theory of double looping is applicable in terms of human resource capability due to young employees based on previous working experiences adopt strategies and responsibilities that improves their performance based on positive management intervention. Employee relations is also a key element which is needed to ensure sustained growth and success not only for organizations but also for employees which consist of young people. It also ensures financial stability by providing a good working environment between employers and employees. Based on past research, financial stability can be sustained through positive employee relations that can positively impact productivity and profitability for the eventual satisfaction of youth needs (Maheshwari, et al., 2020). The reflexivity theory is applicable in relation to employee relations since practices and procedures adopted for operational variables in relation to their responses as participants are upheld. System theory is also applicable to employee relations since component parts of a system can be best understood based on the relationship of the component parts have with each other than the component parts independently or in isolation (Heil, 2020). Training and development are an important aspect of human resource capability that can strengthen abilities, skills and talents especially for youthful employees. The satisfaction of youth needs based on past research is moderately correlated with the training and development (Wright, et al., 2020). To meet labor demands, training and development is necessary which may improve the standard of living for young people in particular which can positively affect the satisfaction of their needs. Organizational design theory is applicable to training and development since it consists of parts that are interconnected which states that changes in one part may have certain effect in another part (Cornelis, et al., 2019). Recruitment and hiring is considered as a component of human resource capability since potential employees are able to decide on which companies they can be

engaged with based on their skills, skill sets, experience and qualifications (Surpur, et al., 2022). It was indicated that recruitment and hiring affects the satisfaction of youth needs positively by equipping young employees with the knowledge and application to interface with advance technologies that are giving firms the competitive advantage in their particular industry (Black, 2022). Bass's Motivational Leadership theory is applicable to recruitment and hiring since followers are considered to work harder than they originally thought they were capable through positive emotions like trust, loyalty and admiration which enables a positive environment (Macit, 2016). In the present study, human resource capability is considered to determine its impact on the satisfaction of youth needs, since there is not enough empirical data on this variable which is considered in the research.

Establishment of Youth Groups

The research question for the youth groups was to ascertain whether the establishment of the youth groups contributed to the satisfaction of youth needs. The hypothesis for the research on youth groups was to ascertain whether the establishment of youth groups had an influence on satisfaction of youth groups. In past research it is documented that youth groups result in multiple satisfaction of youth needs based on multiple outcomes from group trust relationships, political engagement and cooperation amongst young people (Laurence, 2021). The youth groups consist of youth clubs, uniformed clubs and community project groups. Participation in the youth groups based on previous studies tend to contribute to the satisfaction of youth needs. Young people through research have been found to be happier and more satisfied with their lives (Laurence, 2021). Research in youth participation in youth groups are limited and therefore is necessary for the present study to ascertain whether youth groups can positively influence the satisfaction of youth needs. Morgan et al., (2009) stated that "Youth engagement led to higher satisfaction of

youth needs due to social associations that had a positive relation to well-being" (p. 337). Transformational leadership theory is applicable to the establishment of youth groups since individuals can transition beyond their self- interest to an environment of organizational visioning to achieve goals (Yaghi, 2017). The youth empowerment group based on past research indicated that the youth group is an effective strategy to bring improvements in the lives of young by instilling motivation for them to accomplish their dreams and aspirations (Trisnowati, et al., 2021). Furthermore, these groups create the avenue for participation for young people to develop positive youth. The connectiveness theory is applicable to the youth empowerment group since connections encompass social interactions through connective experiences based on social behavior, influence and economics that is nurtured in particular in group settings (Truett, 2023). The youth life skills group play an integral role in training young people with certain necessary skills for their progress and development in life. Based on previous life skills research it was concluded that life skills training resulted in improve decision making, fostered interpersonal relationships, better coping with stress and resulted in improvements in critical thinking (Sukumar, et.al, 2021). Youth life skills were found to contribute to the satisfaction of youth needs. The dependency theory is applicable to youth life skills group since a dynamic environment that is rich make use of resources to achieve the greatest returns which is dependent by a poorer environment for its survival for which it has no control over the resources (Mwai, et al.,2014). Youth leadership youth group was found based on previous research to contribute to the satisfaction of youth needs even if there are not enough empirical research to strengthen this assertion. The concern however is that there a few research on the subject which has more research on adult leadership development. Osmane (2015) stated that "Less research on skills, knowledge and activities on youth leadership development exist and extensive research has been done on adult leadership development" (p. 32). The social

activism theory is applicable to the youth leadership development group since united efforts that are institutionalized are used to remedy social problems to change existing social order which increases the world of knowledge on the particular issue (Darden, 2021). Therefore, in the present research, youth leadership development is considered to determine its association with the satisfaction of youth needs.

Creation of Youth Frameworks

Youth frameworks were considered in connection to their influence on the satisfaction of youth needs. In particular, the hypothesis in relation to youth frameworks was to ascertain whether the creation of frameworks had influence on the satisfaction of youth needs. Previous research on the youth frameworks focused on development of young people from a psychological perspective based on the educational and social frameworks. Proctor et al. (2010) indicated that "The youth frameworks are a key component in influencing the satisfaction of youth needs which have many positive life outcomes" (p. 128). Furthermore, in previous research it was reported that when accessing satisfaction of youth needs through youth frameworks, it was better to have as much as possible a global assessment rather than it being limited to specific countries and domains. With this framework it was indicated that it was better to have a multi-dimensional approach that assesses the satisfaction of youth needs across the various domains rather than just an overall satisfaction of youth needs (Proctor, et al., 2010). Consequently, the present research seeks to a multi-dimensional approach to ascertain the various aspects of the satisfaction of youth needs that are being influenced by the youth frameworks. The McKinsey 7s Model theory is applicable to the creation of frameworks since it deals with the holistic view of an organization performance based on hard and soft factors with knowledge of the factors being critical in achieving the intended objectives of an organization. In addition, the relationship rules theory is applicable to the creation

of youth frameworks since rules have to be adhered that govern relationships and if the rules are violated then the relationship and inclusion are affected (Whittemore, 2021). In relation to the youth asset framework, there has not been enough theoretical research on this framework in connection with its influence on that satisfaction of youth needs. However, the present research seeks to address this issue by examining the youth asset framework to ascertain whether it positively influences the satisfaction of youth need (Kim, et al., 2022). The assets that are internal and external were reported in previous research as the most influential framework for promoting youth development which is inclusive of well-being and positive outcomes, however, the research was limited in not ascertaining whether there was an association between the asset framework and the satisfaction of youth needs (Kim, et al., 2022). Transformational leadership theory is applicable to the assets framework since conceptualizing the methods of achieving outcomes increases through overlooking self-interest for the sake of an organization which increases and satisfies the needs of followers (McCleskey, 2014). Similarly, the lack of empirical evidence exists to suggest whether information and productivity support framework influences the satisfaction of youth needs. Additionally, though information and productivity support framework has been linked with a motivational framework, there is no evidence to suggest that if it incorporated it can influence the satisfaction of youth needs through the framework (Chukwuka, et al., 2022). Therefore, the present study seeks to address this issue through the cross- sectional research. The humanism theory is applicable to the information and support framework since the intrinsic value of equality, self- actualization, openness to change and democracy motivate individuals to apply these values to bring positive changes (Alvarez & Barney, 2007). However, the enabling environment framework based on previous studies have contributed to the satisfaction of youth needs. Nade (2021) stated that “Enabling environments are central to generation of employment

and contribution to a country's gross domestic product hence influencing the satisfaction of youth needs" (p. 27). Nonetheless based on research enabling environments tend to differ amongst countries where young people are exposed this framework. The present research seeks to ascertain these differences and how it affects the satisfaction of youth needs. The discovery theory is applicable to the enabling environment framework since entrepreneurs explore market and industry conditions to generate new products and services by exploiting available opportunities (Alvarez & Barney, 2007).

Instituting of Youth Plat-forms

The research question for the youth plat-forms deals with how the instituting of youth plat-forms affect the satisfaction of youth needs. The hypothesis is whether the institution of the youth plat-forms have a significant relationship with the satisfaction of youth needs. The plat-forms offer adaptive psychosocial adaptation, fosters interpersonal and social relationships, assist in achieving academic success and deals with eliminating negative behavior amongst young people. Consequently, youth plat-forms positively affect the satisfaction of youth needs and fosters above satisfaction of youth needs (Proctor, et al., 2014). The plat-forms generally, provide various support for young people like teacher support and academic support that has been beneficial to young people, their family and communities. Additionally, the plat-forms perform the role of mediator against negative behavior. The plat-forms have also assisted in providing the necessary psychological intervention which promote and enhance satisfaction of youth needs (Proctor, et al., 2014). The Kolb's experiential learning theory is applicable to the instituting of youth plat-forms since reflective observation when conceived from theories, experiences and live events assist in developing learning by exhibiting certain skills in the workplace and wider society. The resilience and humanitarian plat-form offers youth the social support, recreational space, educational

opportunity and economic forums to encourage young people to achieve their goals and aspirations. In a recent study, it was highlighted that young people exhibited self-esteem and self-control in resisting negative influence especially from peers and challenges experienced (Arias-Steele, 2021). In previous studies, however, from a macro perspective, resilience and humanitarian plat-forms operate at multiple levels for which young people have no control of and it is very difficult to measure such impact on the satisfaction of youth needs. According to Arias-Steele (2021) Increasing employment and providing humanitarian support may appear to improve the livelihoods of young people to make them resilience may not always be the case if the opportunities that are given are not as impactful like young people engaging in work at the minimal wage" (p. 12). In the present study, the input of the resilience and humanitarian plat-form are considered for assessment to determine whether they have a significant relationship with the satisfaction of youth needs. The civic voluntarism theory is applicable to the resilience and humanitarian plat-form since the more educated, more affluent and more middle-class people are, the more they are willing to participate in civic and political engagement (Sekatle, et al. 2023). In relation to social plat-forms, there have been inconsistent findings about the relationship social plat-forms have with the satisfaction of youth needs. According to Dang (2021) "The positive aspects of the social plat-form include communicating with friends, establishing social relationships, sharing information, boosting self-esteem and purchasing goods and services, whereas the negative aspects are reducing quality of life, cyberbullying, online harassment and distress" (p. 81). The concern with the research was that it was only limited to certain users which cannot be generalized to the population of social media users and should have been done in various countries. Additionally, the cross - sectional data is used most times in psychological studies, which may have casual relationships between variables that may be biased (Dang, 2021). Consequently, for the present study a

longitudinal approach is considered to better indicate the relationship social plat-forms have with the satisfaction of youth needs. The stakeholder theory is applicable to the social plat-form since relationships that are established based on decisions taken by parties that are directly and indirectly related to transactions make use of resources employed by stakeholders that create value because its circular flow for others not only for shareholders (Wojewnik-Filipkowska et al., 2021) With the economic plat-form, there was a positive relationship with this variable and the satisfaction of youth needs. In countries where there are competitive, political stability and economic activities it has a positive impact on the satisfaction of youth needs (Polterovich, 2022). The liberalism theory is applicable to economic plat-form since individuals have the freedom to own production means which can be driven by group and self- interest promoting social order and welfare improvement (Kandiyali, 2013).

Role of Youth Networks

The youth networks in the literature review were considered based in its role in its contribution to the satisfaction of youth needs and whether it has a significant relationship with the satisfaction of youth needs. The youth networks in previous studies indicated that high involvement of youth networks contributed to a high level of satisfaction of youth needs whereas a low involvement of youth networks contributed to a lower level of satisfaction of youth needs (Zou, et.al., 2015). The youth that are exposed to high involvement of the youth networks are more likely to develop and be inspired which contributes to the satisfaction of their needs. Additionally, through past studies it was concluded that young people need the necessary support and resources to satisfy their needs. Zou et al. (2015) stated that “Youth networks have a positive relationship with the satisfaction of youth needs, however, the association with youth networks and the satisfaction of youth needs still need to be investigated to determine the correlations” (p. 3). The

advantage of the study conducted indicated that a large number of young people were surveyed across one hundred organizations which was generalized to the population. However, a limitation was that the structural characteristics of the youth networks that were not generally known by the participants in order to understand fully the contribution of the youth networks in the satisfaction of youth needs (Zou, et al., 2015). In relation to the present study the population is considered with generalization being a key requirement with participants having a knowledge of the youth networks. The sobel test theory is applicable to the role of youth networks since it offers a complex and deeper understanding of the mediating variable role of youth networks in relation to the dependent variable satisfaction of youth needs. According to Sapkota et al. (2021) "There are empirical evidence to suggest that youth sports for development and peace positively impacts the socioeconomic development and peacebuilding which contributes to the satisfaction of youth needs" (p. 47). Moreover, the youth sports for development and peace network was found to reduce health costs and provide health benefits to young people thereby contributing to the satisfaction of their needs. However, previous research indicated that this network contributed to young people that are wealthy as compared to young people that are poor, there are unclear micro individual outcomes, more macro impacts and youth issues are addressed through this network to solve broad problems rather than focus interventions for young people (Sapkota, et al., 2021). The present study seeks to address the micro aspect of the youth networks contributing to the young people within the fifty-four Commonwealth countries. The actor network theory is applicable to youth sports for development and peace network since innovation can be channeled through actors that can modify the state of affairs to make a difference to enable individuals to have equal access to resources and opportunities to solve issues (Pablo & Edirisinghe, 2022). For the youth human rights and democracy network, previous research realized that the network contributed to

a secure and safe environment for most young people to exercise their rights and democracy which is a social satisfaction of their needs (Sobantu, et al., 2022). It was recommended from this study that more financial and policy support should be given to young people who are still not able to exercise their human rights and democracy. The Keynesian theory of employment is applicable to the youth human rights and democracy network since the higher in demand, the increase in investment and expenditure leads to increase in consumption which increases employment due to overall increase in supply which requires additional labor at a lower cost of production (Habanabakize & Paul- Francois, 2018). Based on the youth health network, it was reported that the network through its mentorship, communication skill building and financial resources was able to contribute to the health needs of young people (Halsall, et al., 2022). Nonetheless, it was highlighted that there need to be more understanding of how youth health networks can contribute to the satisfaction of youth needs as it relates to their health (Halsall, et al., 2022). Therefore, further research validity is needed in this area which is considered in the present research. The cognitivism theory is applicable to the youth health network since intellectualization through deep learning, critical thinking, retention of information and problem-solving assist in knowledge development through feedback which provides performance related information which fosters education (Mayo, et al., 2023).

Satisfaction of Youth Needs

The dependent variable satisfaction of youth needs is a variable that has been researched previously, however the dissertation study is necessary and relevant due to the satisfaction of youth needs being considered in context of the fifty- four Commonwealth countries which represent countries from the Caribbean, Africa, Asia, Americas, Europe and the Pacific (Webber, 2017). Other studies on life satisfaction, happiness and wellness which is closely associated to satisfaction

of youth needs have been conducted across countries and many organizations which resulted in similar findings, however, there are differences in results which may be as result of invariance. According to Joshanloo (2022) “Most life satisfaction studies though comparing means of this variable on age, gender, education and nationality do not measure the invariance of these demographics” (p. 2). The testing of the invariance of the satisfaction of youth needs is therefore relevant in reaching definitive conclusions about this dependent variable across the various countries in the Commonwealth for the dissertation study. Based on a previous study, a common construct was established across all organizations and countries with an instrument identified as satisfaction with life survey which accounted for the invariance which captured the differences in life satisfaction (Joshanloo, 2022). The present dissertation research may encounter invariance issues which may be challenging. The life satisfaction theory is applicable to the satisfaction of youth needs since individuals assess the degree of their overall quality of life which indicates how much they appreciate their lives. In relation to demographics, past research has indicated that it has an influence on life satisfaction due to cross- cultural differences, in addition to age and gender for instance. Lachmann et al. (2018) stated that “Additional research is needed on demographics to establish clear patterns on the influence of demographic variables on life satisfaction” (p. 2). Bottom- up theory is applicable to demographics since satisfaction of needs is dependent on a variety of life domains. The research on the satisfaction of youth needs based on personality is necessary due to the inconsistences in previous research based on this variable. On the other hand, personality which was considered as a sub-topic has been researched previously on the association of personality with overall life satisfaction which has had inconsistent findings (Asthana, 2011). The present research can address this issue in relation to satisfaction of youth needs and personality. Top- down theory is applicable to personality since individuals are dependent on a

specific domain for their satisfaction of needs. Lachmann et al. (2018) indicated that “Life satisfaction can be determined by top-down and bottom-up effects, however, bottom-up effects are short-termed” (p. 19). Productivity was considered for the satisfaction of youth needs which was based on previous studies concluded that there is a relationship between productivity and life satisfaction. Batool et al. (2020, p. 358) stated that “Productivity is the third significant factor contributing to life satisfaction that is derived from job satisfaction” (p. 358). In addition, previous studies have concluded that there is an association and significant relationship between productivity and life satisfaction. Well-being theory is applicable to productivity since the emotional dimensions that deal with happiness that foster belonging, meaning, purpose and pride contribute to satisfaction of needs. However, based on previous research it was recommended that a larger sample and panel data should be used to get more reliable information that can be generalized to the whole population (Batool, et al., 2020).

CHAPTER 3: RESEARCH METHOD

The International Commonwealth Youth Programme is an arm of the Commonwealth Secretariat which is an intergovernmental organization that is an association of fifty-four independent countries, that are within the commonwealth. The International Commonwealth Youth Programme being part of the Commonwealth Secretariat delivers the youth development work to support member countries in satisfying youth needs (Webber, 2017). Consequently, youth networks consisting of twelve networks have been operationalized like the youth council network through programmes that have the support of member governments (Ellis, 2016). In addition, establishment of youth groups, creation of youth frameworks, instituting of youth plat-forms and human resource capability are also included in the research since the they are also integral in affecting, influencing and contributing to the satisfaction of youth needs within the commonwealth.

The research purpose is to investigate the International Commonwealth Youth Programme and satisfaction of youth needs, focusing on human resource capability, establishment of youth groups, creation of youth frameworks, instituting of youth plat-forms and role of youth networks. The study can determine how much the programme has achieved in promoting the satisfaction of youth needs and identify opportunities for improvement. According to the UN (2007) “Youth programmes address inadequate education, limited skills, unemployment and poverty especially in a globalized setting for youth” (p. 27). However, to address the issues highlighted previously, the adequate mechanisms must be established to meet the youth needs. Therefore, the study can also determine how youth networks as the mediating variable influence the satisfaction of youth needs. Solimun and Adji Achmad (2017) argues that “Using the traditional approach to investigate the mediating variable may be simple and easy but it is not sufficient, therefore applying the 1

Sample T Test and Pearson's Correlation for instance is necessary in understanding the mediating variable" (p.1066). Furthermore, the study can demonstrate how the International Commonwealth Youth Programme can be improved through the variables of the study. This is significant since the programme has key responsibilities which include empowering young people, working with agencies to foster youth development, advancing the professionalization of youth work and fostering youth research for developing credible body of knowledge (Webber, 2017). The youth sector is identified for the research since the commonwealth youth programme focuses on empowering youth. This information can be useful to students, country governments and other interested persons seeking information about the International Commonwealth Youth Programme. It can also be a foundation for further research on the International Commonwealth Youth Programme in their effort in satisfying youth needs.

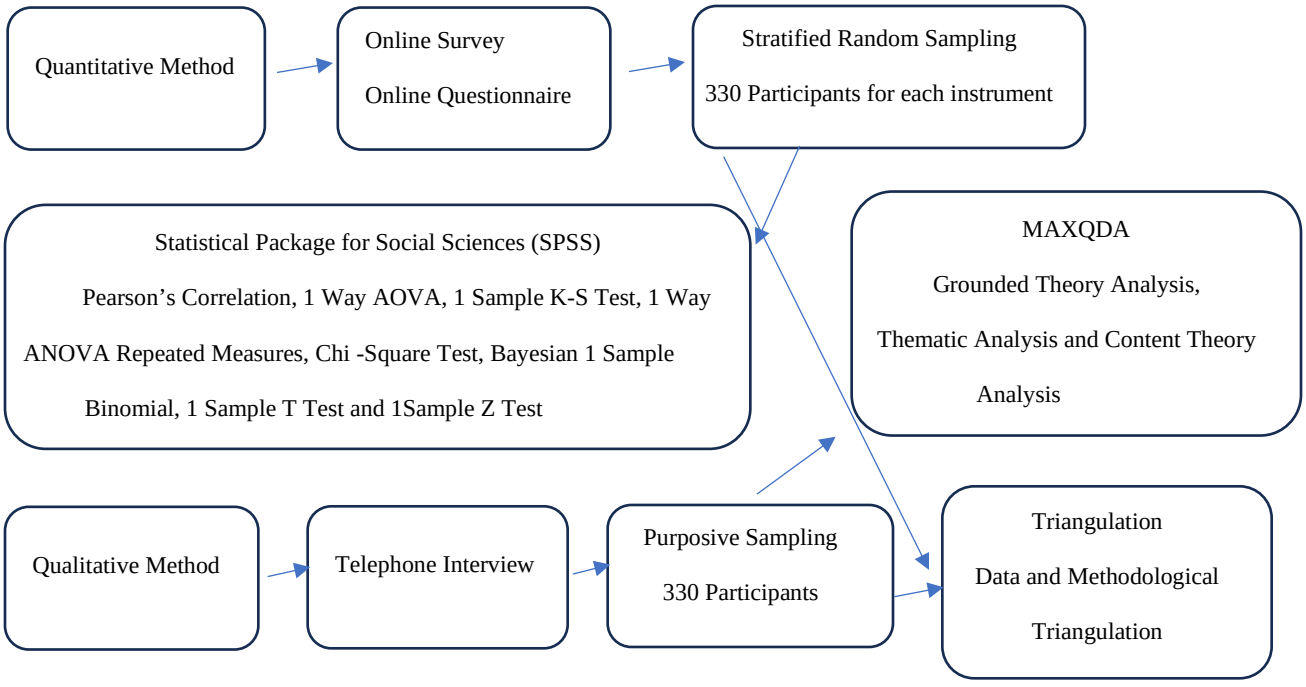
The research problem entails the commonwealth youth face challenges in satisfying their political, health, economic and social needs, affecting about one and a half million young people in 54 countries. The youth are indicating that they are not engaged in programmes that meet their sporting, education, health, well-being, employment, civic and political needs. For instance, in health and well- being, it is indicated that "Many youths suffer from illnesses, injuries and violence and lack literacy skills due to limited educational opportunities" (Ellis, 2016, p. 8). Youth in the commonwealth also lack the skills necessary for successful employment, with short-term contracts and limited benefits (Belto & Seneviratne. 2017). Another issue is youth empowerment and development are also lacking, with many marginalized and excluded from political involvement (Ellis, 2016). The youth do not envision themselves as advocates of peace, democracy, equality and good governance and do not participate in civic activities due to lack of enabling environments

(Webber, 2017). Finally, emotional needs, such as self-esteem, self-awareness and intellectual maturity, are not adequately met.

Therefore, the research approach and design applied the quantitative and qualitative methods to answer the research questions, test the hypotheses and to achieve the aims and objectives of the study. Furthermore, the designs of the study are the case study, correlational and descriptive for the quantitative approach, the case study and the descriptive design are adopted for the qualitative approach. In relation to the triangulation approach for the analysis, the data from the quantitative and qualitative instruments can be integrated through data and methodological triangulation. The study included 990 youth members and administrators of commonwealth youth networks, with 330 samples for each instrument. Data was collected through online surveys and questionnaires and telephone interviews. Additionally, the study received approval from UREC, Department of Education, Innovation and Gender Relations and MDC and analyzed using SPSS and MAXQDA.

Figure 3

Data Collection and Analysis p.99



Research Approach and Design

The research considers both the quantitative and qualitative approaches independently for the study, however, through the study, triangulation is considered to conduct further analysis for the dependent variable, the independent variables and the mediating variable. The additional designs are necessary due to testing of the hypotheses for the variables, the research questions, aims and objectives that need to be addressed based on the literature review. The quantitative approach uses a correlation, case study and descriptive design, while the qualitative approach uses a descriptive and case study design. The quantitative approach ascertains relationships through correlations and associations, while the qualitative approach investigates social issues and causes and effects of human behaviors (Zyphur & Pierides, 2017). The stratified random and purposive sampling methods are better than random and snowball sampling, as the participants are evenly distributed across fifty-four countries, seven regions and twelve networks. The stratified random sampling provides a better fit with scientific practice especially with the independent variables operational variables which may be highly correlated with the dependent variable which can improve the accuracy of the variables means (Iqbal, et al., 2024). Purposive sampling allows for the selection of participants that are most impacted by a particular issue and facilitates rigor by establishing the participants that are impacted by the variables or by certain participant characteristics (Valerio, et al., 2016). In relation to the scientific fit and the stratums that stratified random sampling facilitates and the rigor and the selection of participants based on their characteristics that purposive sampling accommodates, the research purpose and objectives can be achieved by applying the two sampling methods. The research focuses on the satisfaction of youth needs, measuring association among variables, rather than a mixed approach and experimental

design, which would require a regression design to measure cause and effect (Felner & Vida Henderson, 2022).

Quantitative Research Approach and Its Designs

Quantitative Research Approach

The quantitative research approach seeks to describe, explain, predict variables in an environment that is considered stable and uniform in order to measure, understand and make broad generalization in relation to the population. It allows for direct observation and measurement, allowing for broad generalization in relation to the population (Sage Publication Inc [SPI], 2016). The literature review supports the justification of the quantitative approach, as it informs methodologies, instrumentation and population. Furthermore, SPI (2016) stated that "The quantitative approach facilitates widely agreed steps that guide the research process" (p. 108). It facilitates objectivity due to linear steps and pre-established routines. The approach can confirm or disconfirm the hypotheses, answer research questions and support theories (Iskandar, 2022). It can also develop mathematical models and frameworks to address research questions and relationships.

Quantitative Research Designs

The research employs quantitative research designs such as case study, correlation and descriptive. According to Creswell (2009) "A case study captures a description of trends, opinions, attitudes, behaviors and experiences of the population under consideration by studying a sample of the identified population" (p. 137). The design uses stratified random sampling and close-ended questions to discover relative incidence, distribution, interrelations, answering the research questions, ascertaining the hypotheses and allowing for accurate inferences. SPI (2016) indicated

that “Accurate representation is necessary in a case study design to ensure that the population is described based on the sample that represent the population” (p. 12).

The study uses a correlational design to examine relationships between variables which are associated with satisfaction of youth needs. According to SP1 (2016) indicated that “A correlational design attempts to discover and then measure relationships amongst variables based on their conditions and behaviors that determine to what degree at statistical relationship exists” (p. 119). However, even if the correlational design is not considered for identifying cause and effect amongst variables, it establishes the magnitude and the direction of the relationship between the variables (Iskandar, 2022). The variables in the study through correlation design can be classified as either having positive or negative correlation. It can be applied in naturalistic settings to measure variables as they change or are related in an identifiable pattern (Sagepub.com, 2019).

In relation to the descriptive design the aim is to ascertain the relationships between variables which the study is trying to achieve which is made possible through this design. According to Cantrell (2011) “The descriptive design applied in quantitative approach is applied for describing, explaining and validating research findings by using quantitative instruments to achieve this purpose” (p. 188). The design helps answer research questions and uncontrolled variables, identify patterns in participant responses and test hypotheses based on demographics (Manjunatha, 2019). Additionally, descriptive elements like age, gender, region and networks are used to measure results. Furthermore, it allows for the collection of quantitative data for statistical analysis to answer questions about what, when, where and how about a research problem in research (Ansari, et al., 2022).

Qualitative Research Approach and Its Designs

Qualitative Research Approach

The application of the qualitative research approach is considered because of the exploration of the problem which requires studying the population and the need to have a detailed understanding of the research problem (Creswell, 2007). The study uses telephone interviews with administrative employees and youth members of the youth networks within the Commonwealth countries at the local, regional and international levels. Additionally, this scientific method provides factual and descriptive information, identifying theories based on these factors (Mack, et al., 2017). The present study also emphasizes meaning, interpretation, perspectives, depth, detail and deals with a holistic system which is the International Commonwealth Youth Programme to support this approach. Moreover, Daniel (2016) stated that "The social context which is inclusive of interaction, composition, reasoning, norms and thoughts are studied collectively to contribute towards the research" (p. 93).

Qualitative Research Design

The qualitative research design, a case study and descriptive, examines administrative employees in the commonwealth youth programme through interviews. This design provides in-depth insights and generalizes results to the information, rather than the sample or population ensuring higher validity and ability to analyze complex events with variables (SPI, 2015). The case study was chosen for its uniqueness, potential changes and purposive nature, promoting different views of reality. Starman (2013) indicated that "Human behavior cannot be understood merely as an act that is driven by a rule or a theory but by analytical induction" (p. 38).

In relation to the descriptive design, the exploratory attribute of this design is able to collect data especially through telephone interviews about the present situation as it relates to the variables in the study. It provides a deeper understanding of opinions, perspectives and attitudes, contributing to the categorical aspect of research and allowing for purposeful sampling analysis

and comprehensive summarizing findings (Nassaji, 2015). The design contributes to less interpretative results thereby lessening additional inquiry. The descriptive design has the capacity to comprehensively summarize findings from conducting research (Lambert, 2012).

Population and Sample of the Research Study

Population

The International Commonwealth Youth Programme's youth and administrative staff comprise the fifty-four Commonwealth countries youth council network and eleven other networks. The population includes administrative staff, local country youth network members, the four regional network and the eight international networks (Belton & Seneviratne, 2017). Out of the 1,100 members, 900 are from local youth council networks, while 200 are from the regional and international networks. These networks include members and administrative staff with knowledge of the Commonwealth Youth Programme, who have experience in youth work and have an active involvement in various aspects of youth work (Ellis, 2016).

Sample Frame

The sample frame from the population of 1,100 for the study consists of 330 participants which includes members from commonwealth countries, regional networks and international networks. This sample is representative of the population, as it includes active members of local, regional and international networks (Wood & Ebert-Robert, 2020). This meets the design criteria since there is representation at all levels of the network which includes youth members and administrative staff at the networks to answer the research questions and to test the hypotheses. The 330 participants for each instrument are members of the youth networks which encompasses the role of youth networks as the mediating variable and have knowledge of youth work within the commonwealth who are selected based on stratums that are proportionally represented to answer

the research questions related to the commonwealth youth programme. The online survey, questionnaire and telephone interview have different participants with 330 participants for each instrument. Each sample of 330 participant includes 5 youth council members from each 54 Commonwealth Country which is 270 members, 20 members and administrative staff from the four regional networks and 40 members and administrative staff from the eight international networks. See figure 16 for sample and sample calculation in Appendix B. However, with the stratified random sampling and purposive sampling, only members of the youth networks based on the 54 youth councils, 4 regional networks and 8 international networks were considered as stratums for the 330 participants for each of the 3 respective instruments. In addition, youth networks in other commonwealth countries are more active than others with the present research 5 participants were selected from each commonwealth country in relation to the youth networks. In future research these limitations can be addressed by including participants from the youth groups, youth plat-forms, youth frameworks and human resource management to get a better representation of the youth involved in youth work in the commonwealth and based on the activeness of each youth council within each country a proportionate number should be selected as participants.

Appropriate population based on research purpose and problem

The population is appropriate since the research is studying the Commonwealth Youth Programme and how it meets the satisfaction of youth needs. Furthermore, the population based on the purpose of the study includes young people and administrative staff aged 18 to 45 from Commonwealth countries. Shukla (2020) indicated “The population consist of the various participants who comprise of the sample in which the findings from studies can be generalized to its population" (p. 2). The population can determine how he commonwealth youth programme can

be improved through human resource capability, establishment of youth groups, creation of youth frameworks, instituting of youth plat-forms and role of youth networks. The study can address challenges faced by young people in the Commonwealth, such as employment, sports, healthcare, limited skills and social structure. The population is also appropriate since the commonwealth's youth face challenges in satisfying their needs that relate to employment, sports, healthcare, limited skills and social structure that appears disconnected from their social issues (UN, 2007). Consequently, the study's population is appropriate since it includes youth from the local youth councils, regional and international levels, ideally positioned to answer the five research questions and to test the five hypotheses.

The commonwealth youth experience challenges in satisfying their needs, including health, employment and other aspects (Belton & Seneviratne, 2017). In relation to the research problem of the study, young people in the commonwealth are having challenges in satisfying their needs. Additionally, the issues with employment like equity, limited skills and inadequate experiences are problems that youth in the commonwealth experience (Wood & Ebert-Robert, 2020). Other problems are associated with sporting, well-being, political and civic participation, equality, inclusion, peace, security, sustainability and technology (Wood & Ebert-Robert, 2020). The sample of 330 respondents drawn from the population are well acquainted with the difficulties that young people experience and are able through their work in the youth networks to respond accordingly to the instruments to ascertain whether the variables are affecting, influencing and contributing to the satisfaction of youth needs. The commonwealth countries are represented through stratified random sampling for the quantitative instruments and the purposive sampling for the qualitative instrument.

Quantitative study

The study uses stratified random sampling for both the online surveys and online questionnaires administered through the Survey Monkey Website. The sample consists of 330 participants, representing 30% of the population of 1,100. The study considers alternative and null hypotheses for the variables such as human resource capability, establishment of youth groups, creation of youth frameworks, instituting of youth frameworks and role of youth networks. A power analysis statistical test was conducted to determine the sample size, with a significance level of 1.96722, statistical power of 0.9504 and effect size of 0.1954. The sample size includes 330 participants for each instrument, with a type one error of 0.05 and a type two error of 0.95 to avoid rejecting null hypotheses. According to Jacob (1988) “A power analysis statistical test is able to approximate the sample size to ensure that it is reliable to represent the given population” (p. 6). The online questionnaire and online survey use multiple choice closed-ended questions, some using a matrix rating scale option, to address relations, associations and rankings. It is easier to summarize and generalize the findings from the online survey and online questionnaire to the population which adds to the validity, objectivity, flexibility, reliability and authenticity which can be achieved through the collection tools (Ali, 2021). Furthermore, the instruments facilitate a large sample that is geographically representative and can provide data that can be analyzed, tabulated easily and organized (Evans & Zarb, 2022). The instruments identified assist in measuring the mediating and independent variables by using matrix rating scale, the likert-type scale, the star rating, multiple choice and check boxes which has scores from five to one assigned to the various options from the various questions in the two instruments. See figure 17 and 18 in Appendix B.

Qualitative study

The sampling method used for the qualitative method is the purposive method where judgement can be exercised to select the members of the population to participate in the study

which is administered through the telephone interview. The 330 participants selected are from the youth networks who are part of the administrative staff and youth members of the various networks. Purposive sampling can allow to randomly select the participants for the telephone interview from a list with all participants which indicates the administrative staff of the twelve networks. Furthermore, the 330 participants selected have an in-depth knowledge of the variables namely, human resource capability, establishment of youth groups, creation of youth frameworks, instituting of youth plat-forms, role of youth networks and satisfaction of youth needs with experience in youth work. In the study, 5 respondents were selected from each of the fifty-four commonwealth countries which are 270 participants, 5 are selected from each of the four regional networks which are 20 participants and 5 participants are selected from each eight international network which are 40 respondents.

The study used a significant high sample size of 330 participants from a population of 1,100 from 54 commonwealth countries, which includes local youth councils, regional networks and international networks, to gather information through the telephone interviews through Skype and Zoom. The interviews focused on mediating, dependent and independent variables, with a demographic section for further analysis. Telephone interviews were used to avoid ambiguity, foster reliability and allow participants to express their opinions, feelings and experiences. The telephone interview allows respondents to communicate independently to communicate important information, reducing potential biases caused by visual distractions (Farooq & De Villiers, 2017). The interviews addressed various youth issues, aiming to provide a perspective on the research problem and the variables in relation to the satisfaction of youth needs. Ali (2021) stated that “Telephone interviews which are direct verbal communication foster reliability and validity through standardization which may reduce flexibility which adopts an exploratory approach to

generate ideas to answer the research questions" (p. 30). Telephone interviews aim to gather participants' perspectives on the research problem by allowing them to express themselves through their opinions, feelings and experiences (Mack, et al., 2017). See figure 19 and 20 in Appendix B.

Materials/Instrumentation of Research Tools

Data Collection Tools

My name is Dale Malcolm Joseph and I am a student pursuing the Doctorate of Business Administration with the Unicaf University in Zambia. I am conducting a research study on the International Commonwealth Youth Programme and the satisfaction of youth needs. The role of youth network is the mediating variable in the study which incorporates other independent variables like human resource capability, establishment of youth groups, creation of youth frameworks and instituting youth plat-forms by studying the Commonwealth Countries. The dependent variable for the study is the satisfaction of youth needs. The purpose of the research is to examine the programme to ascertain the contribution it has made to the satisfaction of youth needs and the areas in which the programme needs improvement. The other variables are considered in terms of how they have affected, influence and contributed to the satisfaction of youth needs. In addition, the study has the potential to inform students, countries government and other stakeholders seeking information about the International Commonwealth Youth Programme. This research has the capacity to contribute to future research on the programme and the satisfaction of youth needs.

A pilot study applying an online survey instrument conducted across thirty-two European Countries to answer the research question and to test the hypotheses related to human behavior and the satisfaction of youth needs (Goodwin, et al., 2020). In addition, a pilot study using an online questionnaire across universities to address the research questions related to satisfaction of

needs and digital technology was used for student participants (Fırat, et al., 2021). Finally, in a pilot study a telephone interview was conducted in a large geographical area based on segments to answer the research questions of the study (Lord, et al., 2016). The instruments used in the pilot studies contributed in answering the research questions, testing the hypotheses and achieving the research objectives which strengthens the validity and reliability of the testing of the instruments in the present study.

Confidentiality Statement

I Dale Malcolm Joseph declare that the information collected through the research study on the International Commonwealth Youth Programme and the satisfaction of youth needs is confidential and can only be used by my-self, the Unicaf University, Unicaf University Research Ethics Committee (UREC) and the Medical and Dental Council (St. Lucia W.I) for the purpose of ethical review and monitoring of the conduct of the research that is considered. The data collected is kept confidential and is only for academic purposes. Furthermore, the data collected is not used for any other purpose except for its intended use and except to meet the requirement of the regulatory bodies. I pledge to abide by the highest ethical international standards governing the code of practice for research involving human participants. I thereby adhere to all applicable organizations code of conduct and ethical guidelines where applicable while conducting the research study. I acknowledge it is my responsibility to submit a full REAF application during Dissertation stage three to UREC.

Data Collection Tools

Quantitative Data Collection Tools

The quantitative data collection tools which consist of online surveys and online questionnaires are considered for the research from a quantitative perspective. The tools are used

for the research due to their structural nature, standardized findings, cost-effectiveness and their ability to generalize and summarize. These tools facilitate first-hand sources, ensuring validity, objectivity, reliability and authenticity. Despite the literature review contributing to pertinent information through the secondary data retrieved, the quantitative tools are the preferred method for obtaining reliable results in this study for facilitation of information which is specific to the research problem, research questions and the hypotheses related to the variables.

Online Survey

The International Commonwealth Youth Programme's satisfaction of youth needs is being studied using an online survey tool. The online survey, administered through the Survey Monkey Website to respondents in various geographical locations, aims to determine the variables influencing, affecting and contributing to the satisfaction of youth needs. The survey uses multiple choice and matrix rating scales, with a sample of 330 respondents representing the population. The survey is standardized and allows respondents to choose options based on their impact on the satisfaction of youth needs. An online European Social Survey was conducted across thirty-two countries to validate the hypotheses and research questions for human behavior (Goodwin, et al., 2020). Another online survey was administered in Canada to assess current health behaviors, strengthening the reliability, context-specificity and validity of data collected on self-efficacy, health status and healthcare utilization (Agarwal, et al., 2019). The online survey offers flexibility, validity and reliability, making it an ideal tool for research on the satisfaction of youth needs. Finally, research conducted on patients across countries realized that the online survey as a data collection tool was able to cover a wider geographical sample of the population within a shorter timeframe at a lower cost which realized flexibility, validity and reliability (Oliveri, et al., 2021). A similar expected result is anticipated for the research on the satisfaction of youth needs.

Online Questionnaire

Other than the online survey collection tool that deals with the natural setting for collecting the data, an online questionnaire is considered as a scientific instrument to obtain data from the 330 respondents. The procedure for this collection tool is done in such a way that it facilitates the sample that is geographically representative of the population of the commonwealth youth programme. A multiple choice and star rating approach was used, with respondents able to indicate their networks, age category and gender. For instance, research conducted on the determination of digital technologies preferences of educational researchers was conducted through an online questionnaire from selected universities which resulted in validity and reliability of the data collected which achieved the objectives, purpose and answered the research questions (Fırat, et al., 2021). The online questionnaire as an instrument is able to achieve the objectives of the present research though data being collected through many participants in reasonable time. This can contribute to validity and reliability, data can be quantified quickly, comparison and contrast can be facilitated and theories can be supported with the results achieved from testing hypotheses. Another study on the Japan Public Health Center-based prospective study used the online questionnaire to collect the data on food frequency and information on lifestyle which also found validity, reliability and usability (Kato, et al., 2017). A similar result is expected when administering the online questionnaire for the present study.

Qualitative Data Collection Tools

On the other hand, qualitative data collection deals with collecting information that is beneficial to comprehend the processes that take place that results in the changes in respondent perception of their situations. The qualitative data collection tool is able to provide detailed information about hypotheses, strengthen research designs and provide useful data systematically

and accurately. The qualitative data collection tool can ensure validity, credibility and reliability by addressing social factors like ethnicity, gender, stigma, culture and social issues. This data collection tool is more concerned about the deep understanding of social context other than seeking for generalization to a geographical population though data collected from this tool can be related to participants who have similar character traits within the same population.

Telephone Interviews

Telephone interviews were used to achieve responses from participants in the study conducted to find answers to the research questions. The telephone interviews were conducted via Skype and Zoom to ascertain what the programme has achieved, what areas the programme need improvement and to address the research questions. In all 330 participants were interviewed with 270 participants from the youth council network consisting of 5 from each 54 Commonwealth Country, 40 from the international networks and 20 from the regional networks. Therefore, telephone interviews in this study was used to offer additional sources of information to avoid ambiguity and misunderstanding in the study. Telephone interviews were also used in a study on cigarette smoking and smoking susceptibility among youth, which resulted in reliability and validity (Moskowitz, 2020). In depth details were facilitated through this instrument by engaging the respondents in discussion of the complex and sensitive matters dealing with the satisfaction of youth needs. Another research was conducted using telephone interviews across a large geographical area using a procedural, step-by-step method, similar to the segment representation in the market research in a cost-effective way (Lord, et al., 2016). A purposive sampling for the present study is similar to the segment representation from the market research.

Operational Definition of Variables

The six operational constructs are human resource capability, establishment of youth groups, creation of youth frameworks, instituting of youth plat-forms, role of youth networks and satisfaction of youth needs.

Human Resource Capability

Human resource capability is the first construct which is an independent variable with its associated aim and objective which is to examine how this variable affects the satisfaction of youth needs. Human resource capability can lead to highly motivated, skilled and experienced individuals who can generate innovative ideas, creativity and competitive advantage (Muthigah, et al., 2022). It can also effect positive changes in an environment and solve problems. The research aim and objective which is how human resource capability affect the satisfaction of youth needs. The null hypothesis suggests no significant relationship, while the alternative hypothesis suggests a significant relationship. The operational construct variables include employee measuring collective agreements, grievance investigations and employee management, training and development measuring performance management system, job evaluation and appraisals, succession planning and skills management and recruitment and hiring measuring new employees, skills and experience and human resource planning (Maheshwari, et al., 2020; Wright, et al., 2020; Surpur, et al., 2022). The online questionnaire and the online survey are used to measure the operational constructs for the variables for the human resource capability variable. The study uses matrix rating scales, star rating, likert-type scale and multiple choice to answer the research question and to test the hypothesis in relation to the human resource capability, its operational variables and predictor variables in relation to the satisfaction of youth needs. Point scales can be

assigned to the questions, for example, one to five was assigned to strongly disagree, disagree, somewhat agree, agree and strongly agree. An online survey among 1,400 young HR personnel was conducted using a 360-degrees instrument, analyzing data using Cronbach's alpha testing, regression analysis, correlation and framed content analysis to analyze data (Ulrich, 2016). Another study with 1,500 participants in three construction organizations used an online survey through the survey monkey website which used bivariate correlational analysis, Pearson correlational analysis, mean hours, binomial regression, linear and binary, bivariate regression, standard deviation, variance and mean (Jimenez, 2019). In relation to the present research, statistical test like Pearson's Correlation, 1 Sample Z Test, 1 Sample T Test, 1 Sample K-S Test, 1 Way ANOVA Repeated Measures Test and Chi Square Test are considered to determine how human resource capability affects the satisfaction of youth needs. In addition, the Pearson's Correlation test is used to test the linear relationship in relation to strength and direction between human resource capability, its operational variables and the satisfaction of youth needs based on the research question and the two hypotheses. For instance, participants from different age groups namely 18-24, 25-31, 32-38 and 39-45 and sex consisting of male and female are placed in groups of 10 randomly comprising five males and five females consisting of 70 participants to test the hypotheses and to answer the research questions based on their responses.

Establishment of Youth Groups

The establishment of youth groups is an additional construct which is an independent variable which has an associated aim and objective is to evaluate how the role of youth groups can influence the satisfaction of youth needs. Nešković and Lazarovski (2021) indicated that "Establishment of youth groups foster opportunities for young people, empowering them to be

resilient, secure, responsible and achieve educational and employment goals" (p. 49). Additionally, establishment of youth groups address issues affecting young people through positive change and consultation. The research question is whether the establishment of youth groups contributes to the satisfaction of youth needs whereas the null hypothesis suggests no significant relationship while the alternative hypothesis suggests a significant relationship. The operational construct variables for the establishment of youth groups include youth empowerment measuring mental and behavioral health, positive culture and safety, youth life skills group measuring career development, community services and health and wellness and youth leadership development group measuring preventative services, opportunity and diversity and inclusion (Adiat and Akintayo, 2013; Sukumar, et al., 2022; Haddad and Donna, 2022). The online questionnaires and surveys are used to measure these variables and test the hypotheses. The matrix rating scale, the star rating, likert-type scale and multiple choice by using the ordinal, ratio and nominal measures to analyze data. Point scales are assigned to the questions, for example, one to five are assigned to strongly disagree, disagree, somewhat agree, agree and strongly agree. In previous research involving 379 participants who were engaged in a physical youth development programme were part of an online survey which made use of framed content analysis, mean scores, sum scores, standard deviation, Cronbach’s alpha and correlations to analyze data (McDavid, 2015). Another study involving 1,050 young participants used stratified random sampling to investigate the impact of youth groups on youth development using regression analyses of variance, ordinary least square, logistics regression analyses, standard deviation, variance and mean to analyze the data (Tameifuna, 2008). In relation to the present research, Pearson's Correlation, 1 Way ANOVA, 1 Sample K-S Test, 1 Way ANOVA Repeated Measures, Chi -Square Test, Bayesian 1 Sample Binomial, 1 Sample T Test and 1 Sample Z

Test were used to ascertain whether the establishment of youth groups contribute to the satisfaction of youth needs. The 1 Way ANOVA is applied since it tests the hypotheses between establishment of youth groups and the satisfaction of youth needs, furthermore, it can determine the equality of the operational variables for establishment of youth needs means based on the variable factor satisfaction of youth needs. For instance, participants from different regions, regional and international networks namely, Caribbean and Americas, Europe, Asia, Pacific, Africa, International and Regional can be placed in groups of 10 consisting of 70 participants randomly comprising five males and five females to test the hypotheses and to answer the research questions based on their responses.

Creation of Youth Frameworks

In relation to the creation of youth frameworks construct, it is the independent variable which is related to the aim and objective which was to ascertain how the creation of youth frameworks can contribute to the satisfaction of youth needs. Livingstone (2022) stated that "The creation of youth frameworks is established to facilitate the collaboration of engagement and support to develop young people holistically to develop their skills and abilities to be successful in education, healthy lifestyles, positive relationships, civic and political participation" (p. 3). The research question is does the creation of frameworks influences the satisfaction of youth needs whereas the null hypothesis suggests no significant relationship while the alternative hypothesis suggests a significant relationship. The operational construct variables reflected in the study include assets framework measuring training, formal training and higher order thinking skills, information and support framework measuring mental health, unemployment and supportive environment and enabling environment framework measuring bonding, youth responsive services

and youth friendly laws and services (Lerner, et al., 2015; Casey, 2022; Lunogelo, et al., 2017). The independent variables identified previously that are constructs of the independent variable are measured through the online questionnaire and the online survey. The level of measurement makes use of the matrix rating scale, the likert-type scale, the star rating, multiple choice and check boxes by using the ordinal, ratio and nominal measures through the two instruments. Point scales are assigned to the questions, for example, one to five are assigned to somewhat more effective, about as effective, somewhat less effective and much less effective. Additionally, in previous research involving a sample of 221 participants across thirty states a survey was administered through an online survey which made use of mean scores, sum scores, standard deviation, Cronbach's Alpha and correlations to analyze data through the leadership framework scale survey (Mortensen, 2016). Another study with a sample of two thousand one hundred and ninety-seven participants used an online survey on quality-of-life scale which used descriptive analyses, first order factor, standard deviation, variance and mean (Collins, 2013). In relation to the present research, Pearson's Correlation, 1 Sample Z Test, 1 Way ANOVA Repeated Measures, 1 Sample K-S Test, Chi-Square Test, Bayesian 1 Sample Binomial, 1 Sample T Test and 1 Way ANOVA test are considered to determine how the contribution and the establishment of youth networks influences the satisfaction of youth needs. In addition, 1 Sample Z Test is used to measure means and variances of the creation of youth frameworks, its operational variables and the satisfaction of youth needs to test the hypotheses and to answer the research question which means of >=3. >=4 with P value of < 0.05 confirms the alternative hypothesis and the strength between the variables and the satisfaction of youth needs. For instance, participants from different age groups namely 18-24, 25-31, 32-38 and 39-45 are placed in groups of ten randomly to test the hypotheses and to answer the research questions based on their responses.

Instituting of Youth Plat-forms

In relation to the instituting of youth plat-form construct it is also an independent variable which is associated to the aim and objective which is to explain how the instituting of plat-form can affect the satisfaction of youth needs. Ababa (2022) indicated that "Youth plat-form enables empowerment by equipping young people to nurture and improve their abilities, skillsets, life skills and development" (p. 1). The research question is how can the instituting of plat-forms affect the satisfaction of youth needs whereas the null hypothesis suggests no significant relationship while the alternative hypothesis suggests a significant relationship with the satisfaction of youth needs. In relation to the operational variable reflected based on the construct of the instituting youth plat-form are resilience and humanitarian measuring wealth and peace, food security and sustainable urban development, social plat-form measuring youth centered services, civil dialogue and social protection and economic plat-form measuring competition effect, governance issues and transaction (Manjula, et al., 2014; Berger, et al., 2022; Song and Kim, 2022). The instruments reflect the matrix rating scale, the star rating, likert-type scale and multiple choice by using the ordinal, ratio and nominal measures. Point scales are assigned to the questions, for example, one to five is assigned to not at all related, not so related, slightly related, moderately related and highly related. Previous research involving a sample of 350 participants in Morocco who were part of the Casablanca Youth Leadership Center were part of an online survey which made use of framed content analysis, mean scores, sum scores, standard deviation, Cronbach's Alpha and correlations to analyze data through the online survey (Nieroda, 2019). Additionally, another study with a sample of 808 participants conducted in Regina, Saskatchewan tertiary schools used an online questionnaire on youth well-being life scale through an app through which used mean hours, binomial regression, linear and binary, bivariate regression, standard deviation, variance and mean

(Brodersen, 2021). In relation to the present research, Pearson's Correlation, 1 Sample T Test, 1 Sample K-S Test, 1 Way ANOVA Repeated Measures, Chi- Square Test, Bayesian 1 Sample Binomial and 1 Way ANOVA Test are considered to determine how the instituting of youth plat-forms affects the satisfaction of youth needs. In addition, the 1 Sample T Test is applied to ascertain whether the mean differences between the instituting of youth plat-forms, its operational variables and the satisfaction of youth needs are significant to determine whether the variables are related for testing of the hypotheses and to answer the research question. For instance, participants from different age groups namely 18-24, 25-31, 32-38 and 39-45 and sex consisting of male and female are placed in groups of 10 randomly comprising five males and five females to consist of 70 participants to test the hypotheses and to answer the research questions based on their responses.

Role of Youth Networks

For the youth networks construct it is the mediating and the independent variable in the research study that is considered to ascertain based on the research aim and objective whether the establishment of youth networks can influence the satisfaction of youth needs. According to Webber (2017) “Youth Networks were established to integrate young people in the avenue of youth policy development through empowering youth leaders in the various networks to impact youth more broadly in the Commonwealth in satisfying their needs” (p. 13). The research question is what contribution has the role of youth networks towards the satisfaction of youth needs whereas the null hypothesis suggests no significant relationship while the alternative hypothesis suggests a significant relationship with the satisfaction of youth needs. Therefore, the operational variable construct for the role of youth networks are youth sport for development and peace network construct measuring social inclusion, restructuring life and response to emergencies and disasters,

youth rights and democracy network measuring school to work transition, conscientious objection to military service and participation and youth health network measuring exercise and leisure-time activities, eating habits, dental care and dieting and substance use (Gadais, 2019; Landma, 2017; Thomson, et al., 2014). The level of measurement makes use of the matrix rating scale, the star rating, multiple choice and check boxes by measuring through the ordinal, nominal and ratio method by using the two instruments highlighted previously. Point scales are assigned to the questions, for example, one to five are assigned to extremely likely, very likely, somewhat likely, not so likely and not at all likely. Additionally, previous research involving a sample of 333 participants, chi-square tests, frequency distributions, correlation coefficients, across tabulations and t-tests was used to analyze data through a survey questionnaire (Mauto, 2013). Another study with a sample of 1,400 participants used an online survey through the google analytic software which used mean differences and structural equation modeling to conduct the statistical testing (English, 2012). In relation to the present research Pearson's Correlation, 1 Way ANOVA, 1 Way ANOVA Repeated Measures, Chi- Square Test, Bayesian 1 Sample Binomial, 1 Sample Z Test, 1 Sample T Test and 1 Sample K-S Test are considered to determine how the contribution and the establishment of youth networks influences the satisfaction of youth needs. In addition, 1 Way ANOVA Repeated Measures is used to ascertain whether the role of youth networks and its operational variables causes a significant change in the dependent variable satisfaction of youth needs based on the varying modes of the variables that measures their statistical significance with the satisfaction of youth needs to test the hypotheses and to answer the research question. For instance, participants from different regions namely, Caribbean and Americas, Africa, Asia, Europe, Pacific, Regional and International are placed in groups of 10 randomly to consist of 70

participants based on their responses to test the hypotheses and to answer the research questions based on their responses.

Satisfaction of Youth Needs

Satisfaction of youth needs is the dependent variable in the research study. Many studies on satisfaction of youth needs have been conducted by applying various instruments like youth life satisfaction scale, satisfaction with life scale and perceived life satisfaction scale (Proctor et al., 2009). For the present study, point scales during the analysis can be alongside the domains which are given scores like strongly agree, moderately agree, agree, mildly agree, moderately disagree, strongly disagree which have numbers from five to one respectively are used in the analysis of the data collected. Ordinal, nominal and ratio with matrix scales from one to five for the matrix scale questions and interval measurements for section one of the instruments that capture demographic information is considered. Moreover, the operational variable construct demographic measures age, gender and socio-economic, personality measures happiness, self-esteem and stability and productivity measures employment, goals and motivation and self-efficacy (Proctor, et al., 2009; Proctor, et al., 2008; Proctor, et al., 2008). A sample of 320 young people with 150 young men and 170 young women were administered the questionnaire on life satisfaction (Živkovic, et al., 2022). Another sample consisting of 302 participants from two universities were participants in a research study on extended satisfaction with life scale (Alfonso, et al., 1996). Consequently, measurements like 1 Sample T Test, 1 Sample K-S Test, 1 Way ANOVA Repeated Measures, Chi-Square Test and Bayesian 1 Sample Binomial are considered in ascertaining whether these independent variables are positively related to the satisfaction of youth needs. In addition, the Chi-Square test is used to ascertain association between the satisfaction of youth needs and its

operational variables with P values of < 0.05 indicating significant associations with a corresponding degree of freedom. For example, participants from different regions namely, Caribbean and Americas, Africa, Asia, Europe, Pacific, Regional and International are placed in groups of 10 randomly consisting of 70 participants based on their responses.

Study Procedures and Ethical Assurances

Study Procedures

The study received approval from the Unicaf University Research Ethics Committee (UREC) on May 16, 2023 and involved data collection through a REAF form, tools, gatekeeper letter, consent form and telephone interview guideline. The population is 1,100 where 30 % of the population is 330 as the sample for each instrument. Once the information was received in relation to the 990 participants, consent forms were submitted through their email addresses for their signature. The gatekeeper letter was emailed as well for approval by the commonwealth youth programme director to conduct the study within the commonwealth youth networks. Confidentiality and anonymity were strongly adhered to by safeguarding the consent forms of the participants which totaled 990 through saving the consent forms through a folder that was secured through a lap top that has security with a password. A sample of 330 participants was selected from 12 networks, with 330 selected from a stratified random sampling for the online survey and questionnaire. The qualitative data collection tool was a telephone interview using purposive sampling, which included 330 administrative staff and members consisting of participants from various youth networks. The youth council network was the largest network consisting of 270 participants 5 from each 54 Commonwealth Country, while 20 participants were selected from the 4 regional networks with 5 participants from each network and 40 participants were selected from the 8 international networks with 5 participants from each network. The online questionnaire and

the online survey were administered through the survey monkey website. The instruments were sent through the 330 participants email addresses on May 29, 2023 and were received in the period of May 30, 2023 - June 11, 2023. In addition, the demographics based on age range, sex, region, networks were incorporated in the three instruments to ensure that there was representation based on the stratified random sampling and the purposive sampling to avoid the sample bias through the over and under representation of the population. Notification emails were sent through the survey monkey website every time a respondent completed the online questionnaire and the online survey. Their individual instrument responses would be reflected on the survey monkey website as 1 -330 as they completed the online survey and online questionnaire. In relation to the telephone interview, the 330 participants were contacted through zoom and skype which allowed for the demographic information about the participants to be given and the responses of the participants as it relates to their feedback to the questions for the telephone interview. The telephone interviews were recorded on zoom and skype for the respective respondents. The recordings were saved in the telephone interview folder which was secured through a password for the lap top that was used to conduct the study. The 330 recordings were assigned names with, age range, sex, region and network information for the 330 participants for the telephone interviews.

Ethical Assurances

Minimizing the Risk of Harm through Ethical Principles

Even if eliminating systematic error may increase internal validity and applying good sampling procedures may increase external validity, to ensure that minimizing the risk of harm to participants, the application of ethical principles should be upheld to safeguard participants (Benatar, 2002). There was concerted effort to ensure that the participants in the present study

were safeguarded to minimize the risk that they can be exposed too by upholding ethical principles based on beneficence, non-maleficence, respect for persons, justice and confidentiality and integrity. The participants were free from influence in responding to the research questions when the instruments were administered.

Beneficence

The well-being of participants should be safe-guarded even with the research potential benefits and insights that can make the participants lives more meaningful (Zulfiqar, 2002). Many of the participants are from developing countries in which the insights and findings in the research can assist with the advancement of their wellbeing and other young people in the commonwealth countries.

Non-maleficence

Doing no harm to participants in the research is critical in ensuring their safety. Careful examination of the risk to participants were considered to ensure that participants were not harmed or faced any undue hardships. Antle and Regehr (2003) indicated that “The value system of the population must be considered in light of discomforts, reputation and anxiety that may be influenced by stigma, religion and culture so that undue harm is not done to them” (p.136). Participant protection was ensured through securing the respondents contact information like their email addresses, telephone numbers, consent forms and their responses to the research questions. The survey monkey website enabled the online survey and the online questionnaire to be administered through the email addresses of the respondents and when the instruments were completed by the participants, it was indicated through the survey monkey website that gave each participant a number. The same protection was ensured for the participants who were administered the telephone interview through skype and zoom.

Respect for Persons

Participants received the informed consent forms which they agreed to participating in the research study. It is termed as respect for participants which envisions dignity in getting the consent of participants to be involved in research which is the first ethical principle that should be upheld. The principles of human rights, integrity, privacy and safety all depend on informed consent in social research (Benatar, 2002). The participants were contacted through the director of the commonwealth youth programme who gave the email addresses and telephone numbers for the participants. The consent forms were then submitted to the participants to indicate their willingness after the supervisor Dr. Susan Wasike approved the consent form in relation to the debriefing section of the form to participants and the certificate of consent. Participants were then sent the consent forms through their email addresses and responded in the designated area of the certificate of consent form by inserting their name, signing the form and the inserting the date to indicate their consent in being a participant for the present research.

Justice

Justice was exercised through fairness with a duty of care to minimize the risk to participants. There must exist fairness and equity in not allowing vulnerable groups to be exploited and allowing the disadvantaged groups to be excluded from the research because of their physical disabilities (Antle, et.al 2003).

Confidentiality and Integrity

Adhering to confidentiality and integrity in order to protect the identity of the respondents in effort to minimize the risk and safeguard the interest of participants is an essential ethical principle in research that must be adhered. According to Pollock (2012) “Participants should remain anonymous based on the contractual arrangement through confidentiality and

trustworthiness which is more valuable than the information provided by the participants" (p. 4). Participants in the research remained anonymous in not revealing their identity for confidentiality and integrity purposes. The responses which formed part of the data for the three instruments were kept secured through the survey monkey website, skype and zoom through secured credentials through passwords and usernames used only by the researcher to ensure data confidentiality.

Role as Researcher in Ethical Assurance

Care was exercised to ensure that the research being related to social well- being and dealing specifically with the satisfaction of youth needs, that the sample that was reflective of the population of 1,100 to avoid the bias that can be reflected in the sample. According to Berk (1983) "It is not only safeguarding the interest and the well-being of participants that should be considered ethically but the integrity of the data being collected from the participants" (p. 386). The research study considered sampling bias to ensure data internal and external validity by ensuring the 330 participants for each instrument were representative of the population of 1,100, allowing for inferences based on the collected data. Cuddeback et al. (2004) stated that "If the participants that decline participation in the research are significant and that they are reflective of the population, this may cause selection biases that maybe represented in the sample selected that may not be reflective of the population" (p. 21). The power analysis statistical test was conducted to ensure that the sample was estimated from the population which was 1,100 to avoid over and under estimation of the sample which can avoid the bias that may exist. Even if the participants were from different regions, countries and from varying cultural backgrounds and ethnicity, the study was not affected by ethical regulations, principles, rules and laws that may vary amongst developed and developing countries. This was because of conducting the research through the survey monkey website which facilitated the emails of the two quantitative instruments to the respective

respondents and the zoom and skype plat-forms that were used to conduct the telephone interviews. Though the research was conducted in the 54 commonwealth countries, the Medical and Dental Council which operates in Saint Lucia is guided by international ethical research standards and regulations in relation to human subjects, in addition, the Council is a member of the regional and international organization on research on human participants which focuses on differences in language, culture, regulatory structures and ethical standards which forms part of the regional and international ethical organizations on human subjects in research. All commonwealth countries official language is English, however, culture amongst the 54 commonwealth countries vary but did not affect the administering of the instruments since the research was conducted through the commonwealth youth networks. In addition, other regulatory structures and their ethical standards on human subjects for research for other commonwealth countries were not considered since the Medical and Dental Council did their due diligence in ensuring that the participants were not physically and psychological exposed to adverse effects, risks, hazards and would not be questioned on issues that may be sensitive, embarrassing and upsetting. In addition, the Commonwealth Youth Programme approved the access to the participants through the gatekeeper letter by providing the contact information for the members of the youth networks to receive the consent forms to indicate whether they are willing to be participants for the research. Finally, the ethical principles and guidelines that were followed in the research assisted in safeguarding the participants and the integrity of the data to ensure validity and reliability of the findings of the research study.

Data Collection and Analysis

The data to be collected consist of questions that were generated from the research questions, the aims and objectives, the constructs of the variables and from questions generated

from the theoretical and conceptual framework from previous research that associated with the present research. Three instruments were used to collect the data namely, the online survey, online questionnaire and the telephone interview which used the survey monkey website which has an analytical component that was able to collate the data collected. According to Singh (2022) “Statistical package for social science is the most widely used software for processing of offline data” (p. 92). The survey monkey website was used for data collection and SPSS was used for analysis. The data was analyzed using dependent, independent, mediating and predicting variables. The telephone interview data was analyzed using MAXQDA, a qualitative software that codes responses from recordings. The data was coded based on demographics, research questions, hypotheses and purpose and problem statements. The triangulation involved data and methodological triangulation using both quantitative and qualitative data. According to Turner (2021) “MAXQDA is able to analyze quantitative and qualitative data interchangeably for further data interpretation” (p. 2243).

Quantitative Data Analysis

There are five research questions and five hypotheses which require specific analysis to answer the research questions and to test the hypotheses. The various tests are required to respond to the hypotheses, to answer the research questions and to respond appropriately to meet the assumptions of the various statistical tests. Pons (2013) stated that “A statistical test calculates the probability of observed differences amongst two variables or more to ascertain whether the differences reported is due to chance or it is statistically significant” (p. 27).

Human Resource Capability

In relation to human resource capability, the operational constructs are training and development, employee relations and recruitment and hiring (Maheshwari, et al., 2020; Wright, et

al., 2020; Surpur, et al., 2022). The operational variables are tested using Pearson's Correlation, 1 Sample Z Test, 1 Sample T Test, 1 Sample K-S Test, 1 Way ANOVA Repeated Measures Test and Chi Square Test. See Figure 21 and Figure 22 in Appendix B. Ordinal, ratio and nominal measures are adopted based on different age groups namely 18-24, 25-31, 32-38 and 39-45 and gender consisting of male and female are placed in groups of 10 randomly comprising 5 males and 5 females with 70 participants from 1 -70 based on the 7 regions to test the hypotheses and to answer the research questions. 1 Way ANOVA Repeated Measures Test can be used to estimate how the mean of a quantitative variable changes according to the levels of two categorical variables or predictive variable (Upendra, et al., 2017). Hafiz et al. (2020) indicated that “The 1 sample t test is a hypothesis test in which the mean of the sample is tested against a hypothesized value to test whether the difference is significant or not and is applicable when the standard deviation is unknown and the sample is less than thirty observations” (p. 54). In this study the statistical test conducted are for 10 participant responses per age group for the 7 regions which is from 1-70 randomly until the responses for each instrument question is analyzed using 70 participants in ascending order from 1- 330. The statistical software SPSS is considered as the software to conduct the statistical tests in which multiple regression can be conducted, hence dummy variables must be created in columns next to the categorical independent variable in the SPSS analysis.

Establishment of Youth Groups

In relation to the establishment of youth groups the operational construct variables are youth empowerment group, youth life skills group and youth leadership development group (Adiat, et al., 2013; Sukumar, et al., 2022; Haddad, et al., 2022). To test predictor variables, various statistical tests are conducted using Pearson's Correlation, 1 Way ANOVA, 1 Sample K-S Test, 1 Way ANOVA Repeated Measures, Chi-Square Test, Bayesian 1 Sample Binomial, 1

Sample T Test and 1 Sample Z Test. The research uses 330 participants from various regions namely the Americas and Caribbean, Europe, Asia, Pacific, Africa, Regional and International, categorized into groups of 10 and analyzed using ordinal, ratio and nominal measures. Figure 23 and Figure 24 Appendix B have the various research questions where the matrix rating scale, the star rating, Likert-type scale and multiple choice by assigning 1-5 and 1-4 to the various responses when conducting the various statistical tests to answer the research questions and to test the hypothesis. The 1 Sample K-S Test is a statistical test that focuses on reliability in computing shared variances or covariance with similar items within a question that form part of an instrument, a high level of covariance means that the instrument used is reliable (Robert, 2019). According to Ly et al. (2018) “Pearson correlation measures the strength of the linear relationship between two variables with between -1 to 1 with a value of -1 being a total negative correlation and 1 being a total positive correlation” (p. 1). Moreover, the statistical software SPSS is considered as the software to conduct the statistical tests in which the 70 participants can be separated into groups based on their demographics for the same dependent variable with multiple independent variables in which the various test as highlighted previously can be performed.

Creation of Youth Frameworks

The creation of youth framework has operational constructs which are the assets framework, information and support framework and the enabling environment framework (Lerner, et al., 2015; Casey, 2022; Lunogelo, et al., 2017). Various statistical tests have been adopted to answer the research questions and to test the hypotheses which include Pearson's Correlation, 1 Sample Z Test, 1 Way ANOVA Repeated Measures, 1 Sample K-S Test, Chi-Square Test, Bayesian I Sample Binomial, 1 Sample T Test and 1 Way ANOVA Test. Participants from the various age groups 18-24, 25-31, 32-38 and 39-45 can be placed in groups of 10 to conduct the

statistical test based on the responses collected from the two instruments. The results are analyzed using ordinal, ratio and nominal measures assigning Likert-type scale of 1-5 and 1-4. To meet the assumptions of the statistical test for their appropriateness through the instruments outlined in Figure 25 and Figure 26, the responses from the various participants can be tested for 70 participants from 1-70 selected randomly based on ascending order until the 330 participant responses are analyzed. The study examines the contribution of predictor variables using various statistical measures such as correlation, observed test value, mean mode, variance, Asymp. Sig., standard deviation and mean square. The 1 Way ANOVA Test can be applied to determine significant statistical differences between three predictor independent variables and if there is an interaction effect between them (Martin, 2012). The 1 Way ANOVA Repeated Measures statistical can be used to analyze data from 10 participants across age groups, focusing on the variance of the means to determine the influence of the independent variable (Robert, 2018). SPSS is a statistical software used for conducting tests on independent, predictor and dependent variables. It can be used to analyze multiple demographic groups, including age, gender, region and youth networks, using the 70 participants.

Instituting of Youth Plat-forms

In relation to the operational construct instituting of youth plat-form, the operational variables are resilience and humanitarian, social plat-form and economic plat-form (Manjula, et al., 2014; Berger, et al., 2022; Song, et al., 2022). The predictor variables that are being statistically tested are being conducted to answer the various research questions through Pearson's Correlation, 1 Sample T Test, 1 Sample K-S Test, 1 Way ANOVA Repeated Measures, Chi- Square Test, Bayesian 1 Sample Binomial and 1 Way ANOVA Test. The ordinal, interval and ratio measures are adopted based on the 330 participants that can be categorized into male and female. In addition,

based on the various age groups from 18-24, 25-31, 32-38 and 39-45 5 males and 5 females can be placed in groups of 10 based on the age groups to conduct the various test highlighted previously. Figure 27 and Figure 28 of Appendix B have the various research questions where Likert scale and matrix scales of 1-5 and 1-4 where the responses from the various participants can be tested for 70 participants from 1-70 selected randomly based on ascending order until the 330 participant responses are analyzed. Furthermore, correlation, mean, standard deviation, mean difference, Asymp. Sig., variance, mode, sum of squares and mean squares are considered during the testing to ascertain whether the instituting of plat-forms affect the satisfaction of youth needs and Pearson's correlation is applied to test the hypotheses. Taeger et al. (2014) stated that “The one sample t test assesses the evidence to reject the null hypothesis, based on a random sample, which can be generalized to a larger population" (p. 153). The Chi square test is a statistical hypothesis test used to determine the relationship between two categorical variables, particularly when analyzing counts of categorical values and frequency tables (Verma & Abdel-Salam, 2019). SPSS is used for conducting statistical tests on independent, predictor and dependent variables, using Pearson's Correlation test for null and alternative hypotheses.

Role of Youth Networks

For the operational construct the role of youth networks has variable constructs consisting of youth sport for development and peace network, youth rights and democracy network and the youth health network (Gadais, 2019; Landma, 2017; Thomson, et al., 2014). Consequently, the statistical tests for the predictor and independent variables are the Pearson's Correlation, 1 Way ANOVA, 1 Way ANOVA Repeated Measures, Chi- Square Test, Bayesian 1 Sample Binomial, 1 Sample Z Test, 1 Sample T Test and 1 Sample K-S Test. Therefore, measurements like are correlation, sum of squares, mean square, mean, standard deviation, mode, Asymp. Sig., variance

and two-sided p are used to test the hypotheses and to answer the research questions based on Figure 29 and Figure 30 of Appendix B. In relation to the statistical test for testing the null and alternative hypotheses the Pearson's Correlation test is applied. According to the Hirotsu (2017) “The 1 Way ANOVA test is able to ascertain whether different predictor variables have similar variance and assumes that data for each group are normally distributed and that each group has an equal number of members” (p. 347). Based on the statistical tests as it relates to Figure 26 and Figure 27, 70 participants result for the instrument research questions are analyzed based on the demographic, age groups, youth networks, gender and region randomly in ascending order from 1 -70 until 330 participants result are analyzed for the instrument research questions. The ordinal, nominal and ratio measures can be applied with point scales from 1 -5 and 1- 4 for the responses highlighted by the participants. The 1 Sample Z Test is used to test the null hypothesis in normal distributions with known standard deviation and the t-test for non-standard deviations in normal distributions with less than 30 samples (Hayes, 2005). Using SPSS, grouping variables from online questionnaires and surveys can be entered in columns after the subject column to differentiate participants based on demographics. For example, gender can be entered as 1 for male and 2 for female and regions as 1-7.

Satisfaction of Youth Needs

For the operational construct satisfaction of youth needs there are predictor variables which include demographic, personality and productivity (Proctor, et al., 2009; Proctor, et al., 2008; Proctor, et al., 2008). Therefore, the statistical tests for the predictor and independent variables are the 1 Sample T Test, 1 Sample K-S Test, 1 Way ANOVA Repeated Measures, Chi-Square Test and Bayesian 1 Sample Binomial which are appropriate to meet the assumptions of the statistical test. Consequently, measurements like mean difference, two-sided p, mean, standard deviation,

mode, variance and Asymp. Sig. are considered in ascertaining whether these independent variables are positively related to the satisfaction of youth needs. The 1 Sample T Test can be used to determine the significant association between independent variables and dependent variables in large samples, or 10 samples to determine the association between independent variables and dependent variables (Taegerand & Kuhnt, 2014). Ordinal like scale from 1-5 and 1-4 and interval methods for instance the categories of age groups like 18-24, 25-31, 32-38 and 39-45 are applied for further analysis with the statistical tests highlighted previously for the research questions and hypotheses in Figure 31 and Figure 32 in Appendix B. SPSS is utilized to answer research questions based on operational constructs and predicator variables, specifically for the variable satisfaction of youth needs, utilizing the subject column for participants and the other columns for predictors and independent variables.

Qualitative Data Analysis

In relation to the qualitative data analysis, the telephone interview conducted categorized the questions into three qualitative analysis sections namely grounded theory analysis, thematic analysis approach and content analysis respectively. MAXQDA was used to process the data from the telephone interview instrument which comprised of the research questions of the research. Figure 33 in Appendix B for the telephone interview depicts the questions for the mentioned qualitative analysis. For the grounded theory analysis, it can be applied for questions 7, 9,12, 13 and 16 which is able to develop and support substantive theories that deal with how and why which are grounded in words shared through experiences of the participants (Ward, 2017). Grounded theory analysis adopts an inductive approach that can be applied based on the demographic data collected during the telephone interview which captured data based on the age groups 18-24, 25-31, 32-38 and 39-45, the regions Americas and Caribbean, Europe, Asia, Pacific, Africa, Regional

and International and networks. Khan (2014) indicated that “Grounded theory through inductive reasoning seeks to discover a binding principle and to construct generalizations, relationships and even theories by analyzing the data collected for this purpose” (p. 224). The analysis conducted from the data retrieved from the telephone interview in relation to the five independent variables can be applied using grounded theory analysis by allowing the theory to emerge from the data to offer insight, enhance understanding and meaningful guide to answering the research questions. In relation to the thematic analysis approach, data is carefully sorted and categorized into themes that emerge after extracting data through qualitative software like MAXQDA which is done systematically. Thematic analysis is considered in the research to assist in interpreting the results from the data to answer the research questions based on the five independent variables and the satisfaction of youth needs. The essence of each theme is considered in terms of its distinct and meaningful contribution to the overall analysis. Question 5 and 6 for the telephone interview can be analyzed with the thematic analysis approach. The analysis can be done based on the 13 networks with youth council network being analyzed separately and 12 other networks being analyzed in groups of two. The thematic analysis approach offers reliable, trustworthy findings by identifying, describing and interpreting patterns within a data set through accessibility, transparency, validity and flexibility (Dawadi, 2020). Finally, content analysis can be conducted for questions 8,11, 14 and 15. Content analysis addresses the problems of the research study with its flexibility, systematic and textuality by identifying and quantifying certain words or content in texts to explore usage (Hsieh & Shannon, 2005). A detailed and in- depth description of the content through analysis is considered to answer the research questions related to the independent variables and the satisfaction of youth needs by identifying key words and phrases so that inferences about their characteristics and meaning can be obtained. It is more interpretative in content of the data

being analyzed to discover underlying meanings of the words and the content in which the words were used (Shava, et al., 2021).

Mixed Method -Triangulation

In relation to the mixed method, triangulation consisting of methodological triangulation involving the online questionnaire and the telephone interview as depicted in figure 33 are conducted for the questions that are the same. For the data triangulation, data from the identified instruments for the respective research questions can be conducted by using the online questionnaire and the telephone interview based on the questions reflected in figure 34 in Appendix B. The respondents for the two instruments were from different samples of 330 which endorses the methodological and data triangulation. Dźwigoł and Dźwigoł-Barosz (2020) stated that "Methodological triangulation is appropriate when verifying a set of hypotheses and research questions by discovering, recognizing and interpreting cause and effect relations between the variables that are being studied" (p. 161). The research results are validated through a comparison of the telephone interview and online questionnaire findings, providing a comprehensive understanding of the study's findings. Methodological triangulation is necessary since it conducted to achieve complementary results to contribute to theory and the development of knowledge (Valencia, 2022). In relation to the data triangulation the two data sources are used from the online questionnaire and the telephone interview. According to Bans-Akutey and Makimilua (2021) "Data triangulation utilizes multiple data sources to investigate relationships, verify findings, statistically represent results, comprehend results and address varying issues from quantitative data" (p. 4). The validity and reliability of the results can be enhanced in the study since the use of data from the online questionnaire and the telephone interview can be corroborated to make up for the weaknesses in each method, thereby increasing reliability and validity of the findings.

Summary

The International Commonwealth Youth Programme which is an arm of the Commonwealth Secretariat was established to foster youth development in collaboration with the Commonwealth Country Governments to satisfy youth needs (Ellis, 2016). The Commonwealth Youth Programme established twelve youth networks consisting of youth members from the fifty-four commonwealth countries and administrators of the programme to work with country governments and other stakeholders to satisfy youth needs within the commonwealth.

Research approach and Design

Quantitative and Qualitative Research Approach and Its Designs

The quantitative approach and design were adopted to ascertain relationships through correlations and associations (Zyphur & Pierides, 2017). Therefore, a correlation, descriptive and case study design was adopted. The stratified random sampling in relation to the quantitative approach provides a better fit with scientific practice which can improve the accuracy of the variables means (Iqbal, et al., 2024). The qualitative research approach and designs were adopted to explore, interpret or investigate the influence, contribution and effect the independent variables and mediating variables have on the satisfaction of youth needs. According to Daniel (2016) “This approach and with its designs assist in problem solving, facilitates wider understanding of human behavior as it relates to their situations” (p. 92). A case study with a descriptive design was adopted to capture the variables in the research by classifying them based on a set of conditions that seek to explain the phenomenon, situation or the events that participants in a group setting are confronted with as the study is conducted. Purposive sampling facilitates selection of participants that are most impacted by an issue and provides rigor by the participants affected by the issue by certain participant characteristics (Valerio, et al., 2016).

Population and Sample of the Research Study

Population

The population consist of administrative staff of the Commonwealth Youth Programme, the youth members of the local country youth network of the fifty-four commonwealth countries, the four regional networks and the eight international networks (Belton & Seneviratne, 2017). In relation to the regional and international networks, there are present administrative staff that are part of the population for the research study. The population for the study is 1,100 which are youth members and administrators of the 12 youth networks. The members of the local country youth council networks have a knowledge of the Commonwealth Youth Programme and have experience in youth work (Ellis, 2016).

Sample Frame

The sample frame from the population of 1,100 is therefore 330 for each three instruments with a total of 990 participants, which includes 5 members from each commonwealth country which is 270 members and administrative staff from the fifty-four commonwealth countries, 20 members and administrative staff from the four regional networks and 40 members and administrative staff from the eight international networks. The youth networks are represented at the local, regional and international levels of the networks (Wood & Ebert-Robert, 2020). The sample was representative of the population, as it included active members of local, regional and international youth networks. In relation to the stratified random and purposive sampling only members of the youth networks were part of the sample, moreover, some members in the youth networks of some commonwealth countries are more active in youth work and development than other commonwealth countries. For future research a more representative sample from each country based on activeness in youth work and development should be considered with

representation being from young people involved in youth work and development other than only those from the youth networks.

Appropriate population based on research purpose and problem

The population is appropriate since the research is studying the Commonwealth Youth Programme and the satisfaction of youth needs. The study purpose is to assess the effectiveness of a youth programme in addressing the satisfaction of needs of young people with participants aged 18-45 within the youth networks. Shukla (2020) indicated “The population consist of the various participants who comprise of the sample in which the findings from studies can be generalized to its population” (p. 2). Additionally, the population is appropriate since the commonwealth's youth face challenges in satisfying their needs as it relates to employment, sports, healthcare, limited skills and a social structure that appears disconnected from their social issues (UN, 2007). The study aims to determine the program's effectiveness in promoting youth satisfaction. The research aims to address these issues and provide generalizations to the population. In relation to the research problem young people in the commonwealth facing challenges in meeting their needs, including health issues, illnesses, injuries and accidents.

Quantitative study

Stratified random sampling was conducted for both the online survey and online questionnaire that were administered through the Survey Monkey Website. Participants were selected from the population of 1,100, representing 30% of the population which is 330 for each instrument. Online surveys and questionnaires can enhance validity, objectivity, flexibility, reliability and authenticity by allowing for easy summarization and generalization of findings to the population (Ali, 2021). Furthermore, the instruments enabled a large, geographically

representative sample, allowing easy analysis, tabulation and organization of data (Evans & Zarb, 2022).

Qualitative study

The sampling method used for the qualitative method was the purposive sampling in which judgement was exercised to select the members of the population to participate in the study which was administered through the telephone interview. It is adequate for the research study because of the additional information that can be derived to answer the research questions with detailed background information. The participants that were selected were from the youth networks who are part of the administrative staff of the various networks. Telephone interviews endeavor to get participants perspective on the research problem, enabling them to express themselves through their opinions, feeling and experiences (Mack, et al., 2017).

Materials/Instrumentation of Research Tools

Data Collection Tools

Quantitative Data Collection Tools- Online Survey and Online Questionnaire

Quantitative data collection tools which consist of online survey and online questionnaire were used for the research from a quantitative perspective. The tools identified collected the data in a structural way through stratified random sampling, findings with the tools were standardized, cheaper to implement, easier to be generalized and summarized. Furthermore, since primary data is the source of data needed for the research, its originality and uniqueness were achievable through the quantitative data collection tools. Thus, the validity, objectivity, reliability and authenticity can be achieved through the collection tools for the quantitative approach as the facilitation of information is specific to the research problem, research questions and the hypotheses that were related to the variables. Therefore, the online survey and online questionnaire were administered

on the Survey Monkey Website through an email to the respective respondents who are in the various countries of the commonwealth. The questions for the online survey and online questionnaire are formulated based on the research questions and hypotheses on the satisfaction of youth needs. An online European Social Survey was conducted across thirty- two countries on human behavior which dealt with universalism, benevolence, self-direction, achievement, stimulation, hedonism, power, security, conformity and tradition. The online survey was used to validate the hypotheses and the research questions for the human behavior survey (Goodwin, et al., 2020). For instance, there was research conducted on the determination of digital technologies preferences of educational researchers that was conducted through an online questionnaire from selected universities. A dropdown list of choices was offered through the online questionnaire (Fırat, et al., 2021). Two pilot studies applying stratified random and purposive sampling used the online survey, online questionnaire and telephone interview that dealt with the independent variables and the dependent variable satisfaction of youth needs that strengthen the validity and reliability of the testing of the instruments (Fırat, et al., 2021; Goodwin, et al., 2020).

Qualitative Data Collection Tool

Telephone Interviews

The study utilized telephone interviews to gather responses from participants, facilitating in-depth dialogue and clarification. The instrument was used to explore variables related to satisfaction of youth needs in answering the research questions and to test the hypotheses to provide in-depth details on complex and sensitive matters. A qualitative study on cigarette smoking and smoking susceptibility among youth used telephone interviews for self-reports on young people smoking behavior and smoking susceptibility (Moskowitz, 2020). The research demonstrated reliability through the instrument used to collect and test the hypotheses.

Operational Definition of Variables

Constructs and Operational Definition

The five operational constructs are human resource capability, establishment of youth groups, creation of frameworks, instituting of plat-forms, role of youth networks and satisfaction of youth needs.

Construct/ Variable 1. Human Resource Capability

Human resource capability is the first construct which is an independent variable with its associated aim and objective which is to examine how this variable affects the satisfaction of youth needs. Human resource capability has the tendency to result in highly motivated, skilled, experienced and enhances expertise in young people who can generate innovative ideas, creativity and competitive advantage which develops young people (Surpur, et al., 2022). For the human resource capability, the operational variable reflected based on the construct of human resource capability is employee relations, training and development and recruitment and hiring (Della-Giustina, et.al, 2022). In addition, the Pearson's Correlation test is used to test the linear relationship between human resource capability, its operational variables with the satisfaction of youth needs to answer the research question and to test the two hypotheses.

Construct/ Variable 2. Establishment of Youth Groups

The establishment of youth group is an additional construct which aim and objective is to evaluate how the establishment of youth groups can influence the satisfaction of youth needs with operational constructs identified as youth empowerment group, youth life skills group and youth leadership development group. Nešković and Lazarovski (2021) highlighted that "Youth groups have fostered opportunities, empowering young people to be resilient, secure, responsible, stable and achieve educational and employment goals" (p. 49). Previous research on youth groups

addressed issues affecting young people through positive change and consultation. The 379 participants in the physical youth development programme were surveyed using content analysis and other statistical tests to analyze data (McDavid, 2015). The 1 Way ANOVA test is applied to test the hypotheses between establishment of youth groups and the satisfaction of youth needs, moreover it can determine the equality of the operational variables means based on the variable factor satisfaction of youth needs.

Construct/ Variable 3. Creation of Youth Frameworks

The study focuses on the creation of youth frameworks construct, which aim and objective is to ascertain whether it contributes to the satisfaction of youth needs. Livingstone, (2022, p. 3) stated that "The creation of youth frameworks promote collaboration, support and development of young people's skills for success in education, healthy lifestyles, positive relationships and civic participation. Therefore, the operational variables reflected through this study based on the construct of youth frameworks are assets framework, information and support framework and enabling environment framework (Lunogelo, et.al., 2017). Previous research used an online survey with 221 participants across 30 states to analyze data which made use of mean scores, correlation and standard deviation through the leadership framework scale survey (Mortensen, 2016). The 1 Sample Z Test is used to measure means and variances of the creation of youth frameworks, its operational variables and the satisfaction of youth needs to test the hypotheses and to answer the research question.

Construct/ Variable 4. Instituting of Youth Plat-forms

In relation to the instituting of youth plat-form construct the aim and objective is to ascertain how the instituting of plat-form can affect the satisfaction of youth needs. Ababa (2022) indicated that “Youth plat-form enables empowerment by equipping young people to nurture and

improve their abilities, skillsets, life skills and development" (p. 1). In relation to the youth plat-form the operational variable reflected based on the construct are resilience and humanitarian, social plat-form and the economic plat-form (Song & Kim, 2022). The Casablanca Youth Leadership Center in Morocco conducted an online survey with 350 participants, analyzing data using content analysis, mean scores, sum scores, standard deviation, Cronbach's alpha and correlations (Nieroda, 2019). The 1 Sample T Test is used to measure the mean differences between the instituting of youth plat-forms, its operational variables and the satisfaction of youth needs to determine whether the variables are related for testing of the hypotheses and to answer the research question.

Construct/ Variable 5. Role of Youth Networks

For the youth networks construct which is the mediating and the independent variable in the research study, is considered to ascertain based on the research aim and objective whether the establishment of youth networks can influence the satisfaction of youth needs. According to Webber (2017) "Youth Networks were established to integrate young people in the avenue of youth policy development through empowering youth leaders in the various networks to impact youth more broadly in the Commonwealth in satisfying their needs" (p. 13). The operational variable reflected through this study based on the construct of youth networks are youth sport for development and peace network, youth rights and democracy network and youth health network. Additionally, previous research involving a sample of 333 participants, chi-square tests, frequency distributions, correlation coefficients, across tabulations and t-tests was used to analyze data through a survey questionnaire (Maputo, 2013). 1 Way ANOVA Repeated Measures is used to test whether the role of youth networks and its operational variables causes a significant change in

the dependent variable satisfaction of youth needs to test the hypotheses and to answer the research question.

Construct/ Variable 6. Satisfaction of Youth Needs

Satisfaction of youth needs is the dependent variable in the research study. Many studies on satisfaction of youth needs have been conducted by applying various instruments like youth life satisfaction scale, satisfaction with life scale, perceived life satisfaction scale, the brief multidimensional youth life satisfaction scale and the extended satisfaction with youth scale (Proctor, et.al., 2009). Moreover, the operational variable reflected through this study are demographic, personality and productivity (Proctor, et al. 2008). The Chi-Square test is used to test the association between the satisfaction of youth needs and its operational variables with P values of < 0.05 indicating significant associations.

Study Procedures and Ethical Assurances

Study Procedures

The study received the Unicaf University Research Ethics Committee (UREC) approval on May 16, 2023 prior to the data collection which was inclusive of the REAF form, tools, gatekeeper letter, the consent form and the guideline for the telephone interview. In addition, the study received approval from the Medical and Dental Council (St. Lucia. W.I) and from Department of Education, Innovation and Gender Relations. The sample was 330 participants for each instrument namely the online survey, online survey and the telephone interview. The population was 1,100 from the 12 networks where 330 participants were selected from a stratified random sampling for the online survey and online questionnaire and a purposive sampling for the telephone interview. 5 participants were selected from each of the 54 commonwealth countries

totaling 270 participants, 5 participants from the four regional network totaling 20 participants and 5 participants from the international network totaling 40 participants.

Ethical Assurances

Minimizing the Risk of Harm through Ethical Principles

Even if eliminating systematic error may increase internal validity and applying good sampling procedures may increase external validity, to ensure that minimizing the risk of harm to participants, the application of ethical principles should be upheld to safeguard participants (Benatar, 2002). There was concerted effort to ensure that the participants in the present study were safeguarded to minimize the risk that they can be exposed too by upholding ethical principles based on beneficence, non-maleficence, respect for persons, justice and confidentiality and integrity.

Role as Researcher in Ethical Assurance

Care was exercised to ensure that the research being related to social well- being and dealing specifically with the satisfaction of youth needs, resulted in a sample that was reflective of the population of 1,100 to avoid the bias that can be reflected in the sample. According to Berk (1983) “It is not only safeguarding the interest and the well-being of participants that should be considered ethically but the integrity of the data being collected from the participants” (p. 386). Therefore, the sample of 330 was selected based on the members of the network consisting of youth members and administrators of the commonwealth youth programme which is implemented by the 12 youth networks who are knowledgeable about the variables of the study. The sampling bias was considered in the research study to strengthen the internal and external validity of the data that was collected by ensuring the 330 participants for the three instruments were reflective of the population of 1,100 and that inferences could have been made to the population based on the data

collected from the respondents. Cuddeback et al. (2004) stated that “If the participants that decline participation in the research are significant and that they are reflective of the population, this may cause selection biases that maybe represented in the sample selected that may not be reflective of the population” (p. 21). In the present study this was not the situation since there was not selection bias based on the participants who consented. The study was not affected by ethical regulations, principles, rules and laws that may vary amongst developed and developing countries due to conducting the research through the survey monkey website, zoom and skype, the Medical and Dental Council is guided by regional and international standards and ensured that the ethical standards were upheld for human subjects.

Data Collection and Analysis

The data to be collected consisted of questions that were generated from the research questions, the aims and objectives, the constructs of the variables and from questions generated from the theoretical and conceptual framework from previous research associated with the present research. According to Singh (2022) “Statistical package for social science is the most widely used software for processing of offline data” (p. 92). Additionally, the SPSS can be used for further analysis to code the responses based on demographics like age, sex, region and networks from the responses collected from the two quantitative tools. In relation to the telephone interview which is the qualitative data collection instrument, MAXQDA can be used to analyze the data collected from the telephone interviews. Marjaei et al. (2019) indicated that “MAXQDA is a highly rated qualitative software that efficiently codes responses from telephone interviews for data analysis by organizing, categorizing and retrieving information from audio recordings” (p. 1).

Quantitative Data Analysis

There are five research questions and five hypotheses which require specific analysis to answer the research questions and to test the hypotheses. The various tests are required to respond to the hypotheses, to answer the research questions and to respond appropriately to meet the assumptions of the various statistical tests. Pons (2013) stated that "A statistical test calculates the probability of observed differences amongst two variables or more to ascertain whether the differences reported is due to chance or it is statistically significant" (p. 27).

Human Resource Capability

The predictor variables identified for the operational constructs that are being statistically tested based on the independent variable human resource capability and its' predictors are tested to answer the various research questions through the various statistical test like the Pearson's Correlation. To meet the assumptions of the statistical test for their appropriateness through the two instruments ordinal, nominal and ratio measures are applied to analyze 330 participant responses. 70 participants are categorized based on age, region and gender based on each question in ascending order from 1-70, 71-140 for instance to test the hypotheses and to answer the research questions. 1 Way ANOVA statistical test is used to estimate how the mean of a quantitative variable changes according to the levels of two categorical variables or predictive variable (Upendra, et al., 2017).

Establishment of Youth Groups

The predictor variables that are being statistically tested based on the independent variable youth groups are being conducted to answer the various research questions through the statistical test like 1 Way ANOVA. To meet the assumptions of the statistical test for their appropriateness through the two instruments namely the online questionnaire and the online survey, ordinal, nominal and ratio measures are adopted based on the 330 participants that are categorized into the

various regions in 7 groups of 10 consisting of 70 responses in ascending order per instrument question to conduct the various tests indicated previously. The 1 Sample K-S Test is a statistical test that assesses the reliability of an instrument by calculating shared variances or covariance with similar items (Robert, 2019).

Creation of Youth Framework

To meet the assumptions of the statistical test for their appropriateness through the instruments, the responses from the various participants are tested for samples of 330 with 70 participant responses based on the instrument question in ascending order from 1-70 using ordinal, nominal and ratio measures by assigning Likert-type scale of 1-5 and 1-4. Tests 1 Sample Z Test, are considered to determine to what extent the predictor variables determine the impact of the independent variable identified as the creation of youth framework. Participants from the various age groups are placed in 7 groups of 10 to conduct the statistical test based on the responses collected from the two instruments. Inferences about the means of the data are done by analyzing the difference amongst the means which are classified as the variance to indicate which of the independent variable in the group that can influence the dependent variable (Robert, 2018).

Instituting of Youth Plat-form

The predictor variables that are being statistically tested based on the independent variable youth plat-form are being conducted to answer the various research questions through tests like the 1 Sample T Test. To meet the assumptions of the statistical test for their appropriateness ordinal, nominal and ratio measures are adopted based on the 330 participants that are categorized into male and female from 1-70 which are selected randomly in ascending order per instrument question by assigning Likert-type scale of 1-5 and 1-4. Taeger et al. (2014) stated that “The 1 Sample T Test can determine if there is enough evidence to reject the null hypothesis in favor of

the alternative hypothesis which is based on a random sample which can be generalized to a larger population from the sample drawn" (p. 153).

Role of Youth Networks

Additionally, measurements like correlation sum of squares, mean square, mean, standard deviation, mode, Asymp. Sig., variance and two-sided p are used to test the hypotheses and to answer the research questions by applying statistical tests like 1 Way ANOVA Repeated Measures. In relation to the statistical test for testing the operational construct for the predictor variables the 1 Way ANOVA test can be applied. According to the Hirotsu (2017) "The 1 Way ANOVA test determines if predictor variables have similar variance, assuming normal distribution and equal number of members for each group" (p. 347). Additional statistical tests can be performed by using the responses from 70 participants in ascending order until the sample of the 330 responses are exhausted using the ordinal, nominal and ratio method with point scales from 1 -5 and 1- 4.

Satisfaction of Youth Needs

Measurements like mean difference, two-sided p, mean, standard deviation, mode, variance and Asymp. Sig. are considered in ascertaining whether these independent variables are positively related to the satisfaction of youth needs by applying statistical tests like Bayesian 1 Sample Binomial. For instance, 1 Sample Z Test can be used to test the hypotheses to ascertain whether there is a significant association or not for a large sample between the variables (Taegerand, et al., 2014). Ordinal point scales from 1-5 and 1-4 and interval methods for instance based on the categories of age groups can be applied for further analysis with the statistical tests highlighted previously for the research questions. The 1 Sample Z Test and t test are used to test hypotheses and determine the significant association between independent variables and dependent variables in large and small samples (Taegerand & Kuhnt, 2014).

Qualitative Data Analysis

In relation to the qualitative data analysis, the telephone interview conducted categorized the questions into three qualitative analysis sections namely grounded theory analysis, thematic analysis approach and a content analysis. MAXQDA can process the data from the telephone interview instrument which comprised of the research questions of the research. For the grounded theory analysis, it is able to develop substantive theories that deal with how and why which are grounded in words shared through experiences of the participants (Ward, 2017). Grounded theory analysis adopts an inductive approach that can be applied based on the demographic data collected during the telephone interview which captured data based on gender, age groups, regions and networks. Grounded theory analysis allows for the theory to emerge from the data to offer insight, enhance understanding and meaningful guide to answering the research questions. With the thematic analysis approach, data is carefully sorted and categorized into themes that emerge after extracting data through qualitative software like MAXQDA which is done systematically. The thematic analysis approach offers reliable, trustworthy findings by identifying, describing and interpreting patterns within a data set through accessibility, transparency and flexibility (Dawadi, 2020). After the main words and major content are documented, the frequency of the words and content will be assigned codes from 1-5 or 1-4. The essence of each theme is considered in terms of its distinct and meaningful contribution to the overall analysis. Finally, content analysis can be conducted for some responses. Content analysis addresses the problems of the research study with its flexibility, systematic and textuality by identifying and quantifying certain words or content in texts to explore usage (Hsieh & Shannon, 2005). The assigning of numbers is not to confer meaning but to explore usage. Through content analysis key words and phrases are identified so that inferences about their characteristics and meaning can be obtained.

Mixed Method -Triangulation

Triangulation is considered for the research in order to enhance reliability, credibility, transferability and confirmability of the findings of the research. Abdalla et al. (2018) indicated that “Researchers have the opportunity of improving the precision of assessments, if diverse methodologies are applied, collecting data in different ways and analyzing such data with different methods” (p. 70). Convergent validity and methodology can be applied by assessing and analyzing data from the two approaches identified previously to enhance validity.

Triangulation

Triangulation is a research method that enhances reliability, credibility, transferability and confirmability of findings by employing diverse methodologies and data analysis. Abdalla et al. (2018) indicated that "Triangulation broadens understanding of research problems, enables new dimensions and validates hypotheses from various perspectives" (p. 70). It also addresses biases in single-method studies, increasing validity and reliability. By applying multiple methodologies simultaneously, triangulation helps confirm research findings, reduce deficiencies in one approach and provide more insights (Abdalla, et al., 2018). It also helps identify inconsistent data and potentially remove them. Triangulation also helps explore complex human behavior using various methods for a more balanced explanation (Noble & Heale, 2019).

Triangulation Analysis

The mixed method involves methodological and data triangulation, using online questionnaires and telephone interviews to answer research questions as depicted in figure 31. Dźwigoł et al. (2020) stated that "Methodological triangulation is used to verify hypotheses and research questions by identifying cause and effect relations between variables" (p. 161). In relation to the data triangulation the two data sources can be used from the online questionnaire and the

telephone interview. Data triangulation uses multiple sources, such as online questionnaires and telephone interviews, to investigate relationships, verify findings and understand the context of the results. According to Bans-Akutey and Makimilua (2021) “Data triangulation enhances the validity and reliability of the findings by corroborating the strengths of each method, thereby improving the reliability and validity of the results" (p. 4).

CHAPTER 4: FINDINGS

The International Commonwealth Youth Programme, part of the Commonwealth Secretariat, supports member countries in addressing the satisfaction of youth needs. Therefore, establishment of youth networks have been operationalized consisting of twelve networks through programmes that have the support of member governments (Ellis, 2016). The various networks address various issues such as climate change, health, human rights and disability. The programme delivers the youth development work to support member countries in satisfying youth needs (Webber, 2017). Additionally, the research includes human resource capability, establishment of youth groups, creation of youth frameworks, instituting of youth plat-forms and role of youth networks to ascertain how the variables affect, influence and contribute to the satisfaction of youth needs within the commonwealth countries.

The purpose of the research is to investigate the role of the International Commonwealth Youth Programme in satisfying youth needs in the commonwealth as it relates to their influence, effect and contribution to the satisfaction of youth needs. The study aims to determine the programme's effectiveness in promoting the satisfaction of youth needs and identify areas for improvement. According to the UN (2007) “Youth programmes address inadequate education, limited skills, unemployment and poverty especially in a globalized setting for youth” (p. 27). The research uses a qualitative and quantitative approach, targeting 54 commonwealth countries, with 990 participants selected based on their knowledge of the programme. Data collection methods include a closed-ended online survey and online questionnaire and open-ended telephone interviews for participants aged 18-45. The data collected is through stratified random sampling and purposive sampling across various stratums of the commonwealth youth network population. The programme is crucial for empowering young people, collaborating with agencies for youth

development, enhancing professionalization of youth work and promoting youth research for knowledge development (Webber, 2017). The research involves a correlational, case study and descriptive study with 990 participants from 54 Commonwealth countries, selected based on their working knowledge of the Commonwealth youth programme. The findings can be useful for students, country governments and interested parties seeking information about the International Commonwealth Youth Programme and serve as a foundation for further research.

The chapter focuses on the trustworthiness of the data collected from the 990 participants with 330 participants for each instrument namely the online survey, online questionnaire and telephone interview. It emphasizes the credibility, transferability, dependability, confirmability, reliability and validity of the data. The findings are compared with other similar studies using tests like 1 Sample T Test, Pearson's Correlation and 1 Way ANOVA. The study uses grounded theory analysis, thematic analysis and content analysis to analyze the data. The study used 70 participants' demographic data to analyze 330 responses to instrument questions. The results were incorporated into statistical tests until the 51 online questionnaire questions were exhausted, as well as the 50 online survey questions and 16 telephone interview questions with 1-70, 71-140 in ascending order until the 330 participant responses were statistically tested. The evaluation of the findings follows the same format as other similar studies, with hypotheses testing based on independent variables and their relationship with the satisfaction of youth needs. The result and evaluation of the findings are summarized in chapter 4.

Trustworthiness of Data

The study ensured data trustworthiness through the survey monkey website, which administered an online questionnaire and survey to 330 participants via email. The website collected, safeguarded and reflected individual responses for a monthly fee. Telephone interviews

were conducted via Zoom and Skype, ensuring credibility, transferability, dependability and confirmability of the data. The survey monkey website categorizes respondents based on regions, gender, youth networks and age groups. According to Shenton (2004) "Trustworthiness of data can be achieved through internal validity, external validity through generalization, reliability, objectivity and validity especially for the quantitative approach to data collection and analysis" (p. 64). MAXQDA as a qualitative software was able to categorize the responses from the telephone interviews for data analysis. Stumpfeggera (2017) indicated that "Trustworthiness of qualitative data is focused on ensuring that there is credibility, transferability, dependability and confirmability of the data collected and analyzed" (p. 10). Reflexivity was applied in the qualitative analysis by neutralizing the influence of subjectivity by setting aside knowledge of preexisting theories and personal views that may influence the study especially as it relates to the qualitative analysis that is inclusive of content analysis, thematic analysis and grounded theory analysis. In addition, the telephone interviews were done through a reflexive dialogue which caused the interpretation of the data to be objective. The 330 participants were different from those administered through online surveys, questionnaires and telephone interviews to ensure the data's reliability and objectivity. The study ensured data trustworthiness through the Survey Monkey Website, Zoom and Skype which links were sent through emails for participant responses which were able to secure the responses in which SPSS and MAXQDA were able to categorize and collate the data for analysis.

Credibility

The data collected from the quantitative instruments based on the online questionnaire and online survey were credible since the respondents being 330 participants as the sample, for each instrument were emailed the survey and the questionnaire through the survey monkey website to

the respective email addresses. Gagani (2019) stated that “Quantitative data credibility is achieved through a natural setting, data should be coded systematically, the hypotheses must be tested and accepting results that are justified to make generalization” (p. 138). The Survey Monkey Website is a reputable plat-form that generates responses for each participant after they complete each instrument, sending an email confirming completion and then collates the data. The data was coded systematically and analyzed using MAXQDA software based on participants' audio recordings categorizing data based on grounded theory, thematic and content categories based on the 16 telephone interview questions. According to Gagani (2019) “Credibility in qualitative data through natural settings, systematic data coding, testing hypotheses and accepting results as justified for exploration and discovery" (p. 137). The study utilized the 16 telephone interview questions which were the same for the research questions and hypotheses questions from the online survey by conducting methodological and data triangulation for further analysis.

Transferability

The data collected through online surveys, questionnaires and telephone interviews can be used for comparison by researchers, country governments, academic institutions and other stakeholders. Polit and Beck (2014) indicated that "Transferability allows for replication of methods, analysis, testing, coding and results in similar studies” (p. 1453). The data was collected through the survey monkey website, which facilitates conducting surveys and questionnaires via email to participants. The methods used to collect the data can be replicated, the analysis used, the testing, the coding and the results can all be transferable to similar research. Daniel (2019) indicated that “Transferability provides evidence to other researchers about the integrity of research outcomes that is strengthen through additional information like participants’ demographics and experiences” (p. 104). This allows for meaningful comparisons to determine if

the International Commonwealth Youth Programme is contributing to the satisfaction of youth needs. Interest groups and other stakeholders can compare methodology and testing to determine the validity of hypotheses and determine the effectiveness of a similar programme.

Dependability

The study employs quantitative and qualitative methods, including the methodology of correlation, case study and descriptive research, to establish relationships and associations between variables. Dependability refers to the stability of research findings over time, including evaluation, interpretation and recommendations based on participant data (Korstjens & Moser, 2018). The methodology and statistical tests help answer the research questions and to test the hypotheses, determining the significant relationship between the variables and satisfaction of youth needs. The study can be replicated for future research.

Confirmability

I believe that the methodology of the research is applicable and appropriate for the study design that adopts a correlation, case study and descriptive methodology through the quantitative and qualitative methods. The research questions and hypotheses are better tested using correlation, case study and descriptive designs. The quantitative method uses correlation, descriptive design and case study to establish relationships and associations, to ascertain cause and effect. The descriptive and case study design is appropriate for the qualitative method to describe and explore relationships. Confirmability refers to the extent to which other researchers can verify the findings of a study through the data and interpretations, rather than relying on unjustified assumptions (Korstjens & Moser, 2018). The assumptions are such, based on the power analysis test, that the 330 is reflective of the population of 1,100, the study is a cross-sectional study that captured the data across the various demographics to avoid making a type two error which is the

rejection of the null hypotheses and the results of the study can be generalized to the population. Data reliability and validity are evident. Additional research questions based on literature review and subtopic themes can increase rigor, reliability, validity, usability and credibility.

Reliability and validity of data

Validity

The validity of the measurements used and the various test applied to the results of the online questionnaire, online survey and the telephone interview is very high since the data collected from the instruments were entered in Statistical Package for social Sciences Software and through the MAXQDA Software. Haradhan (2017) stated that "Validity is the extent to which an instrument measures what it asserts to measure which is the extent to which the findings are truthful and to confirm the accuracy of the findings" (p. 14). The study used a correlational, case study and descriptive design, with 10 participants based on different regions, age groups, networks and genders totaling 70 participant responses for each research question in ascending order from 1-70, then 71-140 until the responses from 330 participants are analyzed using a non-random approach. This was done to ensure that all the participants from the sample of 330 were used throughout the testing and measurement which resulted in the results from the various statistical test. Hartono et al. (2023) stated that "Validity is about accuracy in measurement which has support of past empirical tests and theoretical justification for the interpretation of results" (p. 387). The study's internal and external validity are high, with high internal validity due to demographics and participants and external validity due to the power analysis statistical test with a two-tail test with the type 1 error being at 0.05 and the type 2 error at 0.95 with a sample of 330 participants from a population of 1,100. The measurements and tests are appropriate, meaningful and useful in answering the five research questions and testing the five hypotheses. The results are high in

validity since it can be generalized to the information and population of 1,100, which captured participants through a purposive and stratified random sampling approach respectively.

Reliability

The three instruments used were the online questionnaire, the online survey and the telephone interview which are consistent in collecting data especially as they administered through the survey monkey website, zoom and skype in which as the respondents responded, the responses for the various questions were saved and tabulated by the survey monkey website while the telephone interviews were recorded on the zoom and skype plat-forms. Furthermore, Khalid (2021) indicated that "Reliability deals with the consistency in which statistical test measures relationships, associations, correlations and regression under the same circumstances that results in similar findings" (p. 4). The instruments selected namely the online survey, online questionnaire and the telephone interview have been used consistently in other similar research based on the frameworks, research question and hypotheses testing. Haradhan (2017) stated that "Reliability reassures the extent to which the instruments and statistical tests are free from bias or error which is supported by consistent results in measurement across time and the various variables that are tested" (p. 10). Relationships, associations and correlations of the independent and dependent variables were consistently measured by the various statistical tests and qualitative analysis in the research. The instruments, statistical tests, qualitative analysis were reliable, ensuring similar outcomes if the same sample is used, demonstrating high test-retest reliability due to participants' involvement in youth networks and Commonwealth Youth Programme.

Results

Research Question 1/Hypothesis: Human Resource Capability

The Pearson's Correlation Test was used to examine the correlation between age groups, youth networks, human resource capability and satisfaction of youth needs. Human Resource Capability have a weak positive correlation with Age Groups of 0.083 and Youth Networks of 0.086 but a strong correlation with satisfaction of youth needs of 0.986. The P Values are not less than 0.05 for Age group and Youth networks except for Human resource capability which P value is at 0.000. Similar studies have used Pearson's Correlation test, Cronbach's Alpha and Pearson's Correlation test respectively to measure the correlation between human resource capability and satisfaction of youth needs (Chuang, et al., 2015; Ulla and Yasmin, 2013). The results suggested a strong positive correlation between the variables. Since the findings indicate a strong relation between human resource capability, its operational variable and the satisfaction of youth needs, the commonwealth youth programme can be improved with the implementation of human resource capability in the operations of the 13 youth networks especially as young people can be members of the networks that can contribute further their youth development and growth. Through human resource capability young people in the commonwealth can be mobilized and motivated to be members of the 13 youth networks in advocating through the youth programme to impact the lives of other young people in satisfying youth needs. The literature review indicated that human resource capability is a strategic resource for continued survival and development for organizations which contribute to satisfaction of youth needs for young employees through team building, salary-based motivation systems and knowledge management (Lattuch, 2021).

Organizational effectiveness, Job satisfaction, Organizational commitment and Service quality of employees have a perfect correlation of 1.00 with each other, a 0.900 correlation with Human resource capability, a negative correlation with age group of -0.075 and a negative correlation of -0.257 with region at the 0.01 level using the 2 tailed test. All the P Value for the

other variables are at 0.000 in relation to each other except for the age group and region. The Pearson's correlation test was applied in previous research on the effects of these variables on Human Resource capability (Chuang, et al., 2015; Chang and Huang, 2010; Xiao-Min, et al., 2022). The literature review indicated that human resource capability increases performance and contributes to job satisfaction, service quality, effectiveness and commitment which affects the satisfaction of young employee needs positively who are considered as internal customers (Chuang, et al., 2015).

The results indicated that Career progression system have a positive correlation of 0.971 with Human resource capability. Career progression system has a P Value of 0.000 with Human resource capability. Two previous studies used a correlation design and the coefficient of multiple correlation test respectively for career progression system and human resource capability (Leišytė, et al., 2022; Abu-Tineh, et al., 2023). Career progression system was found to increase staff morale which is focus on management building meaningful relationships with their employees based on the literature review (Muthigah, et al., 2022).

The results indicated that Human capital and Firm innovation have a perfect correlation of 1.000 with each other and a correlation of 0.986 with Human resource capability. Human capital, Firm innovation and Human resource capability P values in relation to each other are at 0.000. Previous research based on Cronbach's coefficient correlation and Alpha coefficient correlation were conducted for the variables highlighted previously (Liu, et al., 2020; Mathushan and Kengatharan, 2022). The literature review indicated that human resource capability through human capital and firm innovation enriches opportunities to respond to the changes created by the environment and discover new changes that significantly benefit the firm's survival which stimulates a company’s survival through competitive advantage (Mathushan, et al., 2022).

Transformational leadership and Organizational performance have a perfect correlation of 1.000 and have a significant correlation of 0.986 with Human resource capability at the 0.01 level applying the 2 tailed test. Transformational leadership and Organizational performance have a positive correlation of 0.027 with Age groups. Transformational leadership, Organizational performance and Human resource capability had P values in relation to each other are at 0.000. Similar studies have used the Kolmogorov-Smirnov, Cronbach's alpha coefficient correlation and regression analysis to test the variables highlighted (Shayegan, et al., 2022; Thao et al., 2022; Rich, 2014). Transformational leadership and organizational performance as indicated by the literature review can guarantee emotional commitment and productivity by employees through inspiration that increases their capabilities through problem solving skills and innovation (Shayegana, et al., 2022).

The results indicated for Efficiency and effectiveness of operations has a strong correlation of 0.986 with Human resource capability at the 0.01 level applying the 2 tailed test. The P values for Efficiency and effectiveness and Human resource capability are at 0.000. Previous research had applied the Cronbach alpha coefficient correlation and Pearson's correlation (Jaffu and Ismail, 2023; Xiao-Min, et al., 2022). Organizational effectiveness and efficiency according to the literature review is enhanced through human resource capability which influences internal customer job satisfaction (Chuang, et al., 2022).

The results indicated that Organizational performance has a positive correlation of 0.971 with Human resource capability, at the 0.01 level applying the 2 tailed test. Organizational performance and Human resource capability have P values of 0.000. Previous research applied the statistical test Cronbach alpha coefficient correlation test and Pearson's correlation for Organizational performance and Human resource capability (Mishra, et al., 2019; Frank-Nana,

2019). Organizational performance as indicated by the literature review is affected positively through internal employee satisfaction and loyalty exhibited by employees (Chuang, et al., 2022).

The findings highlighted that Human resource capability has a positive correlation of 0.871 with Positive on organizational performance and Significant effect on organizational performance at the 0.01 level applying the 2 tailed test. Positive on organizational performance, Significant effect on organizational performance and Human resource capability have P values of 0.000. Pearson's correlation, 1Way ANOVA and the correlation coefficient were applied as statistical test in similar research based on the variables highlighted previously (Evangelista, et al., 2023; Haass, et al., 2023). The literature review stated that positive on organizational performance and significant effect on organizational performance is possible through training, development and involvement of employees which is very effective in improving the performance of employees (Shayegana, et al., 2022).

Table 3

Research Question 1- Pearson's Correlation p.165

Pearson's Correlation					
Correlations					
		Age Groups	Region	Human resource capability	Satisfaction of youth needs
Age Groups	Pearson Correlation	1	0.013	0.083	0.009
	Sig. (2-tailed)		0.915	0.497	0.629
	N	70	70	70	70
Region	Pearson Correlation	0.013	1	0.086	0.059
	Sig. (2-tailed)	0.915		0.480	0.329
	N	70	70	70	70
Human resource capability	Pearson Correlation	0.083	0.086	1	0.986**
	Sig. (2-tailed)	0.497	0.480		0.000
	N	70	70	70	70
Satisfaction of youth needs	Pearson Correlation	0.009	0.059	0.986**	1
	Sig. (2-tailed)	0.629	0.329	0.000	
	N	70	70	70	70

Table 4

Research Question 1- Pearson's Correlation p.166

		Age Groups	Region	Organizational effectiveness	Job satisfaction	Organizational commitment	Service quality of employees	Human resource capability
Age Groups	Pearson Correlation	1	0.020	-0.083	-0.083	-0.083	-0.083	-0.075
	Sig. (2-tailed)		0.869	0.493	0.493	0.493	0.493	0.444
	N	70	70	70	70	70	70	70
Region	Pearson Correlation	0.020	1	-.286*	-.286*	-.286*	-.286*	-0.257
	Sig. (2-tailed)	0.869		0.016	0.016	0.016	0.016	0.015
	N	70	70	70	70	70	70	70
Organizational effectiveness	Pearson Correlation	-0.083	-.286*	1	1.000**	1.000**	1.000**	0.900**
	Sig. (2-tailed)	0.493	0.016		0.000	0.000	0.000	0.000
	N	70	70	70	70	70	70	70
Job satisfaction	Pearson Correlation	-0.083	-.286*	1.000**	1	1.000**	1.000**	0.900**
	Sig. (2-tailed)	0.493	0.016	0.000		0.000	0.000	0.000
	N	70	70	70	70	70	70	70
Organizational commitment	Pearson Correlation	-0.083	-.286*	1.000**	1.000**	1	1.000**	0.900**
	Sig. (2-tailed)	0.493	0.016	0.000	0.000		0.000	0.000
	N	70	70	70	70	70	70	70
Service quality of employees	Pearson Correlation	-0.083	-.286*	1.000**	1.000**	1.000**	1	0.900**
	Sig. (2-tailed)	0.493	0.016	0.000	0.000	0.000		0.000
	N	70	70	70	70	70	70	70
Human resource capability	Pearson Correlation	-0.075	-0.257	0.900**	0.900**	0.900**	0.900**	1
	Sig. (2-tailed)	0.444	0.400	0.000	0.000	0.000	0.000	0.000
	N	70	70	70	70	70	70	70

		Age Groups	Region	Career progression system	Human resource capability
Age Groups	Pearson Correlation	1	0.020	0.103	0.100
	Sig. (2-tailed)		0.869	0.395	0.383
	N	70	70	70	70
Region	Pearson Correlation	0.020	1	0.022	0.021
	Sig. (2-tailed)	0.869		0.856	0.831
	N	70	70	70	70
Career progression system	Pearson Correlation	0.103	0.022	1	0.971**
	Sig. (2-tailed)	0.395	0.856		0.000
	N	70	70	70	70
Human resource capability	Pearson Correlation	0.100	0.021	0.971**	1
	Sig. (2-tailed)	0.383	0.831	0.000	0.000
	N	70	70	70	70

		Age Groups	Region	Human capital	Firm innovation	Human resource capability
Age Groups	Pearson Correlation	1	0.020	-0.122	-0.122	-0.120
	Sig. (2-tailed)		0.869	0.314	0.314	0.309
	N	70	70	70	70	70
Region	Pearson Correlation	0.020	1	-0.026	-0.026	-0.025
	Sig. (2-tailed)	0.869		0.831	0.831	0.819
	N	70	70	70	70	70
Human capital	Pearson Correlation	-0.122	-0.026	1	1.000**	0.986**
	Sig. (2-tailed)	0.314	0.831		0.000	0.000
	N	70	70	70	70	70
Firm innovation	Pearson Correlation	-0.122	-0.026	1.000**	1	0.986**
	Sig. (2-tailed)	0.314	0.831	0.000	0.000	0.000
	N	70	70	70	70	70
Human resource capability	Pearson Correlation	-0.120	-0.250	0.986**	0.986**	1
	Sig. (2-tailed)	0.314	0.831	0.000	0.000	0.000
	N	70	70	70	70	70

Table 5 Research Question 1- Pearson's Correlation p.167

		Age Groups	Region	Transformational leadership	Organizational performance	Human resource capability
Age Groups	Pearson Correlation	1	0.020	0.027	0.027	0.026
	Sig. (2-tailed)		0.869	0.827	0.827	0.815
	N	70	70	70	70	70
Region	Pearson Correlation	0.020	1	-0.085	-0.085	-0.084
	Sig. (2-tailed)	0.869		0.484	0.484	0.477
	N	70	70	70	70	70
Transformational leadership	Pearson Correlation	0.027	-0.085	1	1.000**	0.986**
	Sig. (2-tailed)	0.827	0.484		0.000	0.000
	N	70	70	70	70	70
Organizational performance	Pearson Correlation	0.027	-0.085	1.000**	1	0.986**
	Sig. (2-tailed)	0.827	0.484	0.000		0.000
	N	70	70	70	70	70
Human resource capability	Pearson Correlation	0.026	-0.084	0.986**	0.986**	1
	Sig. (2-tailed)	0.815	0.477	0.000	0.000	0.000
	N	70	70	70	70	70

		Age Groups	Region	Efficiency and effectiveness of operations	Human resource capability
Age Groups	Pearson Correlation	1	0.020	0.078	0.076
	Sig. (2-tailed)		0.869	0.522	0.507
	N	70	70	70	70
Region	Pearson Correlation	0.020	1	-0.012	-0.012
	Sig. (2-tailed)	0.869		0.922	0.896
	N	70	70	70	70
Efficiency and effectiveness of operations	Pearson Correlation	0.078	-0.012	1	0.971**
	Sig. (2-tailed)	0.522	0.922		0.000
	N	70	70	70	70
Human resource capability	Pearson Correlation	0.076	-0.012	0.971**	1
	Sig. (2-tailed)	0.507	0.896	0.000	0.000
	N	70	70	70	70

		Age Groups	Region	Organizational performance	Human resource capability
Age Groups	Pearson Correlation	1	0.020	-0.058	-0.056
	Sig. (2-tailed)		0.869	0.633	0.614
	N	70	70	70	70
Region	Pearson Correlation	0.020	1	-0.012	-0.012
	Sig. (2-tailed)	0.869		0.919	0.892
	N	70	70	70	70
Organizational performance	Pearson Correlation	-0.058	-0.012	1	0.971**
	Sig. (2-tailed)	0.633	0.919	0.000	0.000
	N	70	70	70	70
Human resource capability	Pearson Correlation	-0.056	-0.012	0.971**	1
	Sig. (2-tailed)	0.614	0.892	0.000	0.000
	N	70	70	70	70

		Age Groups	Region	Positive on organizational performance	Signficant effect on organizational performance	Human resource capability
Age Groups	Pearson Correlation	1	0.020	-0.180	-0.180	-0.157
	Sig. (2-tailed)		0.869	0.135	0.135	0.118
	N	70	70	70	70	70
Region	Pearson Correlation	0.020	1	-0.021	-0.021	-0.018
	Sig. (2-tailed)	0.869		0.861	0.861	0.757
	N	70	70	70	70	70
Positive on organizational performance	Pearson Correlation	-0.180	-0.021	1	1.000**	0.871**
	Sig. (2-tailed)	0.135	0.861		0.000	0.000
	N	70	70	70	70	70
Signficant effect on organizational performance	Pearson Correlation	-0.180	-0.021	1.000**	1	0.871**
	Sig. (2-tailed)	0.135	0.861	0.000	0.000	0.000
	N	70	70	70	70	70
Human resource capability	Pearson Correlation	-0.157	-0.018	0.871**	0.871**	1
	Sig. (2-tailed)	0.118	0.757	0.000	0.000	
	N	70	70	70	70	70

*. Correlation is significant at the 0.05 level (2-tailed).

**. Correlation is significant at the 0.01 level (2-tailed).

The results from the 1 Sample Z Test were very significant. Age groups Z Test is -0.478, Region is 1.195 and Human resource capability -1.912. The Observed test value is -0.29, 0.071 and -0.114 for Age groups, Region and Human resource capability respectively. The results were

significant for Age groups, Region and Human Resource Capability, with a two-sided P value of 0.635 for Age groups, 0.235 for Region and 0.056 for Human Resource Capability. In previous research the 1 Sample Z test was applied for the variables (Chukwu, 2018; Proctor, et al., 2010). According to the literature review human resource capability contributes in improving processes and performance of organizations (Shayegan et al., 2022).

The Observed Test Value resulted in all the variables reflecting 0.071. The Z Test is 1.195 for all the variables namely Customer focused, Reduction in organizational constraints, Engagement of all employees in creating strategies and Supplying of enough training material. In relation to the Significance One–Sided P and Two- Sided P, the variables highlighted previously have the same 0.116 for the one-sided P and 0.232 for the two-sided P. Similar studies were conducted which made use of the 1 Sample Z Test to test the variables (Gilman and Huebner, 2006; Mohammad and Shin, 2021). Human resource capability and customer relationship management according to the literature review contribute to having highly skilled staff to achieve high levels of performance (Muthigah, et al., 2022).

Table 6

Research Question 1- 1 Sample Z Test p.168

I Sample Z Test

One-Sample Proportions Tests

Test Type		Observed			Observed - Test Value[a]	Asymptotic Standard Error	Z	Significance	
		Successes		Proportion				One-Sided p	Two-Sided p
Age Groups >= 3	Mid-p Adjusted Binomial	33		0.471	-0.029	0.060		0.318	0.635
	Score	33		0.471	-0.029	0.060	-0.478	0.316	0.633
Region >= 4	Mid-p Adjusted Binomial	40		0.571	0.071	0.059		0.118	0.235
	Score	40		0.571	0.071	0.059	1.195	0.116	0.232
Human Resource Capability >= 5	Mid-p Adjusted Binomial	27		0.386	-0.114	0.058		0.028	0.057
	Score	27		0.386	-0.114	0.058	1.912	0.028	0.056
Age Groups >= 3	Mid-p Adjusted Binomial	36		0.514	0.014	0.060		0.406	0.813
	Score	36		0.514	0.014	0.060	0.239	0.406	0.811
Region >= 4	Mid-p Adjusted Binomial	40		0.571	0.071	0.059		0.118	0.235
	Score	40		0.571	0.071	0.059	1.195	0.116	0.232
Customer focused >= 4	Mid-p Adjusted Binomial	40		0.571	0.071	0.059		0.118	0.235
	Score	40		0.571	0.071	0.059	1.195	0.116	0.232
Reduction in organizational constraints >= 4	Mid-p Adjusted Binomial	40		0.571	0.071	0.059		0.118	0.235
	Score	40		0.571	0.071	0.059	1.195	0.116	0.232
Engagement of all employees in creating strategies >= 4	Mid-p Adjusted Binomial	40		0.571	0.071	0.059		0.118	0.235
	Score	40		0.571	0.071	0.059	1.195	0.116	0.232
Supplying of enough training material >= 4	Mid-p Adjusted Binomial	40		0.571	0.071	0.059		0.118	0.235
	Score	40		0.571	0.071	0.059	1.195	0.116	0.232

a. Test Value = .5

The statistical test applied is the 1 Sample T Test. The 1 Sample T Test value for Highly skilled staff is 64.514 with P value for the two-sided test is 0.000. The mean for Highly skilled staff is 4.500. In a similar study, the 1 Sample T Test was used as the statistical test to measure the variables identified previously (Truskauskaitė-Kunevičienė, et al., 2020; Antaramian, 2017). The literature review stated that highly skilled staff build relationships with clients to ensure continued high performance of their organizations (Muthigah, et al., 2022).

Figure 4

Research Question 2- I Sample T Test p.169

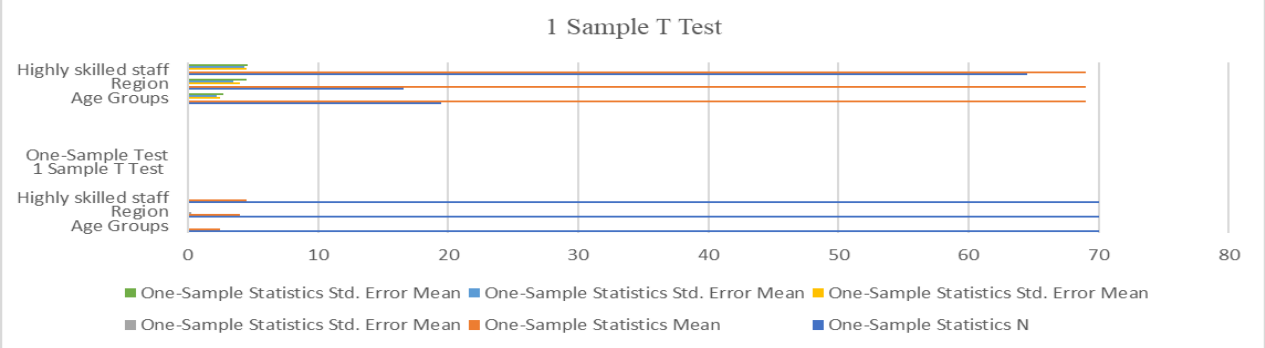


Table 7

Research Question 1- I Sample T Test p.169

1 Sample T Test						
One-Sample Test						
	Test Value = 0					
	t	df	Two-Sided p	Mean Difference	95% Confidence Interval of the Lower	Upper
Age Groups	19.486	69	0.000	2.500	2.24	2.76
Region	16.613	69	0.000	4.000	3.52	4.48
Highly skilled staff	64.514	69	0.000	4.500	4.36	4.64

The **1 Sample K-S Test** was computed as the statistical test for Youth networks, Gender, Collective agreements, Grievance investigation and Employee management with the means of 4.00, 1.49, 3.81, 3.53 and 4.66 respectively, the standard deviation at 2.014, 0.503, 0.519, 0.812 and 0.634 respectively. The test statistics for Youth networks, Gender, Collective agreements, Grievance investigation and Employee management 0.125, 0.347, 0.397, 0.414 and 0.448

respectively. The 1 Sample K-S Test was used as the statistical test in a similar study (Halvachizadeh, et al., 2022; Rocha and Pozzoli, 2022). Employee relations in collaboration with the variables highlighted previously based on the literature review can foster healthy processes, strategic product decisions and competitiveness, positively impacting the organization's operation (Maheshwari, et al., 2020).

Table 8

Research Question 1- I Sample K-S Test p.170

1 Sample K-S Test							
One-Sample Kolmogorov-Smirnov Test							
		Youth Networks	Gender	Collective agreements	Grievance investigation	Employee management	
N		70	70	70	70	70	
Normal Parameters[a,b]	Mean	4.00	1.49	3.81	3.53	4.66	
	Std. Deviation	2.014	0.503	0.519	0.812	0.634	
Most Extreme Differences	Absolute	0.125	0.347	0.397	0.414	0.448	
	Positive	0.125	0.347	0.303	0.414	0.294	
	Negative	-0.125	-0.332	-0.397	-0.257	-0.448	
Test Statistic		0.125	0.347	0.397	0.414	0.448	
Asymp. Sig. (2-tailed)[c]		0.008	0.000	0.000	0.000	0.000	
Monte Carlo Sig. (2-tailed)[d]	Sig.	0.009	0.000	0.000	0.000	0.000	
	99% Confidence	0.007	0.000	0.000	0.000	0.000	
	Interval	0.012	0.000	0.000	0.000	0.000	
a. Test distribution is Normal.							
b. Calculated from data.							
c. Lilliefors Significance Correction.							
d. Lilliefors' method based on 10000 Monte Carlo samples with starting seed 1502173562.							

The **1 Way ANOVA Repeated Measures Test** resulted in the mode for Youth networks-4.05, Performance management system-3.93, Job evaluation and appraisal - 3.49 and Succession planning and skills management - 4.58. The variances were the same for all variables at 0.013. The 1 Way ANOVA Repeated Measures Test was used to test the variables identified previously in previous similar research (Rompa, 2011; Taneo, et al., 2022). Training and development based on the variables highlighted previously in relation to the literature review stated that young people developing their interests in education, social, sports, civic and political are enhancing their abilities to prepare themselves for various professions (Wright, et al., 2020).

Table 9

Research Question 1- I Way ANOVA Repeated Measures p.171

1 Way ANOVA repeated measures				
Bayesian Estimates of Group Means[a]				
	Posterior		95% Credible Interval	
Dependent Variables	Mode	Mean	Lower Bound	Upper Bound
Youth Networks	4.05	4.05	3.82	4.27
Performance management system	3.93	3.93	3.71	4.16
Job evaluation	3.49	3.49	3.27	3.71
Skills management	4.58	4.58	4.35	4.80
a. Posterior distribution was estimated based on the Bayesian Central Limit Theorem.				

The **Chi-Square Test** was used for the statistical test. A Asymp. Sig or P Value of 1.000 for Youth networks, 0.000 for New employees, Skills and experience and Human resource planning. However, the Chi Square Test is significant for Skills and experience and Human resource planning which is 16.514 and 37.743. New employees were not significant with 101.343. The Chi-Square Test was used in similar research for the variables highlighted previously (Adeosun and Adegbite, 2022; Shah, et al., 2021). The literature review based on recruitment and hiring and the variables highlighted previously indicated that the working environment that is very competitive has allowed for opportunities for growth and development, equipping young professionals with knowledge through advanced technologies, giving firms through the efforts of employees a competitive advantage in their respective industries (Surpur, et al., 2022).

Figure 5

Research Question 1- Chi-Square Test p.171

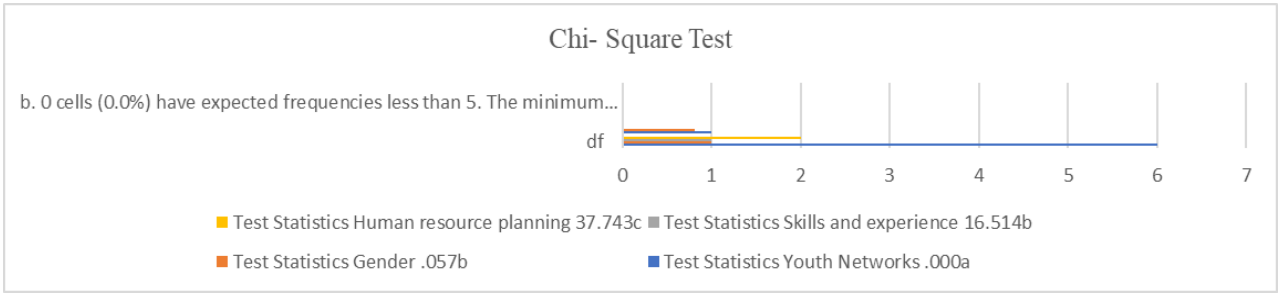


Table 10

Research Question 1- Chi-Square Test p.172

Chi Square Test					
Test Statistics					
	Youth Networks	Gender	New employees	Skills and experience	Human resource planning
Chi-Square	.000[a]	.057[b]	101.343[c]	16.514[b]	37.743[c]
df	6	1	2	1	2
Asymp. Sig.	1.000	0.811	0.000	0.000	0.000
a. 0 cells (0.0%) have expected frequencies less than 5. The minimum expected cell frequency is 10.0.					
b. 0 cells (0.0%) have expected frequencies less than 5. The minimum expected cell frequency is 35.0.					
c. 0 cells (0.0%) have expected frequencies less than 5. The minimum expected cell frequency is 23.3.					

Talent Acquisition is repeated as a theme 11 times and **Performance Management** is repeated as a concept 6 times and **Capability** is repeated as a word 4 times**. Compensation** is repeated as a theme 10 times**, Equity** is repeated as a concept 7 times and **No Discrimination** is repeated as a concept 7 times. **Health, Safety and Well-being as** a theme is repeated 13 times, **Managing Risk** is repeated as a concept 6 times and **Best Practices** as a concept 7 times. Participants from the CYC network namely respondent 2, 8 and 17 from the age group 18-24 stated that human resource capability deploys talent acquisition tools to identify, assess and recruit young people who meet performance management and system requirement to satisfy their employment needs. Participant 3 stated that senior employees due to their talent acquisition may work beyond the age of retirement hence limiting the capabilities young employees in applying their talents in respective jobs. Participant from the CSA and CAYE network from the age group 18-24 identified as 4, 14 and 18 indicated that human resource capability through talent acquisition is able to source young people with certain talents, across agencies and within sectors to ensure that young people are strategically positioned in employment that adequately suit their talents as supported by country governments to meet their skill, talent and career aspiration needs thereby satisfying their employment needs. Talent acquisition with new employees as indicated by the literature review

stated that new young employees can enhance overall performance and competitive advantage especially in organizations where there are employee shortages (Heilmann, et al., 2022). However, participant 9 indicated that young people who live in the urban communities are most times not able to gain an education and resort to wage paid jobs that do not make use of talent acquisition agencies that can equip them to achieve talents in the fields that they are employed within. The youth network CYSUN and CYGEN with participant 4, 14 and 18 stated that human resource capability is managing and building youth talent by promoting the talents that young employees exhibit by preparing them for leadership positions within the entities that they are employed thereby satisfying these needs. Participants from the CYCN and CYSDP network from the age group 18-24 identified as 3 and 13 stated that human resource capability is strategically positioning young people by evaluating them through performance systems and recognition programmes that support, nurture and deploy young employees to the appropriate employment positions through the assistance of employment agencies and country governments to satisfy their needs. The literature review indicated that human resource capability impacts performance management by improving processes and practices through authentic leadership (Shayegan et al., 2022). Participants from CYHN and CC network identified as respondent 1 and 9 from the age group 25-31 stated that human resource capability facilitates compensation for young people that is equitable based on benchmarking, fairness and livable compensation which is able to meet their needs. Participant 9 stated that even for young people that are part time, human resource capability accommodates young employees and compensate them based on the full-time rates prorated for hours worked. The CCYDN and CYC Int. network from age 25-31 based on participant 3,12 and 19 stated that human resource capability offers to young people market based compensation which reflects employee's skill, education and experience which is based on the legal minimum standard

or the appropriate prevailing industry rate standards. Participant 5 stated that there are urban communities where certain jobs that young woman are engaged in pay that offer lower salaries based on their gender. The CYC network based on age group 32-38 with participants identified as respondent 3, 5, 15 and 16 stated that human resource capability is able to align organization with performance focus compensation for young people since most of young employees get bonus plans based on their performance and have the choice to own shares in enterprises which enables them to benefit from return on shares thereby satisfying their employment and compensation needs. According to literature review many countries where youth employment is increasing more unions are being organized to meet the interest of employees in relation to compensation and other interest of young employees that protect their rights (Pătru, 2021). Participant 6 and 10 from the CSA and CAYE network in the age group 32-38 stated that human resource capability focuses on the health, safety and well-being of young employees by assessing the risk in the workplace like health, safety and well-being risk. Participant from the age group 39-45 identified as respondent 7,5 and 13 from the CYCN and CYSDP network stated that human resource capability examines the risk and empowers others like young employees to incorporate risk management planning and mitigation in their field of work. Participant CYHN and CC from the age group 39-45 identified as respondent 8, 9 and 17 stated that human resource capability is implementing the legislation of health, safety and well-being to ensure that young employees especially are experiencing improvement in the conditions at work as it relates to their health, safety, well-being, rehabilitation and young people return to work. The literature review indicated that employee health, safety and wellbeing are taken seriously by unions that ensure that organizations are working in the interest of their employees by resolving unfavorable job placements, unmerited dismissals, refusal to grant licenses and delays in providing government services (Deng & Zhou, 2022). Participant from the

CCYDN and CYC Int. identified as 3, 15 and 16 stated that human resource capability considers the value of employees especially in terms of project teams which incorporates health, safety and well-being. A similar study used a content analysis qualitative approach to answer the research question of how does human resource capability affect the satisfaction of youth needs (Zairil, et al., 2022; Chuang, et al., 2015).

Table 11

Research Question 1- Demographics p.175

Region					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Africa	10	14.3	14.3	14.3
	Asia	10	14.3	14.3	28.6
	Caribbean and Americas	10	14.3	14.3	42.9
	Europe	10	14.3	14.3	57.1
	Pacific	10	14.3	14.3	71.4
	International	10	14.3	14.3	85.7
	Regional	10	14.3	14.3	100.0
	Total	70	100.0	100.0	
Age Groups					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	18-24	18	25.7	25.7	25.7
	25-31	19	27.1	27.1	52.9
	32-38	17	24.3	24.3	77.1
	39-48	16	22.9	22.9	100.0
	Total	70	100.0	100.0	

Organization Design Theory assumes that organizations are a system full of interconnectedness that bring certain results with changes in one part likely to cause an effect in another. Participants from the CYC namely respondent 1, 4 and 7 from age group 18-24 stated that human resource capability has a significant relationship with the satisfaction of youth needs in that organization design and culture strengthens organizations to exhibit high performance with a reliant well managed workforce that is contributes to young people being successful in executing their duties. The literature review in relation to employee performance indicated that employees

are being evaluated through performance management systems that are tied to goals and strategies that employees are empowered to achieve (Kang & Choi, 2019). Participant 4 indicated that human resource capability drives organization design and culture and creates an environment that is inclusive for employees especially younger staff who benefit from the ethics and values that is being reflected in the operations and management of organizations. The literature review indicated that organization design and culture that is facilitated by organizations can enable diverse pool of skilled and talented employees especially young workers which fosters employee retention and leadership development (Bolander, et al. 2017). Participant 1,2 6, 8 and 12 from the CSA and CAYE network based on the age group 25-31 stated that human resource capability through organization design and culture fosters the achievement of objectives by young employees by aligning the culture of employees with the objectives of the organization and its operations. The CYSUN and CYGEN network from age group 32 -38 identified as participant 2,4,11, 19 and 22 stated that human resource capability through organization design and culture empower leaders to adopt positive workplace culture and to structure the companies in ways that young employees in particular align themselves with the values of the company. Participant 1, 14, 6 and 16 from the youth network CYCN and CYSDP in relation to age group 39-45 indicated that human resource capability through organization design and culture has a significant relationship with the satisfaction of youth needs since organizations are flatter with decentralization which empowers, motivates and inspire young employees to innovate, reengineer and make decisions that satisfy their needs. Organization design and culture based on the literature review can transfer young employee skills and experience to other employees through work related programmes and activities (Newman, et al., 2021). Participant from the CHRDN and CYPAN networks identified as 2, 9 and 15 from the age group 39-45 stated that human resource capability through organization

design and culture empowers the personality of young employees to build strong positive cultures which is visible and audible which is depicted in the value of the organizations that has a significant relationship with the satisfaction of youth needs. The CYN and CC networks had participants 4,8,11 and 13 from the age group 39-45 which stated that human resource capability through organization design and culture exhibits teamwork which allows and supports risk taking, it encourages innovation and improves the well-being of young employees who share the culture of the organization. **Bass's Motivational Leadership Theory** states the positive emotions like trust, admiration, loyalty and respect creates an environment in which followers are willing to work harder than they originally thought they were capable. Participants from the CCYDN and CYC Int. networks identified as respondent 3, 4 and 6 from the age group 18-24 indicated that human resource capability through leadership and succession have a significant relationship with the satisfaction of youth needs in that young employees are identified as potential leaders which undergo development training thereby contributing to their satisfaction of youth needs. However, participant 5 and 7 stated that young employees may be engaged in routine activities that may not allow them to be exposed to duties at the supervisor level or even middle management for their growth, motivation and inspiration. Participants from the age group 25-31 identified as respondent 3,5, 7, 9 and 17 from the CSA and CAYE network indicated that human resource capability through leadership and succession prepares young employees for the transition by advertising the positions, recruiting candidates, interviewing young employee applicants and assessing which young employee fits the need of the organization thereby satisfying their needs. Leadership and succession planning based on the literature review indicated that strategies like leadership training, job rotation and shadowing job opportunities can assist in transitioning line staff to leadership positions (Baker, 2017). Participant from the age group 25-31 identified as respondent 11, 14, 16

and 19 from the CSA and CAYE indicated that human resource capability through leadership and succession prepares young employee leaders for success by engaging them with the stakeholders, exposing them to the environment of the organization and allowing directors and managers of other units of the organization to interact with them thereby broadening their scope of leadership for the success thereby satisfying their leadership needs. **System theory** states that component parts of a system can be best understood based on the relationships the component parts have with each other rather than the component parts independently or in isolation. The CSA and CAYE network base on participant 1, 3,17, 20 and 23 from the age group 32-38 stated that human resource capability through facilities and workplace ensures that young people health and safety are based on policies that generalizes employees' interest as a whole rather than based on specific employees which have a significant relationship with the satisfaction of young employee needs. Participant 8 stated that unions and other organization are forceful enough in agitating for young employees to deal with issues that affect them. The CYSUN and CYGEN networks with participant from the age group 32-38 identified as respondent 5,7, 9, 12 and 15 stated that human resource capability through facilities and workplace assesses the external environment, modifies the relations in the workplace and addresses the work health and safety situations which focuses on compliance and prevention which affects young employees positively and have a significant relationship with the satisfaction of youth needs. The literature review indicated that facilities and workplace that are conducive can enhance employee performance which can lead to low turnovers and increase in commitment (Mahmutović & Delić, 2022). Participant 8 stated that human resource capability is not able align the best practices of young people to organizational requirements to ensure their safety and protection but focuses on the requirements that the organization should uphold. Participant 1,6, 14 and 16 from the CYCN and CYSDP network from the age group 39-45 stated

that human resource capability through facilities and workplace ensures that the strategies of the organization are align with the policies and procedures to ensure that the working environment is aligned to employee productivity which has a significant relationship with the satisfaction of youth needs. Similar research applying the grounded theory analysis in a qualitative approach was used to ascertain the significant relationship that human resource capability has with the satisfaction of youth needs (Shayegan, et al., 2022; Shwana and Yesiltas, 2020).

Table 12

Research Question 1- Demographics p.179

Youth Networks					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	CYC	10	14.3	14.3	14.3
	CSA and CAYE	10	14.3	14.3	28.6
	CYSUN and CYGEN	10	14.3	14.3	42.9
	CYCN and CYSDP	10	14.3	14.3	57.1
	CHRDN and CYPAN	10	14.3	14.3	71.4
	CYHN and CC	10	14.3	14.3	85.7
	CCYDN and CYC Int	10	14.3	14.3	100.0
	Total	70	100.0	100.0	

Age group					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	18-24	13	18.6	18.6	18.6
	25-31	19	27.1	27.1	45.7
	32-38	23	32.9	32.9	78.6
	39-45	15	21.4	21.4	100.0
	Total	70	100.0	100.0	

Research Question 2/Hypothesis: Establishment of Youth Groups

The Pearson's Correlation Test was conducted as the statistical test and generated the following results. Establishment of youth groups has a weak positive correlation with Age Groups of 0.035, negative correlation with Youth Networks of -0.464 and a positive correlation with satisfaction of youth needs of 0.871. The P Values are > 0.05 for the Age Groups, 0.000 for Youth networks, Establishment of youth groups and Satisfaction of youth needs. In a similar study on establishments of youth groups and the satisfaction of youth needs, the Pearson's correlation test

was applied (Lepojevic, et al., 2023; Piko, 2023). The establishment of youth groups based on the literature review stated that it provides social and emotional support through communication and strengthening bonds through collaborative efforts by engaging young people (Kelly, et al., 2022). The establishment of youth groups varies across the commonwealth countries due to policy legislation by the country governments which require constitutions for the youth groups which may be different in countries due to varying needs being addressed. The different cultures that exist in commonwealth countries may contribute to the composition of executive members which may be due to race, gender and equality issues which may limit certain young people from playing an active role in youth groups. Finally, establishment of youth groups in commonwealth countries may vary based on location restrictions which may not permit young people to meet physically due to resource limitations and available infrastructure which may allow for only virtual settings for engagement.

Faithfulness, Cognition, Duty performance and Overcoming shortcomings have a perfect correlation of 1.00 with each other at the 0.01 level using the 2 tailed test. All the variables highlighted had P values of 0.000. In similar research study the I Way ANOVA test was used for the variables identified previously (Tweeten, 2023; Kabakçı and Stockton, 2022). In relation to the variables highlighted previously, the literature review indicated that establishment of youth groups instill humanistic values that empower young to play an active role in political and other organizations thereby mobilizing and educating young people (Nešković, et al., 2021).

Competence, Confidence, Connections, Character and Caring have a perfect correlation of 1.00 with each other while they have a significant correlation of 0.957 with Greater resistance to negative peer influence at the 0.01 level using the 2 tailed test. Competence, Confidence, Connections, Character and Caring have the same P Values at 0.000. A similar study on the five

C's applied the Pearson's correlation test and Bivariate Correlation test respectively (Ang, 2009; Coulter, 2022). Based on the literature review in relation to the variables highlighted previously, establishment of youth groups offer young people social and emotional support through strengthening bonds through their collaborative efforts (Kelly, et al., 2022).

Economic disorder and Political disorder have a perfect correlation of 1.00 with each other at the 0.01 level using the 2 tailed test. Economic disorder and Political disorder have P Values of 0.000. In similar research the chi- square test and Pearson's correlation test were used to test the variables (Towoju, 2021; Johnson, 2023). Economic and political disorders have affected young people adversely, however, the establishment of youth groups based on the literature review have influenced young people in humanistic values to make them resilient to economic and political disorders (Kazan & Rybakova, 2014).

Role model, Supporter and Policy enforcer have a perfect correlation of 1.000 with each other and a significant correlation of 0.857 with Satisfaction of youth needs at the 0.01 level using the 2 tailed test with P values of 0.000. In previous similar studies, the Pearson's correlation test was applied (Yılmaz and Erduran-Tekin, 2023; Courshon, 2023). The variables highlighted previously in relation to the literature review indicated that mentoring groups address issues caused by school challenges, settlement related conditions, limited employment opportunities and other social issues to assist young people (Kocsis, 2022).

Knowledge of services, Resources and Sense of community belonging have a perfect correlation of 1.000 with each other and a significant correlation of 0.971 with Satisfaction of youth needs at the 0.01 level using the 2 tailed test. The P values for the three variables are at 0.000. In a similar study a thematic analysis qualitative approach was applied, Cronbach's Alpha correlation, I sample T test and I Way ANOVA (Kelly, et al., 2022; Faseler Schell, 2018). The

literature review in relation to the variables highlighted previously indicated that establishment of youth groups assist in sustaining young people well-being at the national, regional and international levels (Nešković & Lazarovski, 2021).

Table 13

Research Question 2- Pearson's Correlation p.182

Pearson's Correlation									
Correlations									
		Age Groups	Youth networks	Establishments of youth groups	Satisfaction of youth needs				
Age Groups	Pearson Correlation	1	0.013	0.035	0.011				
	Sig. (2-tailed)		0.915	0.777	0.797				
	N	70	70	70	70				
Youth networks	Pearson Correlation	0.013	1	-.464**	-0.404				
	Sig. (2-tailed)	0.915		0.000	0.000				
	N	70	70	70	70				
Establishments of youth groups	Pearson Correlation	0.035	-.464**	1	0.871**				
	Sig. (2-tailed)	0.777	0.000	0.000	0.000				
	N	70	70	70	70				
Satisfaction of youth needs	Pearson Correlation	0.011	-0.404	0.871**	1				
	Sig. (2-tailed)	0.797	0.000	0.000	0.000				
	N	70	70	70	70				
		Gender	Region	Faithfulness	Cognition	Duty performance	Overcoming shortcomings	Youth groups	
Gender	Pearson Correlation	1	-0.029	-0.030	-0.030	-0.030	-0.030	-0.024	
	Sig. (2-tailed)		0.813	0.805	0.805	0.805	0.805	0.656	
	N	70	70	70	70	70	70	70	
Region	Pearson Correlation	-0.029	1	.298*	.298*	.298*	.298*	-0.023	
	Sig. (2-tailed)	0.813		0.012	0.012	0.012	0.012	0.662	
	N	70	70	70	70	70	70	70	
Faithfulness	Pearson Correlation	-0.030	.298*	1	1.000**	1.000**	1.000**	0.814**	
	Sig. (2-tailed)	0.805	0.012		0.000	0.000	0.000	0.000	
	N	70	70	70	70	70	70	70	
Cognition	Pearson Correlation	-0.030	.298*	1.000**	1	1.000**	1.000**	0.814**	
	Sig. (2-tailed)	0.805	0.012	0.000		0.000	0.000	0.000	
	N	70	70	70	70	70	70	70	
Duty performance	Pearson Correlation	-0.030	.298*	1.000**	1.000**	1	1.000**	0.814**	
	Sig. (2-tailed)	0.805	0.012	0.000	0.000		0.000	0.000	
	N	70	70	70	70	70	70	70	
Overcoming shortcomings	Pearson Correlation	-0.030	.298*	1.000**	1.000**	1.000**	1	0.814**	
	Sig. (2-tailed)	0.805	0.012	0.000	0.000	0.000	0.000	0.000	
	N	70	70	70	70	70	70	70	
Youth groups	Pearson Correlation	-0.024	0.023	0.814**	0.814**	0.814**	0.814**	1	
	Sig. (2-tailed)	0.656	0.662	0.000	0.000	0.000		0.000	
	N	70	70	70	70	70	70	70	
		Gender	Region	Competence	Confidence	Connections	Character	Caring	Greater resistance to negative peer influence
Gender	Pearson Correlation	1	-0.029	-0.067	-0.067	-0.067	-0.067	-0.067	-0.064
	Sig. (2-tailed)		0.813	0.583	0.583	0.583	0.583	0.583	0.558
	N	70	70	70	70	70	70	70	70
Region	Pearson Correlation	-0.029	1	-0.181	-0.181	-0.181	-0.181	-0.181	-0.028
	Sig. (2-tailed)	0.813		0.133	0.133	0.133	0.133	0.133	0.778
	N	70	70	70	70	70	70	70	70
Competence	Pearson Correlation	-0.067	-0.181	1	1.000**	1.000**	1.000**	1.000**	0.957**
	Sig. (2-tailed)	0.583	0.133		0.000	0.000	0.000	0.000	0.000
	N	70	70	70	70	70	70	70	70
Confidence	Pearson Correlation	-0.067	-0.181	1.000**	1	1.000**	1.000**	1.000**	0.957**
	Sig. (2-tailed)	0.583	0.133	0.000		0.000	0.000	0.000	0.000
	N	70	70	70	70	70	70	70	70
Connections	Pearson Correlation	-0.067	-0.181	1.000**	1.000**	1	1.000**	1.000**	0.957**
	Sig. (2-tailed)	0.583	0.133	0.000	0.000		0.000	0.000	0.000
	N	70	70	70	70	70	70	70	70
Character	Pearson Correlation	-0.067	-0.181	1.000**	1.000**	1.000**	1	1.000**	0.957**
	Sig. (2-tailed)	0.583	0.133	0.000	0.000	0.000		0.000	0.000
	N	70	70	70	70	70	70	70	70
Caring	Pearson Correlation	-0.067	-0.181	1.000**	1.000**	1.000**	1.000**	1	0.957**
	Sig. (2-tailed)	0.583	0.133	0.000	0.000	0.000	0.000	0.000	0.000
	N	70	70	70	70	70	70	70	70
Greater resistance to negative peer influence	Pearson Correlation	-0.064	-0.028	0.957**	0.957**	0.957**	0.957**	0.957**	1
	Sig. (2-tailed)	0.558	0.778	0.000	0.000	0.000	0.000	0.000	0.000
	N	70	70	70	70	70	70	70	70

Table 14

Research Question 2- Pearson's Correlation p.183

		Gender	Region	Economic disorder	Political disorder	Youth groups	
Gender	Pearson Correlation	1	-0.029	0.186	0.186	0.056	
	Sig. (2-tailed)		0.813	0.122	0.122	0.037	
	N	70	70	70	70	70	
Region	Pearson Correlation	-0.029	1	-0.093	-0.093	-0.028	
	Sig. (2-tailed)	0.813		0.446	0.446	0.134	
	N	70	70	70	70	70	
Economic disorder	Pearson Correlation	0.186	-0.093	1	1.000**	0.300**	
	Sig. (2-tailed)	0.122	0.446		0.000	0.000	
	N	70	70	70	70	70	
Political disorder	Pearson Correlation	0.186	-0.093	1.000**	1	0.300**	
	Sig. (2-tailed)	0.122	0.446	0.000		0.000	
	N	70	70	70	70	70	
Youth groups	Pearson Correlation	0.056	-0.028	0.300**	0.300**	1	
	Sig. (2-tailed)	0.037	0.134	0.000	0.000	0.000	
	N	70	70	70	70	70	
		Gender	Region	Role model	Supporter	Policy enforcer	Satisfaction of youth needs
Gender	Pearson Correlation	1	-0.029	0.052	0.052	0.052	0.045
	Sig. (2-tailed)		0.813	0.671	0.671	0.671	0.575
	N	70	70	70	70	70	70
Region	Pearson Correlation	-0.029	1	.310**	.310**	.310**	0.266**
	Sig. (2-tailed)	0.813		0.009	0.009	0.009	0.008
	N	70	70	70	70	70	70
Role model	Pearson Correlation	0.052	.310**	1	1.000**	1.000**	0.857**
	Sig. (2-tailed)	0.671	0.009		0.000	0.000	0.000
	N	70	70	70	70	70	70
Supporter	Pearson Correlation	0.052	.310**	1.000**	1	1.000**	0.857**
	Sig. (2-tailed)	0.671	0.009	0.000		0.000	0.000
	N	70	70	70	70	70	70
Policy enforcer	Pearson Correlation	0.052	.310**	1.000**	1.000**	1	0.857**
	Sig. (2-tailed)	0.671	0.009	0.000	0.000	0.000	
	N	70	70	70	70	70	70
Satisfaction of youth needs	Pearson Correlation	0.045	0.266**	0.857**	0.857**	0.857**	1
	Sig. (2-tailed)	0.575	0.008	0.000	0.000	0.000	
	N	70	70	70	70	70	70
		Age Groups	Region	Knowledge of services	Resources	Sense of community belonging	Satisfaction of youth needs
Age Groups	Pearson Correlation	1	0.020	-0.022	-0.022	-0.022	-0.021
	Sig. (2-tailed)		0.869	0.855	0.855	0.855	0.830
	N	70	70	70	70	70	70
Region	Pearson Correlation	0.020	1	0.320**	0.320**	0.320**	0.311**
	Sig. (2-tailed)	0.869		0.007	0.007	0.007	0.007
	N	70	70	70	70	70	70
Knowledge of services	Pearson Correlation	-0.022	0.320**	1	1.000**	1.000**	0.971**
	Sig. (2-tailed)	0.855	0.007		0.000	0.000	0.000
	N	70	70	70	70	70	70
Resources	Pearson Correlation	-0.022	0.320**	1.000**	1	1.000**	0.971**
	Sig. (2-tailed)	0.855	0.007	0.000			0.000
	N	70	70	70	70	70	70
Sense of community belonging	Pearson Correlation	-0.022	0.320**	1.000**	1.000**	1	0.971**
	Sig. (2-tailed)	0.855	0.007	0.000	0.000	0.000	0.000
	N	70	70	70	70	70	70
Satisfaction of youth needs	Pearson Correlation	-0.021	0.311**	0.971**	0.971**	0.971**	1
	Sig. (2-tailed)	0.830	0.007	0.000	0.000	0.000	0.000
	N	70	70	70	70	70	70

*. Correlation is significant at the 0.05 level (2-tailed).

**. Correlation is significant at the 0.01 level (2-tailed).

The **1 Way ANOVA** Test was used as the statistical test and resulted in the following. The F Test is 0.167 for Age groups and 2.424 for Establishment of Youth Groups. The ANOVA sum of squares is 87.371 for Age groups and 21.786 for Establishment of Youth Groups. The P Value is 0.985 for Age groups and 0.036 for Establishment of Youth Groups. A similar study was conducted on youth groups and the satisfaction of youth needs that applied the 1 Way ANOVA Test (Turgut, 2021; Faseler Schell, 2018). The literature review stated that establishment of youth groups due to global changes are applicable in understanding, advocating and educating young people facing political, social and economic instability (Nešković & Lazarovski, 2021).

The P Value for the variables namely Mental health and Well-being are 0.019 and 0.019 respectively. Based on the responses for Mental health and Well-being, the mean square for between and within groups are Mental health 1.000 and 0.362 and for Well-being 1.000 and 0.362. The F test is 0.105 for Mental health and 2.763 for Well-being. In a similar study the 1 Way ANOVA Test was applied (Tornivuori, et al., 2023; González-García, et al., 2022). The literature review indicated that the establishment of youth groups applies Mhapps mental application that assist young people in addressing issues that affect them negatively like stress, depression and anxiety (Agapie, et al., 2022).

The P Value for the variables namely Fast-food consumption, Drug use and Indecent sexual encounters are 0.019, 0.119 and 0.019 respectively. Based on the responses, the mean square for between and within groups are Fast food consumption 0.557 and 0.314, Drug use 0.557 and 0.314 and Indecent sexual encounters 0.557 and 0.314. The F test is 1.773 for Fast food consumption, 1.773 for Drug use and 1.773 for Indecent sexual encounters. In a similar test based on the variables highlighted previously 1 Way ANOVA Test was applied (May, 1992; Zulfa, et al., 2022). The literature review as it relates to the variables highlighted previously indicated that health and

wellness issues can negatively impact young people relationship, employment, their physical health and overall well-being while stigmatization, self-reliance and confidentiality can hinder intervention efforts (Syan et al. ,2021).

The P Value for the variables namely Life set, Intercept and Crisis services are 0.772, 0.772 and 0.772 respectively. Based on the responses, the mean square for between and within groups are Life set 2.143 and 43.443, Intercept 2.143 and 43.443 and Crisis services 2.143 and 43.443. The F test is 0. 469 for Life set, 0.545 for Intercept and 0.545 for Crisis services. In a similar study, the 1 Way ANOVA Test was applied (Allard-Blaisdell, 2022; Atilgan, et al. 2021). The literature review in relation to the variables highlighted previously indicated that services are provided for young people through the establishment of youth groups on social, emotional, diet, nutrition, communication and well-being (Takase, et al., 2019).

Table 15

Research Question 2- 1 Way ANOVA p.182

1 Way Anova						
ANOVA						
		Sum of Squares	df	Mean Square	F	Sig.
Age Groups	Between Groups	1.371	6	0.229	0.167	0.985
	Within Groups	86.000	63	1.365		
	Total	87.371	69			
Establishment of Youth Groups	Between Groups	4.086	6	0.681	2.424	0.036
	Within Groups	17.700	63	0.281		
	Total	21.786	69			
Gender	Between Groups	0.171	6	0.029	0.105	0.996
	Within Groups	17.100	63	0.271		
	Total	17.271	69			
Mental health	Between Groups	6.000	6	1.000	2.763	0.019
	Within Groups	22.800	63	0.362		
	Total	28.800	69			
Well being	Between Groups	6.000	6	1.000	2.763	0.019
	Within Groups	22.800	63	0.362		
	Total	28.800	69			
Gender	Between Groups	0.171	6	0.029	0.105	0.996
	Within Groups	17.200	63	0.273		
	Total	17.371	69			
Fast food consumption	Between Groups	3.343	6	0.557	1.773	0.119
	Within Groups	19.800	63	0.314		
	Total	23.143	69			
Drug use	Between Groups	3.343	6	0.557	1.773	0.119
	Within Groups	19.800	63	0.314		
	Total	23.143	69			
Indecent sexual encounters	Between Groups	3.343	6	0.557	1.773	0.119
	Within Groups	19.800	63	0.314		
	Total	23.143	69			

Table 16

Research Question 2- 1Way ANOVA p.186

Age Groups	Between Groups	3.400	6	0.567	0.469	0.829
	Within Groups	76.100	63	1.208		
	Total	79.500	69			
Life set	Between Groups	2.143	6	0.357	0.545	0.772
	Within Groups	41.300	63	0.656		
	Total	43.443	69			
Intercept	Between Groups	2.143	6	0.357	0.545	0.772
	Within Groups	41.300	63	0.656		
	Total	43.443	69			
Crisis services	Between Groups	2.143	6	0.357	0.545	0.772
	Within Groups	41.300	63	0.656		
	Total	43.443	69			

The **1 Sample K-S Test** was the statistical test computed for Gender, Youth networks, Mental and behavioral health, Positive cultures and Safety. Gender, Youth networks, Mental and behavioral health, Positive cultures and Safety with the means of 1.49, 3.89, 4.31 and 3.80 respectively, the standard deviation at 0.503,0.578, 0.877 and 0.878 respectively. The test statistics for Gender, Youth networks, Mental and behavioral health, Positive cultures and Safety were 0.347, 0.350, 0.369 and 0.359 respectively. In similar research the 1 Sample K-S Test was applied (Samawi, et al., 2022; Easley, 2023). The literature review based on the variables highlighted previously indicated that the establishment of youth groups contribute to youth achieving higher education levels, better healthcare access, better employment and more civic engagement (Adiat & Akintayo, 2013).

Table 17

Research Question 2- 1 Sample K-S Test p.187

1 Sample K-S Test						
One-Sample Kolmogorov-Smirnov Test						
			Gender	Mental and behavioural	Positive cultures	Safety
N			70	70	70	70
Normal Parameters[a,b]	Mean		1.49	3.89	4.31	3.80
	Std. Deviation		0.503	0.578	0.877	0.878
Most Extreme Differences	Absolute		0.347	0.350	0.369	0.319
	Positive		0.347	0.307	0.217	0.319
	Negative		-0.332	-0.350	-0.369	-0.214
Test Statistic			0.347	0.350	0.369	0.319
Asymp. Sig. (2-tailed)[c]			0.000	0.000	0.000	0.000
Monte Carlo Sig. (2-tailed)[d]	Sig.		0.000	0.000	0.000	0.000
	99% Confidence Interval	Lower Bound	0.000	0.000	0.000	0.000
		Upper Bound	0.000	0.000	0.000	0.000
a. Test distribution is Normal.						
b. Calculated from data.						
c. Lilliefors Significance Correction.						
d. Lilliefors' method based on 10000 Monte Carlo samples with starting seed 2000000.						

The **1 Way ANOVA Repeated Measures Test** resulted in the mode and mean for Youth networks- 4.05, Development-3.88, Community services - 3.82 and Health and wellness - 4.30. In similar research the same test was applied (Sánchez, 2023; Balthip, et al., 2022). Based on the literature review in relation to the variables highlighted previously establishment of youth groups assist young people in overcoming challenges in areas such as health, education and social issues, such as substance abuse, delinquency, sexual misconduct and violent behavior (Sukumar et al., 2022).

Figure 6

Research Question 2- 1 Way ANOVA Repeated Measures Test p.187

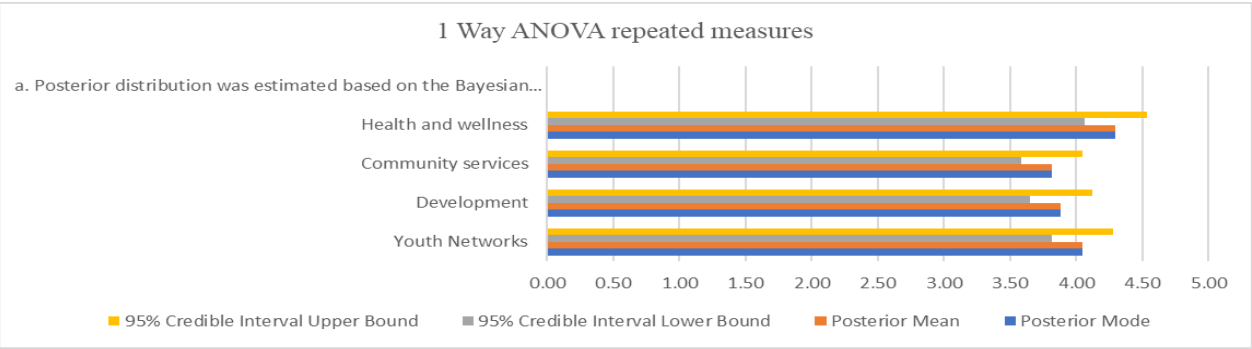


Table 18

Research Question 2- 1 Way ANOVA Repeated Measures p.188

1 Way ANOVA repeated measures

Bayesian Estimates of Group Means[a]

Dependent Variables	Posterior		95% Credible Interval	
	Mode	Mean	Lower Bound	Upper Bound
Youth Networks	4.05	4.05	3.81	4.28
Development	3.88	3.88	3.65	4.12
Community services	3.82	3.82	3.58	4.05
Health and wellness	4.30	4.30	4.06	4.53

a. Posterior distribution was estimated based on the Bayesian Central Limit Theorem.

The **Chi-Square Test** was used as the statistical test. A Asymp. Sig or P Value of 0.000 for Preventative services and Opportunity and diversity. However, the Chi Square Test is not significant for Preventive services and Inclusion being 16.829 and 9.029. Opportunity and diversity was slightly better with 37.229. In a similar study the same test was applied (Evelyn and Kühner, 2022; Braning, 2012). The literature review based on the variables highlighted previously indicated that the establishment of youth groups monitors, mentors and supports young people by guiding them on matters such as workload capacity, team strategy, management, selection and recruitment decisions (Haddad & Donna, 2022).

Table 19

Research Question 2- Chi-Square Test p.188

Chi-Square Test

Test Statistics

	Youth Networks	Gender	Opportunity and diversity	Inclusion
Chi-Square	.000[a]	.057[b]	37.229[c]	9.029[c]
df	6	1	2	2
Asymp. Sig.	1.000	0.811	0.000	0.011

a. 0 cells (0.0%) have expected frequencies less than 5. The minimum expected cell frequency is 10.0.
b. 0 cells (0.0%) have expected frequencies less than 5. The minimum expected cell frequency is 35.0.
c. 0 cells (0.0%) have expected frequencies less than 5. The minimum expected cell frequency is 23.3.

The **Bayesian 1 Sample Binomial** was used as the statistical test. The mode for Role model 0.458, Supporter 0.542 and Policy enforcer 0.056. The variance for Role model 0.003, Supporter 0.003 and Policy enforcer 0.001. In a similar study the variables identified previously

were tested using the same test (Long, 2023; Gross, et al., 2021). In relation to the literature review based on the variables highlighted previously the establishment of youth groups have assisted young people that are faced with the challenges that require support to alter their mindset through empowerment (Szemerszki, 2015).

Figure 7

Research Question 2- Bayesian 1 Sample Binomial p.189

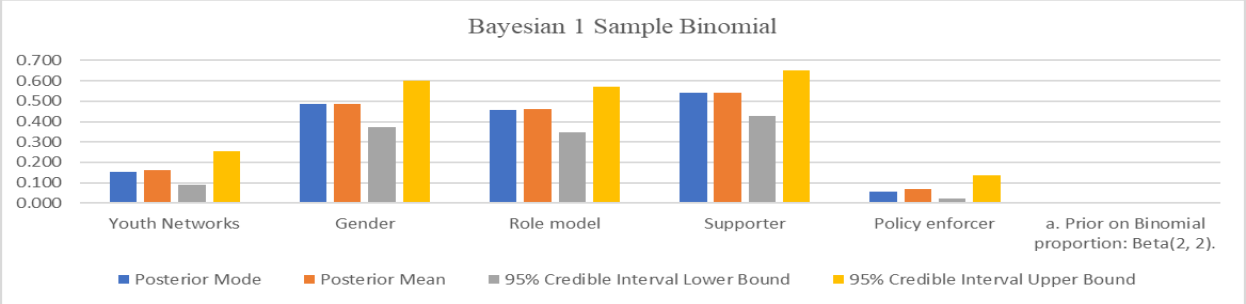


Table 20

Research Question 2- Bayesian 1 Sample Binomial p.189

Bayesian 1 Sample Binomial						
Posterior Distribution Characterization for Binomial Inference[a]						
	Posterior		95% Credible Interval			
	Mode	Mean	Lower Bound	Upper Bound		
Youth Networks	0.153	0.162	0.088	0.254		
Gender	0.486	0.486	0.374	0.600		
Role model	0.458	0.459	0.348	0.573		
Supporter	0.542	0.541	0.427	0.652		
Policy enforcer	0.056	0.068	0.023	0.134		
a. Prior on Binomial proportion: Beta(2, 2).						

The **1 Sample T Test** for Positive impact is 65.307 with a P. Value for the two-sided test and mean difference of 0.000 and 4.543 respectively. In a similar study the same test was applied (Malinauskas and Saulius, 2021; Turgut, 2021; Faseler Schell, 2018). Establishment of youth groups based on the literature review in relation to Mhapps had a positive impact on young people

to address negative issues like stress, depression and anxiety that affect young people (Agapie, et al., 2022).

The 1 Sample T Test for Stress is 77.997, Depression 77.997 and Anxiety 77.997. The P. Value for the two-sided test was 0.000 for all the variables. The mean differences for Stress is 4.60, Depression 4.60 and Anxiety 4.60. In a similar study the same test was used (Atilgan and Tukel, 2021; Sánchez, 2023). The literature review based on the variables highlighted previously indicated that Mhapps application are accessible, relatable, youth centric, simple and could be integrated with young people offline lives to offer support with their mental health (Agapie, et al., 2022).

The 1 Sample T Test for Entrepreneurial skills 77.328 with P. Value for the two-sided test and mean difference of 0.000 and 4.586 respectively. In a similar study the same statistical test was used (Maqueira, 2011; De La Rue, et al., 2014). The literature review based on the variable identified previously indicated that establishment of youth groups enable training for young people to develop their skills in entrepreneurial endeavors to build their confidence and to transfer life skills, promoting positive advancements (Sukumar, et al., 2022).

Table 21

Research Question 2- I Sample T Test p.190

1 Sample T Test						
One-Sample Test						
	Test Value = 0					
	t	df	Two-Sided p	Mean Difference	95% Confidence Interval of Lower	Upper
Age group	21.326	69	0.000	2.614	2.37	2.86
Region	16.613	69	0.000	4.000	3.52	4.48
Positive Impact	65.307	69	0.000	4.543	4.40	4.68
Gender	26.040	69	0.000	1.557	1.44	1.68
Region	16.613	69	0.000	4.000	3.52	4.48
Stress	77.997	69	0.000	4.600	4.48	4.72
Depression	77.997	69	0.000	4.600	4.48	4.72
Anxiety	77.997	69	0.000	4.600	4.48	4.72
Gender	26.377	69	0.000	1.571	1.45	1.69
Region	16.613	69	0.000	4.000	3.52	4.48
Entrepreneurial skills	77.328	69	0.000	4.586	4.47	4.70

The **1 Sample Z Test** was conducted and resulted in the following, Observed Test Value, Z test and Significance One–Sided P and Two- Sided P for Humanistic values of -0.114, -1.912, 0.028 and 0.056 respectively. In a similar study the same test was applied, however, in another study, the 1 Sample T Test was used (Yapıcı, 2016; Chavangklang and Chavangklang, 2018). The establishment of youth groups based on the literature review in relation to the variable highlighted previously indicated that young people are assisted who have been affected adversely in moral values and by external factors like economic and political disorders that have displaced young people (Kazan, et.al. 2014).

Observed Test Value, Z Test and Significance One–Sided P and Two- Sided P were the same for Knowledge through experience and Exchange support of 0.486, 8.128 and 0.000 respectively. In a similar study the same test was applied and the I sample T test (Santilli, et al., 2022; Fu, et al., 2023). The literature review based on the variables highlighted previously indicated that the establishment of youth groups monitors, mentors and supports young leaders in maintaining leadership standards and achieving team goals as it relates to workload capacity, team strategy, management, selection and recruitment decisions (Haddad & Donna, 2022).

Table 22

Research Question 2- I Sample Z Test p.191

1 Sample Z Test

One-Sample Proportions Tests

Test Type		Observed		Observed - Test Value[a]	Asymptotic Standard	Z	Significance One-Sided p	Significance Two-Sided p
		Successes	Proportion					
Gender >= 2	Mid-p Adjusted Binomial	39	0.557	0.057	0.059		0.171	0.342
	Score	39	0.557	0.057	0.059	0.956	0.169	0.339
Region >= 4	Mid-p Adjusted Binomial	40	0.571	0.071	0.059		0.118	0.235
	Score	40	0.571	0.071	0.059	1.195	0.116	0.232
Humanistic values >= 5	Mid-p Adjusted Binomial	27	0.386	-0.114	0.058		0.028	0.057
	Score	27	0.386	-0.114	0.058	-1.912	0.028	0.056
Gender >= 2	Mid-p Adjusted Binomial	39	0.557	0.057	0.059		0.171	0.342
	Score	39	0.557	0.057	0.059	0.956	0.169	0.339
Region >= 4	Mid-p Adjusted Binomial	40	0.571	0.071	0.059		0.118	0.235
	Score	40	0.571	0.071	0.059	1.195	0.116	0.232
Knowledge through experiences >= 4	Mid-p Adjusted Binomial	69	0.986	0.486	0.014		0.000	0.000
	Score	69	0.986	0.486	0.014	8.128	0.000	0.000
Exchange support >= 4	Mid-p Adjusted Binomial	69	0.986	0.486	0.014		0.000	0.000
	Score	69	0.986	0.486	0.014	8.128	0.000	0.000

a. Test Value = .5

Training in Life Skills and Survival Skills is repeated as a theme 11 times and Training is repeated as a word 7 times. **Healthy Behaviors** is repeated as a theme 10 times**, Positive Values** is repeated as a concept 8 times and **Physical and Emotional safety** is repeated as a concept 7 times. **Leadership** as a theme is repeated 11 times, **Information and Communication Technology** is repeated as a theme 33 times. The participants from the Regional region based on respondent 17, 19, 22 and 25 stated that the youth groups are training young people in life skills, communication and conflict resolution thereby contributing to the satisfaction of their life skills. Participant 20 stated that young people in rural communities that are in the lower class are most times not part of youth groups because the youth groups do not exist and therefore the young people in the rural communities may not benefit from training that is offered in urban communities by youth groups. Participants from the Africa region identified as respondent 18, 19 and 21 which included 2 females and 1 male stated that the youth groups provide a supportive environment for the development of leadership and critical skills for young people hence satisfying their turning in life skills and survival skills. The literature review as it relates to life skills and survival skills indicated that young people are being trained to rebuild their psychological needs, build confidence and transfer life skills hence promoting their positive advancements (Sukumar, et al., 2022). Participant 16 a female indicated that young people may not be able to discuss sexual and reproductive health issues because of the sensitivity of the issues in which youth groups may not be the ideal entity to deal with these matters. Participant 17, 20, 24 and 26 from the Asia region which included 2 females and 1 male stated that young people are being introduced to topics like science, technology, engineering and mathematics to develop their knowledge for their careers and other activities. According to the literature review based on information and communication technology, young people are confronted with adverse competition and job transformations which

require their exposure to innovative technology to allow them to be relevant and able to deal with the changing technologies of information and communication (Steven et al. ,2021). Participants from the Caribbean and Americas region identified as respondent 19, 22 and 23 stated that the youth clubs are supporting young people to exhibit positive and healthy behaviors that encourage them not to be involved in risky activities like smoking, drinking, drug use and engaging in unprotected sex. Participant 20 a male stated that youth groups find it a challenge to intervene on behalf of young people that are already affected by bad lifestyle habits which are addictive and influential. The literature review as it relates to positive values indicated that young people are mentored, supported and monitored to ensure that they exhibit positive values to maintain leadership standards and to achieve team goals (Epitropaki, et al., 2018). Participant 22 and 23 being 2 females stated that young people who are part of the youth groups are provided with physical and emotional safety where the facilitators implement activities with safety, enforce rules that govern behavior, implement protection systems and have emergency plans thereby satisfying their needs of healthy behavior. Participant 18, 20, 21 and 24 from the Europe region indicated that the youth groups have developed guidelines that support positive values that impact young people in ensuring their safety, belonging and connection. Participant 21 and 24 being 1 male and 1 female indicated that the youth clubs create the environment for collaboration and independence in safeguarding young people from threats of violence, harassments and harm. Participants from the Pacific region identified as respondent 20, 22 and 25 consisting of 2 females and 1 male stated that the youth groups are providing young people with the opportunities to explore their interest through role modeling, activities and supportive relationships by recognizing their strengths, contributions and skills thereby satisfying their needs of healthy behavior. The literature review based on physical and emotional safety indicated that young people emotional and social

development is necessary for positive health and wellness to build young people resilience to avoid them in developing health issues (Amarbayan, et al., 2021). Participants identified as 21, 23, 24 and 26 consisting of 3 females and 1 male from the International region stated that the youth groups are developing young people as it relates to leadership knowledge, skills and allow them to participate in community life. Participant 24 indicated that adults in youth groups normally provide leadership and direction to youth and may not allow for young people to assume leadership roles. Participants from the Regional region identified as respondent 17, 19, 22 and 25 stated that the youth groups are motivating young people to lead out in implementing club programmes, becoming leaders of the youth groups, formulating youth group goals and activities. Participant 19 and 22 being 2 males indicated that youth group leaders are being mentored and provided with clear roles for them to execute their responsibilities. Participant 18, 19 and 21 from the Africa region stated that the youth groups provide the environment for young people to be motivated by the responsibilities that come with trust as they lead out in the youth groups. Participant from the Asia region stated that as participant 17, 20, 24 and 26 that the youth groups are providing to young people with academic and career guidance, leadership, interpersonal and problem-solving skills. The literature review on leadership indicated that elements of leadership are shared with young people like workload capacity, team strategy, management, selection and recruitment decisions (Haddad & Donna, 2022). In similar research the content analysis was used just as the present study for the analysis for the qualitative approach (Alam, 2020; Campagna, 2022; Kelly, et al., 2022).

Table 23

Research Question 2- Demographics p.195

Region					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Africa	10	14.3	14.3	14.3
	Asia	10	14.3	14.3	28.6
	Caribbean and Americas	10	14.3	14.3	42.9
	Europe	10	14.3	14.3	57.1
	Pacific	10	14.3	14.3	71.4
	International	10	14.3	14.3	85.7
	Regional	10	14.3	14.3	100.0
	Total	70	100.0	100.0	

Gender					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Male	31	44.3	44.3	44.3
	Female	39	55.7	55.7	100.0
	Total	70	100.0	100.0	

The **Connectiveness Theory** states that learners are self-directed to learn through mediums of content sources, people and groups from a variety of perspectives based on opinions to develop learning and knowledge. Participant 1, 3, 4 and 8 comprising of 2 males and 2 females from the CYC network stated that the youth groups organize classes for young people in particular in various countries in an effort to keep young people occupied by organizing various lectures and topics. Participant 1 and 4 identified as male and female stated that the youth groups organize quizzes, seminars and general knowledge for young people and assist young people with uniforms, books and reading materials for young people that are economically disadvantaged and by honoring them when they excel in tertiary education exams. Participant 2, 4,7 and 10 from the CYSUN and CYGEN network consisting of 2 males and 2 females indicated that the youth groups organize computer literacy forums, conduct memory tests and assist mentally challenged and differently abled young people to continue their studies in their field of interest. Participant 4 a male stated not all young people can get access to facilities like libraries because of mobility issues

and other logistics. Based on the literature review young people are assisted by the youth groups in communicating their expectations, being involved in university selection and by providing guidelines to access higher education through financial assistance (Huegaerts, et al., 2018). **Dependency Theory** states that inequality is caused mostly by developed countries and major corporations using the valuable resources of developing countries by refining them and selling them at high prices for the developing countries that causes inequality. Participants from the CYCN and CYSDP network based on respondent 1,3,5 and 8 stated that the youth groups bring together best practices, toolkits, evaluations of youth led programmes and feature articles, blogs post, creative media, case studies and research pieces written by young people who are contributing significantly in the development sector to satisfy their development needs. The CYHN and CC network with participant 2, 3, 5 and 6 stated that the youth groups motivate young people to pursue educational goals to develop their human capital that can be harnessed with integrity and self-confidence to cause the developments that are much needed by young people. Participant from the CCYDN and CYC Int. identified as 3, 4, 6 and 9 being 3 females and 1 male indicated that the youth groups are ascertaining with country governments the country specific needs and adopting policies, programmes and interventions to empower young people and create economic opportunities for them to satisfy their development needs. The literature review indicated that young people are being empowered in formal, intrapersonal, substantive and instrumental, to map youth assets and achieve maximum returns (Handy, et al., 2011). The **Social Activism Theory** states that learning takes place in social environments through activities that are collaborative where learners communicate, interact and learn from each other constructing their own world of knowledge. Based on the CYCN and CYSDP network, participant 1, 3, 5 and 8 being 3 females and 1 male stated that the youth groups are working with organizations and

country governments to get young people involved in activism and volunteering so that they can foster positive changes in society especially the young people involved in armed conflict by disengaging and reintegrating them into active participation, thereby satisfying their activism and volunteering needs. Participants from the CHRDN and CYPAN network being 2,4,7 and 10 indicated that the youth groups are encouraging young people to actively participate in board-level institutions, offering their services to contribute to their progress. Participant 4 and 7 being 2 males stated that the youth groups are encouraging young people to join organizations beyond activism and volunteering through platforms like social media. In similar research grounded theory analysis was applied (Melo, 2018; Baker, 2003). According to the literature review, young people are empowered become activists, advocates for inclusiveness, equality, diversity, solidarity and ecological consciousness (Bleck & Lodermeier, 2020).

Table 24

Research Question 2- Demographics p.197

Youth Networks					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	CYC	10	14.3	14.3	14.3
	CSA and CAYE	10	14.3	14.3	28.6
	CYSUN and CYGEN	10	14.3	14.3	42.9
	CYCN and CYSDP	10	14.3	14.3	57.1
	CHRDN and CYPAN	10	14.3	14.3	71.4
	CYHN and CC	10	14.3	14.3	85.7
	CCYDN and CYC Int	10	14.3	14.3	100.0
	Total	70	100.0	100.0	
Gender					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Male	32	45.7	45.7	51.4
	Female	38	54.5	54.3	100.0
	Total	70	100.0	100.0	

Research Question 3/Hypothesis: Creation of Youth Frameworks

The research question is a hypothesis question and therefore the Correlation and P Value are relevant to the findings. Creation of frameworks has a significant negative correlation of -0.344 with Youth networks, a significant positive correlation of 0.886 with satisfaction of youth needs. The P Values for Age groups in relation the three variables are > 0.05, however for youth networks for the variables it is < 0.05. However, the P Values in relation to Creation of framework and Satisfaction of youth needs were at 0.000. In a similar study Pearson's correlation was applied (Kabakçı and Stockton, 2022; Suldo, 2004). According to the literature review, creation of youth frameworks assists in guiding the youth in decision making, planning, designing, implementation, evaluations and services that can contribute to their success (Livingstone, 2022). The demographic variables namely age groups, youth networks and regions have weak and even negative correlations with creation of frameworks, its operational variables, the satisfaction of youth needs and are considered as unexpected and outliers since previous study indicated the demographic variables had correlation with the independent and dependent variables. Age groups mostly had weak relations with P value of < 0.05 whereas region and youth networks had negative relations with P values of > .05, which may be as a result of the interval data of age groups as compared to the ratio data for the dependent and independent variables.

The results indicated that Age group has a weak correlation with Mental health, Unemployment and Supportive environment of 0.015 and a positive correlation of 0.013 with Satisfaction of youth needs safeguarded. Region has a negative correlation with Mental health, Unemployment and Supportive environment of -0.287 and a negative correlation of -0.254 with Satisfaction of youth needs. Mental health, Unemployment and Supportive environment have a perfect correlation with each other of 1.000 and a significant correlation with Satisfaction of youth

needs safeguarded at 0.886. The P Values as it relates to Age groups and Region were > 0.05 for the three variables highlighted whereas, the P values for Mental health, Unemployment and Supportive environment and Satisfaction of youth needs safeguarded were at 0.000 due to their significant correlation. The information and support framework in relation to the variables highlighted previously indicated according to the literature review that racial and equity issues are addressed by partnering with relevant institutions, tracking data and establishing policies to protect young people's interest (Casey, 2022). In a similar study Pearson's correlation was used as the statistical test (Kabakci, et al., 2019; Rother, 2023).

A perfect correlation of 1.000 is indicated for Health promotion and Youth empowerment when comparison was made with the two variables and there is a significant correlation of 0.929 between Youth frameworks and Health promotion and Youth empowerment. The P Values for Health promotion and Youth empowerment are at 0.000. In relation to the variables highlighted previously, the literature review indicated that opportunities are created for active participation of young people to empower and motivate them to adopt healthy lifestyles especially as it relates to communicable and non-communicable diseases (Trisnowati, et al.,2021). In a previous similar research Pearson's correlation was used (Shahzad, et al., 2019; Bode, 2018).

Competence has a perfect correlation with Confidence, Connections, Character, Caring and Youth framework of 1.000. The P Values for Competence, Confidence, Connections, Character and Caring are 0.000. In a similar research Pearson's correlation was applied (Ang, 2009; Huang, 2023). The literature review according to the variables highlighted previously indicated that the five C's play an important role in the development of young people especially in adaptive self-regulation for positive outcomes (Heck et al., 2009).

Table 25

Research Question 3- Pearson's Correlation p.200

Pearson's Correlation

Correlations

		Age Groups	Youth networks	Creation of frameworks	Satisfaction of youth needs
Age Groups	Pearson Correlation	1	0.059	-0.164	-0.145
	Sig. (2-tailed)		0.627	0.174	0.154
	N	70	70	70	70
Youth networks	Pearson Correlation	0.059	1	-.344**	-0.305
	Sig. (2-tailed)	0.627		0.004	0.004
	N	70	70	70	70
Creation of frameworks	Pearson Correlation	-0.164	-.344**	1	0.886**
	Sig. (2-tailed)	0.174	0.004		0.000
	N	70	70	70	70
Satisfaction of youth needs	Pearson Correlation	-0.145	-0.305	0.886**	1
	Sig. (2-tailed)	0.154	0.004	0.004	0.000
	N	70	70	70	70

		Age Group	Region	Mental health	Unemployment	Supportive environment	Satisfaction of youth needs safeguarded
Age Group	Pearson Correlation	1	-0.039	0.015	0.015	0.015	0.013
	Sig. (2-tailed)		0.751	0.902	0.902	0.902	0.799
	N	70	70	70	70	70	70
Region	Pearson Correlation	-0.039	1	-.287*	-.287*	-.287*	-0.254
	Sig. (2-tailed)	0.751		0.016	0.016	0.016	0.142
	N	70	70	70	70	70	70
Mental health	Pearson Correlation	0.015	-.287*	1	1.000**	1.000**	0.868**
	Sig. (2-tailed)	0.902	0.016		0.000	0.000	0.000
	N	70	70	70	70	70	70
Unemployment	Pearson Correlation	0.015	-.287*	1.000**	1	1.000**	0.868**
	Sig. (2-tailed)	0.902	0.016	0.000		0.000	0.000
	N	70	70	70	70	70	70
Supportive environment	Pearson Correlation	0.015	-.287*	1.000**	1.000**	1	0.868**
	Sig. (2-tailed)	0.902	0.016	0.000	0.000	0.000	0.000
	N	70	70	70	70	70	70
Satisfaction of youth needs safeguarded	Pearson Correlation	0.013	-0.254	0.868**	0.868**	0.868**	1
	Sig. (2-tailed)	0.799	0.142	0.000	0.000	0.000	0.000
	N	70	70	70	70	70	70

		Gender	Region	Health promotion	Youth empowerment	Creation of youth framework
Gender	Pearson Correlation	1	0.000	0.138	0.138	0.128
	Sig. (2-tailed)		1.000	0.254	0.254	0.236
	N	70	70	70	70	70
Region	Pearson Correlation	0.000	1	-0.137	-0.137	-0.127
	Sig. (2-tailed)	1.000		0.258	0.258	0.240
	N	70	70	70	70	70
Health promotion	Pearson Correlation	0.138	-0.137	1	1.000**	0.929**
	Sig. (2-tailed)	0.254	0.258		0.000	0.000
	N	70	70	70	70	70
Youth empowerment	Pearson Correlation	0.138	-0.137	1.000**	1	0.929**
	Sig. (2-tailed)	0.254	0.258	0.000	0.000	0.000
	N	70	70	70	70	70
Creation of youth framework	Pearson Correlation	0.128	-0.127	0.929**	0.929**	1
	Sig. (2-tailed)	0.236	0.240	0.000	0.000	
	N	70	70	70	70	70

Table 26

Research Question 3- Pearson's Correlation p.201

		Gender	Region	Competence	Confidence	Connections	Character	Caring	Youth framework
Gender	Pearson Correlation	1	-0.067	-0.067	-0.067	-0.067	-0.067	-0.067	-0.067
	Sig. (2-tailed)		0.583	0.583	0.583	0.583	0.583	0.583	0.583
	N	70	70	70	70	70	70	70	70
Region	Pearson Correlation	0.112	1	-0.106	-0.106	-0.106	-0.106	-0.106	-0.106
	Sig. (2-tailed)	0.355		0.380	0.380	0.380	0.380	0.380	0.380
	N	70	70	70	70	70	70	70	70
Competence	Pearson Correlation	0.093	-0.106	1	1.000**	1.000**	1.000**	1.000**	1.000**
	Sig. (2-tailed)	0.442	0.380		0.000	0.000	0.000	0.000	0.000
	N	70	70	70	70	70	70	70	70
Confidence	Pearson Correlation	0.093	-0.106	1.000**	1	1.000**	1.000**	1.000**	1.000**
	Sig. (2-tailed)	0.442	0.380	0.000		0.000	0.000	0.000	0.000
	N	70	70	70	70	70	70	70	70
Connections	Pearson Correlation	0.093	-0.106	1.000**	1.000**	1	1.000**	1.000**	1.000**
	Sig. (2-tailed)	0.442	0.380	0.000	0.000		0.000	0.000	0.000
	N	70	70	70	70	70	70	70	70
Character	Pearson Correlation	0.093	-0.106	1.000**	1.000**	1.000**	1	1.000**	1.000**
	Sig. (2-tailed)	0.442	0.380	0.000	0.000	0.000		0.000	0.000
	N	70	70	70	70	70	70	70	70
Caring	Pearson Correlation	0.093	-0.106	1.000**	1.000**	1.000**	1.000**	1	1.000**
	Sig. (2-tailed)	0.442	0.380	0.000	0.000	0.000	0.000		0.000
	N	70	70	70	70	70	70	70	70
Youth framework	Pearson Correlation	-0.067	-0.106	1.000**	1.000**	1.000**	1.000**	1.000**	1
	Sig. (2-tailed)	0.583	0.380	0.000	0.000	0.000	0.000	0.000	0.000
	N	70	70	70	70	70	70	70	70

*. Correlation is significant at the 0.05 level (2-tailed).

**. Correlation is significant at the 0.01 level (2-tailed).

The **1 Sample Z Test** resulted in the Z test of 5.379 applying the Exact Binomial for Creation of frameworks and 7.136 when applying the Waid. The Observed test value is 0.329 under both test methods. The P value is at 0.000 for Creation of frameworks. According to the literature review, creation of youth frameworks provide assistance in guiding the youth in decision making, planning, designing, implementation, evaluations and services that can contribute to their success (Livingstone, 2022). The 1 Sample Z test was applied in similar research (Martín, et al., 2010; Gomez, 2023).

The 1 Sample Z Test resulted in the same Observed Test Value, Z Test and Significance One–Sided P and Two- Sided P for Youth enablement and Youth empowerment of 0.486, 8.128

and 0.000 respectively. The literature review indicated based on the variables highlighted previously that opportunities are being created for active participation of young people so that they can be empowered to overcome health challenges through empowerment and enablement (Trisnowati, et al. 2021). In similar research the 1 Sample Z Test was used (Afthanorhan, et al., 2014; Antaramian, 2017).

Table 27

Research Question 3- 1 Sample Z Test p.202

1 Sample Z Test

One-Sample Proportions Tests

Test Type		Observed		Observed - Test Value[a]	Asymptotic Standard Error	Z	Significance	
		Successes	Proportion				One-Sided p	Two-Sided p
Creation of Frameworks >= 4	Exact Binomial	58	0.829	0.329	0.045		0.000	0.000
	Mid-p Adjusted Binomial	58	0.829	0.329	0.045		0.000	0.000
	Score	58	0.829	0.329	0.045	5.498	0.000	0.000
	Score (Continuity Corrected)	58	0.829	0.329	0.045	5.379	0.000	0.000
	Wald	58	0.829	0.329	0.045	7.294	0.000	0.000
	Wald (Continuity Corrected)	58	0.829	0.329	0.045	7.136	0.000	0.000
Gender >= 2	Mid-p Adjusted Binomial	36	0.514	0.014	0.060		0.406	0.813
	Score	36	0.514	0.014	0.060	0.239	0.406	0.811
Region >= 4	Mid-p Adjusted Binomial	40	0.571	0.071	0.059		0.118	0.235
	Score	40	0.571	0.071	0.059	1.195	0.116	0.232
Youth enablement >= 4	Mid-p Adjusted Binomial	69	0.986	0.486	0.014		0.000	0.000
	Score	69	0.986	0.486	0.014	8.128	0.000	0.000
Youth empowerment >= 4	Mid-p Adjusted Binomial	69	0.986	0.486	0.014		0.000	0.000
	Score	69	0.986	0.486	0.014	8.128	0.000	0.000

a. Test Value = .5

The **1 Way ANOVA Repeated Measures Test** resulted in the mode for Region- 3.96, Bonding -4.35, Youth responsive services - 3.84 and Youth friendly laws- 3.80. The variances were the same for all variables at 0.008. The literature review as it relates to the variables highlighted previously indicated that an enabling environment as it relates to economic growth, development and poverty are priority areas to support young people to benefit from opportunities (Clemensson & Christensen, 2010). In similar research the same statistical test was applied (Taraz, 2023; Demir and Gümüş, 2022).

Table 28

Research Question 3- 1 Way ANOVA Repeated Measures p.203

1 Way ANOVA repeated measures

Bayesian Estimates of Group Means[a]

Dependent Variables	Posterior		95% Credible Interval	
	Mode	Mean	Lower Bound	Upper Bound
Region	3.96	3.96	3.79	4.14
Bonding	4.35	4.35	4.17	4.53
Youth responsive services	3.84	3.84	3.67	4.02
Youth friendly laws	3.80	3.80	3.62	3.98

a. Posterior distribution was estimated based on the Bayesian Central Limit Theorem.

The **1 Sample K-S Test** was computed for Gender, Region, Training, Formal training and Higher order thinking skills with the means of 1.54, 4.00, 3.00, 4.50 and 4.49 respectively, the standard deviation at 0.502, 2.014, 0.170, 0.504 and 0.531 respectively. The test statistics for Gender, Region, Training, Formal training and Higher order thinking skills are 0.362, 0.125, 0.485, 0.340 and 0.333 respectively. The Asymp. Sig. (2-tailed) values were at 0.000 for the highlighted variables except for Region which is at 0.008. According to the literature review based on the variables highlighted previously, matters affecting young people such as school dropouts, substance use and violent behavior are addressed in an effort to implement resilient mediating measures across social settings (Gomez-Baya et al., 2021). In similar research used the same statistical test (Atun and Usta, 2019; Nalani, 2023).

Table 29

Research Question 3- 1 Sample K-S Test p.204

1 Sample K-S Test						
One-Sample Kolmogorov-Smirnov Test						
			Region	Training	Formal Training	Higher order thinking skills
N			70	70	70	70
Normal Parameters[a,b]	Mean		4.00	3.00	4.50	4.49
	Std. Deviation		2.014	0.170	0.504	0.531
Most Extreme Differences	Absolute		0.125	0.486	0.340	0.333
	Positive		0.125	0.486	0.340	0.320
	Negative		-0.125	-0.486	-0.340	-0.333
Test Statistic			0.125	0.486	0.340	0.333
Asymp. Sig. (2-tailed)[c]			0.008	0.000	0.000	0.000
Monte Carlo Sig. (2-tailed)[d]	Sig.		0.007	0.000	0.000	0.000
	99% Confidence Interval	Lower Bound	0.005	0.000	0.000	0.000
		Upper Bound	0.009	0.000	0.000	0.000
a. Test distribution is Normal.						
b. Calculated from data.						
c. Lilliefors Significance Correction.						
d. Lilliefors' method based on 10000 Monte Carlo samples with starting seed 475497203.						

The **Chi-Square Test** was used for the statistical test. A Asymp. Sig or P Value of 0.000 for Relevance, Recognition, Leading and Legitimacy. However, the Chi Square Test was significant for Leading at 144.514, Legitimacy at 111.80, Relevance at 105.429 and Recognition moderate at 64.486 which means that the association is significant. The literature review based on the variables highlighted previously indicated that young people are being given information and support through training to identify solutions and optimal decisions to transform the lives of the young people that need the intervention (Casey, 2022). In a similar study the Chi-Square Test and the Pearson's correlation test was applied (Tam, 2023; Kilday, 2023).

Table 30

Research Question 3- Chi-Square Test p.205

Chi-Square Test					
Test Statistics					
	Age Group	Region	Recognition	Leading	Legitimacy
Chi-Square	.743[a]	.000[b]	64.486[c]	144.514[a]	111.800[c]
df	3	6	2	3	2
Asymp. Sig.	0.863	1.000	0.000	0.000	0.000
a. 0 cells (0.0%) have expected frequencies less than 5. The minimum expected cell frequency is 17.5.					
b. 0 cells (0.0%) have expected frequencies less than 5. The minimum expected cell frequency is 10.0.					
c. 0 cells (0.0%) have expected frequencies less than 5. The minimum expected cell frequency is 23.3.					

The **Bayesian 1 Sample Binomial Test** indicated based on the mode, that Climate change is 0.181, Gender inequality is 0.806, Unintended pregnancies is 0.042 and Human immo-deficiency is 0.028 and variance for Biodiversity and nature is 0.500, Healthily communities is 0.003 and Indigenous rights is 0.001 and variance for Climate change is 0.002, Gender inequality is 0.002, Unintended pregnancies is 0.001 and Human immo-deficiency is 0.001. The literature review based on the variables highlighted previously indicated that the enabling environment framework support young people by contributing to better their economic, social, educational and health environments (Clemensson & Christensen, 2010). In similar study, the same statistical test was applied (Osa, 2023; Chang, 2023).

Figure 8

Research Question 3- Bayesian 1 Sample Binomial p.205

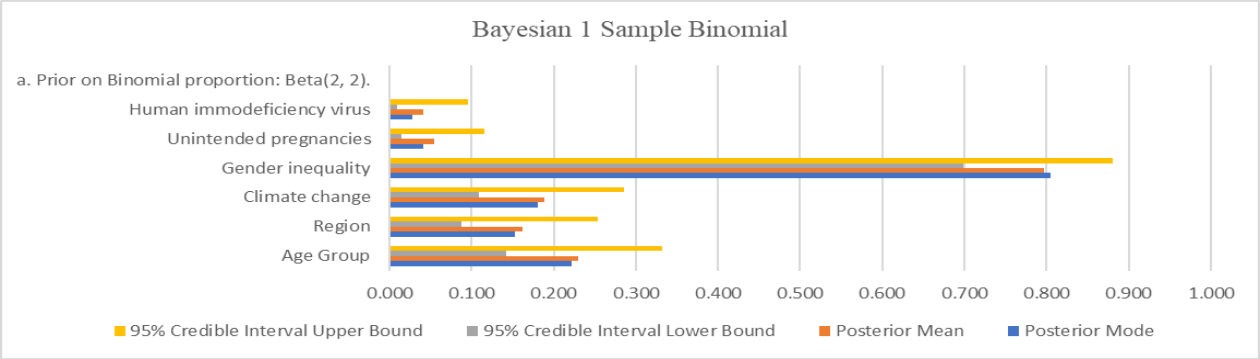


Table 31

Research Question 3- Bayesian 1 Sample Binomial p.206

Bayesian 1 Sample Binomial					
Posterior Distribution Characterization for Binomial Inference[a]					
	Posterior		95% Credible Interval		
	Mode	Mean	Lower Bound	Upper Bound	
Age Group	0.222	0.230	0.142	0.331	
Region	0.153	0.162	0.088	0.254	
Climate change	0.181	0.189	0.109	0.285	
Gender inequality	0.806	0.797	0.699	0.880	
Unintended pregnancies	0.042	0.054	0.015	0.115	
Human immodeficiency virus	0.028	0.041	0.009	0.095	
a. Prior on Binomial proportion: Beta(2, 2).					

The **1 Sample T Test** was the test conducted which resulted in the 1 Sample T Test for Accomplishing their mandate of 10.794. The P. Value for the two-sided test was 0.000 for the variables. The mean differences for Accomplishing their mandate is 2.129. The literature review in relation to the variable highlighted previously indicated that the creation of frameworks has had policy-based intervention through the assistance of other agencies that deal with treatments, counseling, case management, peer support and person- centered services (Marchand, et al., 2022). In similar study the same test was applied (Gomez, 2023; Sánchez, 2023).

Table 32

Research Question 3- 1 Sample T Test p.206

1 Sample T Test						
One-Sample Statistics						
	Mean	Std. Deviation	Std. Error Mean			
Gender	1.53	0.503	0.060			
Region	4.04	2.010	0.240			
Accomplishing their mandate	2.13	1.650	0.197			
One-Sample Test						
		Significance			95% Confidence Interval of the	
	df	One-Sided p	Two-Sided p	Mean Difference	Lower	Upper
Gender	69	0.000	0.000	1.529	1.41	1.65
Region	69	0.000	0.000	4.043	3.56	4.52
Accomplishing their mandate	69	0.000	0.000	2.129	1.74	2.52

The **1 Way ANOVA Tes**t was used as the statistical test which resulted in the P Value for the variables namely Youth empowerment and Youth enablement are 0.645 and 0.368 respectively. Based on the responses for Youth empowerment and Youth enablement, the mean square for between and within groups are Youth empowerment 0.071 and 0.331 and for Youth enablement 0.404 and 0.491. The F test is, 0.214 for Youth empowerment and 0.368 for Youth enablement. The literature review indicated that health promotion through empowerment and engagement assist young people in overcoming substance addiction (Trisnowati, et al. 2021). In similar research the same test was applied (Tam, 2023; Garcia, 2023).

Table 33

Research Question 3- 1 Way ANOVA p.207

I Way ANOVA						
ANOVA						
		Sum of Squares	Mean Square	F	Sig.	
Region	Between Groups	0.000	0.000	0.000	1.000	
	Within Groups	280.000	4.118			
	Total	280.000				
Youth empowerment	Between Groups	0.071	0.071	0.214	0.645	
	Within Groups	22.515	0.331			
	Total	22.586				
Youth enablement	Between Groups	0.404	0.404	0.823	0.368	
	Within Groups	33.368	0.491			
	Total	33.771				

Policy was the theme that was repeated 50 times, **Empowerment and Engagement** is repeated as a concept 10 times, **Opportunity and Security** is repeated as a concept 8 times, **Safety** as a concept is repeated 12 times, **Health and Well-being** is repeated as a concept 11 times, the **Environment i**s repeated as a concept 6 times and **Education and Training** is repeated as a theme 40 times. In relation, to the Africa region, respondent from the age group 18-24 being 1, 25-31 being 3, 32-38 being 4 and 39-45 being 2 stated that through the youth frameworks young people are able to be heard and participate in the developmental aspects of their country based on the

policies that are being implemented through country governments and youth frameworks contributions to empowerment and engagement young people. The literature review indicated that youth friendly policy is enacted to benefit young people directly to preserve the rights and privileges of young people based on acceptable behavior (Kuy, 2015). The Asia region respondents from the age group 18-24 being 2, 25-31 being 2, 32-38 being 3 and 39-45 being 1 indicated that young people through the youth frameworks are experiencing opportunities and security through access to stable, high-quality education and skills development that is enabling them to get secure employment and a steady income. Participant 4 from age group 32-38 stated that the youth frameworks are not able to reach displaced and low- class youths especially in rural communities where access to educational institutions and training centers is a challenge. The literature review indicated that the creation of frameworks assists young people through their communities, businesses and social entities that facilitate opportunities for career, education and social empowerment for young people (Lunogelo, et al., 2017). The age group 18-24 being 2, 25-31 being 3, 32-38 being 4 and 39-45 being 2 from the Europe region based on the respondents stated that youth frameworks with emphasis on health and wellbeing are providing young people with access to services for their physical and mental health especially the services that are provided by country governments medi-care and income support that support their transition to adulthood. Participants from the Pacific region from the age group 18-24 being 1, 25-31 being 1, 32-38 being 3 and 39-45 being 1 stated that the youth frameworks have through policy enabled country governments to safeguard the health and environment of young people in terms of the climate change that is usually financed through grant schemes which are disseminated across several youth organizations. The literature review based on health and well-being indicated that the creation of frameworks collaborates with young people, parents and community organizations increase health

knowledge, confidence and capacity to deal with health issues affecting young people (Green, et al., 2020). The International region with participant from age group 18-24 being 2, 25-31 being 2, 32-38 being 3 and 39-45 being 3 stated that the youth frameworks with country governments provide quality education for young people to have well-rounded skillset which supports them with further education and employment. The Regional region based on age group 18-24 being 1, 25-31 being 4, 32-38 being 4 and 39-45 being 3 stated that young people through the youth frameworks are getting certification which has contributed towards their social and economic outcomes in that they have further their studies, have received more training thereby satisfying their education and training needs. Based on the Asia region, participants from the age group 18-24 being 2, 25-31 being 2, 32-38 being 2 and 39-45 being 1 stated that young people through the youth frameworks are being enrolled in a youth development programme with a skill that is being learnt to improve the well-being of young people in which they volunteer in their community hence satisfying their education and training needs. The literature review indicated that young people are being trained and educated in skill development which is facilitated by the youth framework so that young people can be engaged in meaningful employment opportunities (Som et al., 2018). In similar study, content analysis was applied (Trisnowati, et al., 2021; Su and Wong, 2022).

Table 34

Research Question 3- Demographics p. 210

Region					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Africa	10	14.3	14.3	14.3
	Asia	10	14.3	14.3	28.6
	Caribbean and Americas	10	14.3	14.3	42.9
	Europe	10	14.3	14.3	57.1
	Pacific	10	14.3	14.3	71.4
	International	10	14.3	14.3	85.7
	Regional	10	14.3	14.3	100.0
	Total	70	100.0	100.0	
Age Groups					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	18-24	18	25.7	25.7	25.7
	25-31	20	28.6	28.6	54.3
	32-38	17	24.3	24.3	78.6
	39-48	15	21.4	21.4	100.0
	Total	70	100.0	100.0	

The **Relationship Rules Theory** is applied to the theme relationships and inclusion. Relationship Rules Theory states that relationships are kept together by observance of rules, if the rules are adhered to then the relationship can be upheld and strengthened, if the rules are broken then the relationship is weakened. The Africa region participant based on the age group 18-24 being 3, 25-31 being 2, 32-38 being 3 and 39-45 being 2 stated that the creation of frameworks has contributed to strengthening relationships and inclusion for young people which have encouraged, motivated and connected young people to their peers, adults, family members, employers and communities that have satisfy the needs of relationships and inclusion. Participant 6 from age group 39-45 stated that the youth frameworks find it challenging to work with young people who are affected by drug abuse and involve in criminal activity in aligning their efforts to goals that can transform their lives. In relation to the Caribbean and Americas region, the age group 18-24 being 2, 25-31 being 2, 32-38 being 3 and 39-45 being 3 stated that through the

frameworks young people have a knowledge of their community, they are engaged in the community, they feel socially included which have enabled them to celebrate, understand and promote diversity which has made them feel safe thereby satisfying their relationship and inclusion needs. Based on the responses from the Europe region, participants from the age group 18-24 being 1, 25-31 being 4, 32-38 being 2 and 39-45 being 2 indicated that due to the creation of the frameworks young people are being counseled based on career and psychosocial needs, are provided with shelter and rehabilitation services, have been provided with income generation skills and services in an effort to meet their relationships and inclusion needs. The literature review indicated that relationship and inclusion are being advocated across the sectors of education, health, social, civic and political in order to value and accommodate young people based on their diversity so that they can have access learning facilities and other opportunities (Urbani et al., 2022). **Transformational Leadership Theory** is applied to the leadership theme which states that how an individual interacts with others and creates relationships results in high levels of trust, motivation, a sense of belonging, efficient delegation, collaborative work environment and effective communication. Through the creation of frameworks participants from the Pacific region through the various age group18-24 being 2, 25-31 being 3, 32-38 being 4 and 39-45 being 3 indicated that young people through the frameworks have been able to define leadership, they assume leadership responsibility in communities, they have developed leadership skills and are involved in decision making hence satisfying their leadership needs. In relation to the International region, respondents from the age group 18-24 being 1, 25-31 being 3, 32-38 being 3 and 39-45 being 2 stated that the frameworks have provided young people with opportunities to build their capacity, leadership skills and abilities, they have been exposed to leadership roles and experience higher self-esteem. Participant from the age group 32-38 being participant 3 stated that young

people that are part of the youth framework are physically active and committed to their friends, families and communities. Based on the Regional region the participant age group 18-24 being 1, 25-31 being 2, 32-38 being 4 and 39-45 being 3 indicated that young people through the frameworks contribute their skills to their communities, they sit on committees and boards, they create, lead and implement community solutions and they involved in improving their neighborhood and communities. Participant 3 from the age group 32-38 stated that through the youth frameworks young people have developed the confidence to advocate for themselves, they are able to share their opinions and play a role in informing decisions and they have the capacity to adapt in the presence of adversity. The literature review indicated that exceptional leadership is fostered through the youth framework to ensure optimal participation and exceptional leadership is fostered through employability assistance and skill transfer through mentorship modeling (Larsen, et al., 2015). The **Humanism Theory** is applied for the theme education which states that the desire to learn is innate and aimed towards the ultimate goal of self-actualization in which motivation is derived from the learner. Respondents from the Asia region based on the age group 18-24 being 2, 25-31 being 3, 32-38 being 4 and 39-45 being 1 stated that young people through the youth framework have been able to achieve an education, are more able to seek employment, succeed in the workplace and have become community leaders. Respondents from the age group 32-38 being the first 2 and 39-45 being 1 stated that the youth frameworks with the assistance of employment agencies were able to get many young people into jobs by providing them with first educational opportunities that educational transitions promoted skill development and lifelong learning. Participant 1 from age group 39-45 stated that young people through the youth frameworks were conscious of career paths, had exposure and access to diverse learning, training and skill development. Respondents from the Caribbean and Americas region from the age group

18-24 being 2, 25-31 being 2, 32-38 being 3 and 39-45 being 3 indicated that through the youth frameworks young people were able to graduate from university and colleges, were able to complete apprenticeship and were able to make successful transition to the workforce. The literature review indicated that young people are being engaged in educational programmes that are aligned with employment sectors to ensure that young disadvantaged youth affected by diversities, such as ethnicity, cultures, norms, beliefs, practices and values are given support in gaining employment (Faso, 2022). Employment and entrepreneurship is the theme that contributed to selecting the discovery theory. The **Discovery Theory** states that entrepreneurial opportunities are independent of entrepreneurs that are waiting to explored, discovered and exploited by entrepreneurs which require them to prioritize investments based on market dynamics. Participants from the Europe region from the age group 18-24 being 1, 25-31 being 4, 32-38 being 2 and 39-45 being 2 stated that youth frameworks knowing the issue with high youth unemployment have provided resources and support to build the skills for entrepreneurship for successful career development for young people. Participants 1 from age group 25-31 and participant 2 from 39-45 indicated that young people have careers that fit the needs of the market to become successful entrepreneurs. The literature review indicated that youth frameworks provide education, training and skills development in various fields especially for entrepreneurs establishing their own businesses (Oketch, et al., 2009). In a similar study grounded theory analysis was applied (Colacchio, 2023; Rajagopal, 2022).

Table 35

Research Question 3- Demographics p.214

Age Group					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	18-24	12	17.1	17.1	17.1
	25-31	19	27.1	27.1	44.3
	32-38	23	32.7	32.9	77.1
	39-48	16	22.9	22.9	100.0
	Total	70	100.0	100.0	
Region					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Africa	10	14.3	14.3	14.3
	Asia	10	14.3	14.3	28.6
	Caribbean and Americas	10	14.3	14.3	42.9
	Europe	10	14.3	14.3	57.1
	Pacific	10	14.3	14.3	71.4
	International	10	14.3	14.3	85.7
	Regional	10	14.3	14.3	100.0
	Total	70	100.0	100.0	

Research Question 4/Hypothesis: Instituting of Youth Plat-forms

The **Pearson's Correlation Test** was conducted which resulted in Age groups having a positive correlation of 0.013 with Youth networks, a negative correlation with the Institution of plat-forms of -0.148 and a weak correlation of -0.133 with the Satisfaction of youth needs. Youth networks have a positive correlation of 0.013 with Age groups, a negative correlation of -0.325 with Institution of Plat-forms and -0.293 with Satisfaction of youth needs which is significant at the 0.01 level with a 2 tailed test. Institution of plat-forms have a significant correlation with Satisfaction of youth need of 0.900. The P Values for Institution of plat-forms and Satisfaction of youth needs are at 0.000 whereas the P values for Age groups in relation to each other are > 0.05. However, Age groups P values in relation to the other variables are > 0.05 and Region P value is < 0.05 for the other variables. The literature review indicated that the youth plat-forms empower young people by enhancing their capabilities and skillsets on various issues (MGCY, 2022). In a similar study the same statistical test was applied (Greene, 2023; Çayak, 2021). The youth plat-

form in Western Kenya based on the information given by young people indicated that the youth plat-form was able to provide them with timely information based on factors such as easy access, user friendly application and government support contributed to them accessing education and professional programmes that allowed them to be more qualified in being employed in the various industry sectors (Evelia, et al. 2016). A digital application plat-form used by young people identified as Plus Care due to factors such as its usability, acceptability, clinical outcomes and cost-effectiveness enabled increased self-efficacy in chronic disease management, improved health-related quality of life and decreased patient costs for young people that are members of this youth plat-form (Fee, et al., 2022).

The results indicated for Region, that it has a significant positive correlation with Youth centered services, Civil dialogue and Social protection of 0.320 and Satisfaction of youth needs of 0.311 at the 0.01 level applying the 2 tailed test. Age groups has a positive correlation of 0.020 with Region, a negative correlation with each of the three variables which is -0.022 and a negative correlation with Satisfaction of youth needs which is -0.021. Youth centered services, Civil dialogue and Social protection have a perfect correlation of 1.000 with each other and significant correlation with satisfaction of youth needs which is 0.971 at the 0.01 level using the 2 tailed test. The P values for the three variables are 0.000 whereas for Age groups the P value is > 0.05 and for Region the P value is < 0.05. The social plat-form as indicated by the literature review stated that the environment is created for young people to express themselves, overcome distance barriers, expand web-based communities, enhance peer relationships and reduce communication costs (Anderson & Jiang, 2018). In similar research the same statistical test was applied (Kabakçı and Stockton, 2022; Radwan, 2022).

Table 36

Research Question 4- Pearson's Correlation p.216

Pearson's Correlation							
Correlations							
		Age Groups	Region	Institution of plat-forms	Satisfaction of youth needs		
Age Groups	Pearson Correlation	1	0.013	-0.148	-0.133		
	Sig. (2-tailed)		0.915	0.223	0.201		
	N	70	70	70	70		
Region	Pearson Correlation	0.013	1	-.325**	-0.293		
	Sig. (2-tailed)	0.915		0.006	0.005		
	N	70	70	70	70		
Institution of plat-forms	Pearson Correlation	-0.148	-.325**	1	0.900**		
	Sig. (2-tailed)	0.223	0.006		0.000		
	N	70	70	70	70		
Satisfaction of youth needs	Pearson Correlation	-0.133	-0.293	0.900**	1		
	Sig. (2-tailed)	0.201	0.005	0.000			
	N	70	70	70	70		
		Age Group	Region	Youth centered services	Civil dialogue	Social protection	Satisfaction of youth needs
Age Group	Pearson Correlation	1	-0.021	-0.022	-0.022	-0.022	-0.021
	Sig. (2-tailed)		0.830	0.855	0.855	0.855	0.830
	N	70	70	70	70	70	70
Region	Pearson Correlation	0.020	1	0.320**	0.320**	0.320**	0.311**
	Sig. (2-tailed)	0.869		0.007	0.007	0.007	0.007
	N	70	70	70	70	70	70

Table 37

Research Question 4- Pearson's Correlation p.216

Youth centered services	Pearson Correlation	-0.022	0.320**	1	1.000**	1.000**	0.971**
	Sig. (2-tailed)	0.855	0.007	0.000	0.000	0.000	0.000
	N	70	70	70	70	70	70
Civil dialogue	Pearson Correlation	-0.022	0.320**	1.000**	1	1.000**	0.971**
	Sig. (2-tailed)	0.855	0.007	0.000		0.000	0.000
	N	70	70	70	70	70	70
Social protection	Pearson Correlation	-0.022	0.320**	1.000**	1.000**	1	0.971**
	Sig. (2-tailed)	0.855	0.007	0.000	0.000		0.000
	N	70	70	70	70	70	70
Satisfaction of youth needs	Pearson Correlation	-0.021	0.311**	0.971**	0.971**	0.971**	1
	Sig. (2-tailed)	0.830	0.007	0.000	0.000	0.000	
	N	70	70	70	70	70	70

**. Correlation is significant at the 0.01 level (2-tailed).

*. Correlation is significant at the 0.05 level (2-tailed).

The **1 Sample T Test** for Age groups is 18.506, for Region is 16.613 and Instituting of plat-forms is 64.115. The Mean difference for the variables namely Age groups, Region and Instituting of plat-forms is 2.464, 4.000 and 4.186 respectively. The P value for all the variables is at 0.000. The results are statistically significant especially for the Instituting of Plat-forms affecting the satisfaction of youth needs. The literature review indicated that the youth plat-form

recognize this strength of social media and therefore uses the entertainment, relationships, information, identity development and management components of social media to empower young people (Berger et al., 2022). In similar study the same test was applied (Chachikul, et al., 2023; Neadpuckdee, et al. 2022).

Table 38

Research Question 4- I Sample T Test p.217

1 Sample T Test

One-Sample Statistics

	N	Mean	Std. Error Mean
Age Groups	69	2.46	0.133
Region	70	4.00	0.241
Instituting of plat-forms	70	4.19	0.065

One-Sample Test

	Test Value = 0					
					95% Confidence Interval of the	
	t	df	Two-Sided p	Mean Difference	Lower	Upper
Age Groups	18.506	68	0.000	2.464	2.20	2.73
Region	16.613	69	0.000	4.000	3.52	4.48
Instituting of plat-forms	64.115	69	0.000	4.186	4.06	4.32

The **1 Sample K-S Test** was computed for Region, Wealth and peace, Food security and Sustainable urban development with the means of 2.39, 4.00, 4.01, 4.67 and 3.31 respectively, the standard deviation at 1.120, 2.014, 0.670, 0.473 and 0.649 respectively. The test statistics for Age group, Region, Wealth and peace, Food security and Sustainable urban development were 0.178, 0.125, 0.280, 0.428 and 0.472 respectively. The literature review in relation to the variables highlighted previously indicated that youth need to be resilient so that they can overcome problems of interpersonal relationships with parents, low self-esteem, fears and sexuality related issues (Manjula et al., 2014). In similar study the same test was applied (Mello and Andretta, 2019; Al-Attiyaha and Nasser, 2013).

Table 39

Research Question 4- 1 Sample K-S Test p.218

1 Sample K-S Test						
One-Sample Kolmogorov-Smirnov Test						
			Region	Wealth and peace	Food security	Sustainable urban development
N			70	70	70	70
Normal Parameters[a,b]	Mean		4.00	4.01	4.67	3.31
	Std. Deviation		2.014	0.670	0.473	0.649
Most Extreme Differences	Absolute		0.125	0.280	0.428	0.472
	Positive		0.125	0.280	0.251	0.472
	Negative		-0.125	-0.277	-0.428	-0.314
Test Statistic			0.125	0.280	0.428	0.472
Asymp. Sig. (2-tailed)[c]			0.008	0.000	0.000	0.000
Monte Carlo Sig. (2-tailed)[d]	Sig.		0.008	0.000	0.000	0.000
	99% Confidence Interval	Lower Bound	0.006	0.000	0.000	0.000
		Upper Bound	0.010	0.000	0.000	0.000
a. Test distribution is Normal.						
b. Calculated from data.						
c. Lilliefors Significance Correction.						
d. Lilliefors' method based on 10000 Monte Carlo samples with starting seed 1585587178.						

The **1 Way ANOVA Repeated Measures Test** resulted in the mode for Region- 3.96, Youth centered services -4.38, Civil dialogue - 3.99 and social protection- 3.63. The variances were the same for all variables at 0.008. The literature review indicated that youth plat-forms have contributed to the well-being of young people, strengthen peer relationships and has enabled involvement of young people through the plat-form to express themselves (Berger et al. (2022). In similar study the 1 Way ANOVA Repeated Measures Test was applied (Somoğlu, 2021; Al-Darei and Ahmed, 2022).

Table 40

Research Question 4- I Way ANOVA Repeated Measures p.218

1 Way ANOVA repeated measures						
Bayesian Estimates of Group Means[a]						
	Posterior		95% Credible Interval			
Dependent Variables	Mode	Mean	Lower Bound	Upper Bound		
Region	3.96	3.96	3.79	4.14		
Youth centered services	4.38	4.38	4.20	4.55		
Civil dialogue	3.99	3.99	3.81	4.17		
Social protection	3.63	3.63	3.46	3.81		
a. Posterior distribution was estimated based on the Bayesian Central Limit Theorem.						

The **Chi-Square Test** resulted in A Asymp. Sig or P Value of 0.863 for Age group, 0.000 for Competition effect, Governance issues and Transaction. However, the Chi Square Test is significant for Competition effect at 53.171. For Governance issues and Transaction, the Chi-Square test is 19.314 and 18.731 respectively. The literature review in relation to the variables highlighted indicated that economic plat-form provides young people opportunities to advance their careers and develop business ideas, impacting their countries' economies (Song & Kim, 2022). In a similar study the same test was applied (Radwan, 2022; Gulatee, et al., 2022; Long, 2023).

Table 41

Research Question 4- Chi Square Test p.219

Chi- Square Test

Test Statistics

	Age Group	Region	Competition effect	Governance issues	Transaction
Chi-Square	.743[a]	.200[b]	53.171[c]	19.314[c]	18.371[c]
df	3	6	2	2	2
Asymp. Sig.	0.863	1.000	0.000	0.000	0.000

a. 0 cells (0.0%) have expected frequencies less than 5. The minimum expected cell frequency is 17.5.

b. 0 cells (0.0%) have expected frequencies less than 5. The minimum expected cell frequency is 10.0.

c. 0 cells (0.0%) have expected frequencies less than 5. The minimum expected cell frequency is 23.3.

The **Bayesian 1 Sample Binomial Test** indicated based on the mode, that Biodiversity and nature is 0.500, Healthily communities is 0.444 and Indigenous rights is 0.069 and variance for Biodiversity and nature is 0.500, Healthily communities is 0.003 and Indigenous rights is 0.001. The literature review based on the variables highlighted previously indicated that youth plat-forms seek to advocate amongst the young people the quality of the environment that is needed and therefore seeks to sensitize the young people in particular about their contribution and responsibility to the environment (Soto-Cruz, et al., 2014). In similar study the same test was used (Long, 2023; Beheshti, et al., 2023).

Table 42

Research Question 4- Bayesian I Sample Binomial p.220

Bayesian 1 Sample Binomial						
Posterior Distribution Characterization for Binomial Inference[a]						
	Posterior		95% Credible Interval			
	Mode	Mean	Lower Bound	Upper Bound		
Age Group	0.222	0.230	0.142	0.331		
Region	0.153	0.162	0.088	0.254		
Biodiversity and nature	0.500	0.500	0.387	0.613		
Healthly communities	0.444	0.446	0.335	0.559		
Indigenous rights	0.069	0.081	0.031	0.153		
a. Prior on Binomial proportion: Beta(2, 2).						

The **1 Way ANOVA Tes**t was used which resulted in the P Value for the variables namely Life set, Intercept and Crisis services are 0.772, 0.772 and 0.772 respectively. Based on the responses, the mean square for between and within groups are, Life set 2.143 and 43.443, Intercept 2.143 and 43.443 and Crisis services 2.143 and 43.443. The F test is 0. 469 for Life set, 0.545 for Intercept and 0.545 for Crisis services. The literature review based on the variables highlighted previously indicated that youth plat-forms carry out projects on conservation which include management strategies, landscape connectivity, conservation outcomes and the longevity of programmes (Gerolemou, et al., 2022). In similar research the same 1 Way ANOVA Test was applied (Alenezi, 2023; Huh, 2023).

Table 43

Research Question 4- 1 Way ANOVA p.220

1 Way ANOVA					
ANOVA					
		Sum of Squares	Mean Square	F	Sig.
Age Groups	Between Groups	3.400	0.567	0.469	0.829
	Within Groups	76.100	1.208		
	Total	79.500			
Life set	Between Groups	2.143	0.357	0.545	0.772
	Within Groups	41.300	0.656		
	Total	43.443			
Intercept	Between Groups	2.143	0.357	0.545	0.772
	Within Groups	41.300	0.656		
	Total	43.443			
Crisis services	Between Groups	2.143	0.357	0.545	0.772
	Within Groups	41.300	0.656		
	Total	43.443			

Political and Civic Participation is repeated as a theme 48 times, **Empowerment** is repeated as a concept 16 times and **Human Rights and Freedoms** is repeated as a concept 6 times. **Health and Well-being** is repeated as a theme 39 times**, Road Safety** is repeated as a concept 16 times, **Mental Health** is repeated as a concept 23 times and **Physical Health** as a concept is repeated 11 times. **Information and Communication Technology** is repeated as a theme 33 times. In relation to the Africa region, with age group 18-24 being 1, 25-31 being 3, 32-38 being 2 and 39-45 being 2 participants stated that the institution of plat-form has established a representative structure that link youth participation on a global plat-form to empower young people to be involved in civic and political participation thereby affecting their satisfaction of civic and political needs positively. The region Caribbean and Americas based on age group 18-24 being 3, 25-31 being 3, 32-38 being 3 and 39-45 being 2 indicated that the youth plat-forms engage government forums at the various ministerial meetings to discuss civic and political issues that young people are able to highlight in meetings which gives access to young people to engage ministers on matters of civic and political interest. Participants from the Europe region in relation to the age group 18-24 being 3, 25-31 being 4, 32-38 being 4 and 39-45 being 2 indicated that the youth plat-forms have agitated for the reduction in age for young people to participate in leadership positions and to be active members in civic and political organizations. Participants from the age group 25-31 being respondent 2 and participant from the age group 39 -45 being participant 1 stated that the youth plat-forms have advocated for youth branches of civic and political organizations where they have access to resources so that they can be fully utilized in party affairs and civic matters. In relation to the Pacific region participants from the age group 18-24 being 1, 25-31 being 1, 32-38 being 2 and 39-45 being 2 indicated that the youth plat-forms have sensitized varying institutions that engage in civic and political programmes and activities to promote actions

against the violation of human rights and fundamental freedoms of young people, have promoted nondiscrimination, tolerance and respect for diversity that have affected the satisfaction of youth civic and political needs positively. The literature review on political and civic participation indicated that young people are supported to address their physical, psychological, social and occupational functions so that they can be involved in civic and political initiatives to overcome the risk of being affected by social norms, controlled drugs, economic hardships and civic unrest. According to Barbic et al. (2022) The International region from the age group 18-24 being 2, 25-31 being 2, 32-38 being 4 and 39-45 being 3 stated the youth plat-forms have given particular significance to mental and physical health of young people to avoid isolation of young people, disruption in schooling and employment by partnering with country governments to ensure that the social, political and civic gatherings are secured in terms of safeguarding the mental and physical health of young people. Respondents from the Regional region based on age group 18-24 being 1, 25-31 being 4, 32-38 being 4 and 39-45 being 3 stated that the youth plat-forms have adopted a community-based solution to promote mental health, innovative and youth friendly programmes which have been implemented from legislation that has been reformed to ensure that the physical and mental health are safeguarded and improved through timely intervention of country governments. The literature review based on health and well-being indicated that young people are benefiting from social protection initiatives, such as social insurance, assistance and care services, are proportional based on gender (Perera, et al., 2022). Participants from the Africa region in relation to age groups 18-24 being 1, 25-31 being 3, 32-38 being 2 and 39-45 being 2 stated that the youth plat-forms are collaborating with country governments to ensure that road safety laws are implemented for the health and well-being of young people through road safety and monitoring systems. Participant from age group 32-38 being respondent 1 and from age group

39-45 being respondent 1 stated the youth plat-forms are recognizing young people who implement community-based solutions in an effort to continue to promote the health and wellbeing of young people in an effort to affect these needs positively. Participants from the Asia region from age groups 18-24 being 1, 25-31 being 2, 32-38 being 4 and 39-45 being 1 indicated that the youth plat-forms are mobilizing young people in relation to peer-to-peer road safety by empowering young people, by developing their skills and investing in programmes to ensure the health and well-being of young people are affected positively. The literature review on road safety indicated that young being are being educated on the risk of harm based on road accidents and are given the environment for the social support (Barbic et al., 2022). Respondents from the Caribbean and Americas from the age groups 18-24 being 3, 25-31 being 3, 32-38 being 3 and 39-45 being 2 stated that the youth-plat-forms have promoted and collaborated with agencies and country governments on Information and Communication Technology (ICT) to provide e-courses on digital infrastructure and closing the digital divide. Participants from the pacific region based on the age groups 18-24 being 1, 25-31 being 1, 32-38 being 2 and 39-45 being 1 stated that the youth plat-forms have provided young people with mobile friendly websites which are interactive and informative to assist young people to develop their technological skills to affect their ICT needs positively. In relation to the literature review ICT s has enabled young people to engage in transactions, particularly through the internet, establishing business relationships and protecting customers from fraudulent activities (Adesuyi & Gberevbie, 2022). In similar research the same content analysis was applied (Chachikul, et al.,2023; Janhavi, et al., 2022).

Table 44

Research Question 4- Demographics p.224

Age Groups					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	18-24	18	25.7	25.7	25.7
	25-31	19	27.1	27.1	52.9
	32-38	17	24.3	24.3	77.1
	39-48	16	22.9	22.9	100.0
	Total	70	100.0	100.0	

Region					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Africa	10	14.3	14.3	14.3
	Asia	10	14.3	14.3	28.6
	Caribbean and Americas	10	14.3	14.3	42.9
	Europe	10	14.3	14.3	57.1
	Pacific	10	14.3	14.3	71.4
	International	10	14.3	14.3	85.7
	Regional	10	14.3	14.3	100.0
	Total	70	100.0	100.0	

The Civic Voluntarism Theory is applied in relation to the responses from the various respondents for political and civic participation. The **Civic Voluntarism Theory** is based on the better educated, more affluent and more middle-class people are the more they are willing to participate in political and civic engagement based on availability of resources. The theory further states that the more people feel their opinions and actions are likely to have an influence on the outcome of decisions the more involved they become. Participant 2, 4, 5 and 6 from the Asia region which included 2 males and 2 females indicated that the youth plat-forms are empowering young people to be involved in civic and political programmes and activities so that their views can be communicated through their active protest for equality and having access to the basic needs so that young people in particular can reach their full potential. Participant 5 indicated that in rural communities especially the displaced communities, young people may not have access to political and civic plat-form forums. The Caribbean and Americas region consisting of participant 53, 54 and 1 stated that the youth plat-forms are equipping young people with the knowledge they need

in order to build their optimism so that they feel empowered to influence decisions through agitation through communication of social and economic programmes so that policies can be adopted by country governments to improve the well-being of young people in particular. Participants from the Europe region being respondent 52, 54, 1, 3 and 5 stated that the youth plat-forms are providing the avenues through the non -traditional activities of civic and political participation by involving young people in volunteering, blogging, protests and consumer activism that are allowing them to satisfy their political and civic needs. The Pacific region participants namely respondent 51, 55, 1 and 2 consisting of 3 males and 1 female indicated that through the empowerment of young people mostly through educational programmes the youth plat-forms have been able to mobilize young people in meaningful protests against raising unemployment, job insecurity, low wages and social inequality. The literature review on political and civic participation indicated that young people are successful when they are involved in collective dialogue on civic and political matters which may be due to the common convictions, ideas, traditions, languages and norms which can transcend cultures and personalities for a common goal and purpose (Zhukova & Schrenk, 2016). The **Stakeholder Theory** states that relationships are interconnected between various stakeholders which includes investors, employees, customers and communities which must use resources in a circular way by creating value for all stakeholders not just shareholders. The Stakeholder Theory is applied for sustainable development that was emphasized by the participants based on region and gender. Participants from the International region identified as participant 2, 3 and 4 consisting of 2 females and 1 male stated that the youth plat-forms have been educating young people on climate change mitigation, adaptation, impact reduction and early warning signs which have impacted youth in playing a leading role to reduce the impacts of climate change. Respondents 7, 8, 11 and 13 from the Africa region stated that

through the youth plat-forms young people are collaborating with country governments through meetings and conferences to sensitive country leaders about youth involvement in mitigating against climate change. The Asia region with participant 9, 10 and 12 with 2 males and 1 female indicated that the youth plat-forms are working with young people in educational institutions and businesses in recycling materials with recycling companies. Participant 12 a male stated that the youth plat-forms are inspiring, educating, connecting with young people to assist them in creating sustainable space, to teach them through hands on workshops and instructing them about the practicality of mitigating against climate change. The literature review on climate change indicated that young people are involved in sustainable development that transform the communities and cities into climate- friendly, socially accommodating and meaningful home to citizens to address the issues of climate change, migration and social inequalities especially for young people (Schuchert et al., 2022). The **Liberalism Theory** states that political interest is driven by self and group interest and under specified conditions of social differentiation individual behavior may endeavor social order and improvement of individual welfare. Participants from the Pacific region identified as 7, 13 and 14 consisting of 2 males and 1 female indicated that the youth plat-form makes available to young people through grant funding the necessary resources needed to foster youth development thereby meeting the employment and opportunity needs of young people. The youth plat-form as indicated by participant 8, 9, 13 and 15 from the International region works with the applicable institutions, government policies and the levels of productive businesses to improve the welfare of young people. Participants from the Regional region namely respondent 11, 14 and 16 stated that the youth plat-forms enables young people to connect to career paths especially in key industries that benefit them and their employers. The literature review on employment and opportunity indicated that initiatives are aim to reduce poverty, unemployment

and diseases, enabling young people to access resources, skills, employment and health services (Bigirimana, 2019). In similar research the grounded theory analysis was applied (Kamfwa, 2023; Montgomery, 2023).

Table 45

Research Question 4- Demographics p.227

Region					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Africa	10	14.3	14.3	14.3
	Asia	10	14.3	14.3	28.6
	Caribbean and Americas	10	14.3	14.3	42.9
	Europe	10	14.3	14.3	57.1
	Pacific	10	14.3	14.3	71.4
	International	10	14.3	14.3	85.7
	Regional	10	14.3	14.3	100.0
	Total	70	100.0	100.0	
Gender					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Male	30	42.9	42.9	42.9
	Female	40	57.1	57.1	100.0
	Total	70	100.0	100.0	

Research Question 5/Hypothesis: Role of Youth Networks

The **Pearson's Correlation Test** was conducted which indicated that Age groups has a positive correlation of 0.013 with Youth networks, a positive correlation of 0.216 with the Contribution of youth networks and Satisfaction of youth needs. Youth networks have a positive correlation of 0.013 with Age groups and a significant correlation of 0.498 with Contribution of youth networks and Satisfaction of youth needs. Satisfaction of youth needs has a perfect correlation of 1.000 with the Contribution of youth networks. The P values for Age groups are > 0.05 whereas P values for Youth networks are at 0.000 with the two variables highlighted previously. In a similar study the 1 Sample T test and Pearson's correlation test were applied (Chachikul, et al., 2023; Lepojevic, et al., 2023). The literature review indicated that youth

networks are established to connect, drive change and discuss with young people what affects them in order to influence their needs on education, health, employment, political and civic participation, sports and human rights (Webber, 2017). The challenge faced by youth networks are getting young people from the commonwealth countries to join the 13 networks so that they can use their skill sets and their experiences in youth work to impact positively the vulnerable, displaced and the marginalized. This challenge can be overcome by the youth programme through a sensitization drive to encourage young people in the various commonwealth country through the education system and industry sectors where young people are engaged. Another challenge faced by youth networks is to get more young people involved in environmental creative projects to mitigate against climate change which can be addressed through the youth programme engaging additional environmental organizations and country governments to finance some of the creative projects and motivating young people in educational institutions and other youth organizations to be involved in the climate change projects.

Motivational constructs and Youth networks have a correlation of 0.900 with P Values of 0.000. The literature review indicated that the results did not ascertain the relationship between motivational constructs and youth networks (Wegemer, 2021). In a similar study the same statistical test was applied (Dahlem, 2023; Wieczorek, 2023).

Table 46

Research Question 5- Pearson's Correlation p.228

Pearson's Correlation					
Correlations					
		Age Groups	Youth networks	Contribution of youth networks	Satisfaction of youth needs
Age Groups	Pearson Correlation	1	0.013	0.216	0.216
	Sig. (2-tailed)		0.915	0.073	0.073
	N	70	70	70	70
Youth networks	Pearson Correlation	0.013	1	.498**	.498**
	Sig. (2-tailed)	0.915		0.000	0.000
	N	70	70	70	70

Table 47

Research Question 5- Pearson's Correlation p.229

Contribution of youth networks	Pearson Correlation	0.216	.498**	1	1
	Sig. (2-tailed)	0.073	0.000	0.000	0.000
	N	70	70	70	70
Satisfaction of youth needs	Pearson Correlation	0.216	.498**	1	1
	Sig. (2-tailed)	0.073	0.000	0.000	0.000
	N	70	70	70	70
		Gender	Region	Motivational constructs	Youth Networks
Gender	Pearson Correlation	1	-0.029	-0.019	-0.017
	Sig. (2-tailed)		0.814	0.875	0.788
	N	70	70	70	70
Region	Pearson Correlation	-0.029	1	-.310**	-0.279
	Sig. (2-tailed)	0.814		0.009	0.008
	N	70	70	70	70
Motivational constructs	Pearson Correlation	-0.019	-.310**	1	.900**
	Sig. (2-tailed)	0.875	0.009		0.000
	N	70	70	70	70
Youth networks	Pearson Correlation	-0.017	-0.279	.900**	1
	Sig. (2-tailed)	0.788	0.008	0.000	
	N	70	70	70	70
**. Correlation is significant at the 0.01 level (2-tailed).					

The **1 Way ANOVA Test** was used as the statistical test which resulted in the F test value for Role of youth networks is 0.172. The Mean square between groups and P value for Role of youth networks is 0.748 and 0.004 respectively. The literature review indicated that youth networks influence the needs of young people so that their needs can be satisfied (Wegemer, 2021). In similar research the same statistical test was used (Slater, 2021; Augustus, 2023).

The F Test for Build youth capacity is reflected as 0.025 which is the dependent variable. The Sig. or P Value is > than 0.05. The literature review indicated that youth networks are fostering common learning with good practice to address vulnerable young people to build youth capacity (Mendizabal, 2020). In a similar study the same statistical test was used (Chen, 2010; Karanu, et al., 2020).

Figure 9

Research Question 5- 1 Way ANOVA Test p.230

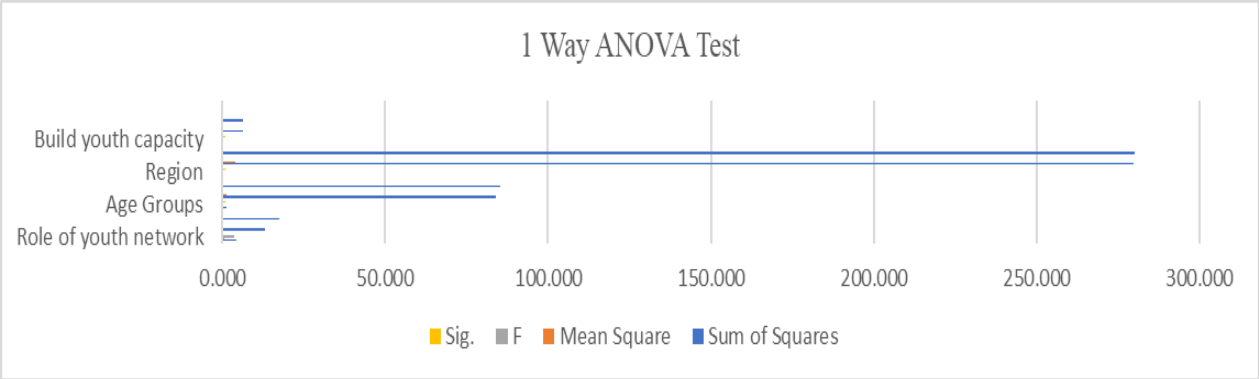


Table 48

Research Question 5- 1 Way ANOVA p.230

1 Way ANOVA							
ANOVA							
		Sum of Squares	Mean Square	F	Sig.		
Role of youth network	Between Groups	4.486	0.748	3.623	0.004		
	Within Groups	13.000	0.206				
	Total	17.486					
Age Groups	Between Groups	1.371	0.229	0.172	0.984		
	Within Groups	83.900	1.332				
	Total	85.271					
Region	Between Groups	0.230	0.230	0.056	0.814		
	Within Groups	279.770	4.114				
	Total	280.000					
Build youth capacity	Between Groups	0.002	0.002	0.025	0.875		
	Within Groups	6.298	0.093				
	Total	6.300					

The **1 Way ANOVA Repeated Measures Test** resulted in mean, standard deviation, mode and variance for Social Inclusion-3.56, 1.172, 3.56 and 0.002, Restructuring Life- 4.04, 1.457, 4.04 and 0.002 and Response to Emergencies and Disasters - 4.40, 1.790, 4.40 and 0.002. The literature review indicated that youth sport for development and peace has a good approach to keep young people focused which is able to transform them into role models for future generation (Tafadar, 2020). In a similar study the same statistical test was used (Wiedenman, 2020; Karanu, et al., 2020).

The 1 Way ANOVA Repeated Measures Test resulted in the mode for Exercise activities -3.10, Eating habits- 2.05, Dental care-4.02 and Substance use - 4.84. The variances were the same for all variables. The literature review on youth health network indicated advocacy and engagement on global issues related to health, through individual and collective action, as well as through partnerships are being done on behalf of young people (Thomson, et al., 2014). In similar study the 1 Way ANOVA Repeated Measures Test and 1 Way ANOVA Test were applied (McCubbin, 2023; Bruce-Martin, 2022).

Table 49

Research Question 5- 1 Way ANOVA Repeated Measures p.231

1 Way ANOVA Repeated Measures

Descriptive Statistics of Within-Subject Factor Levels

Independent Variables	Mean	Std. Deviation	N	Min	Max
Gender	1.51	1.007	70	1	2
Social inclusion	3.56	1.172	70	3	5
Restructuring life	4.04	1.457	70	3	5
Response to emergencies and disasters	4.40	1.790	70	3	5

Table 50

Research Question 5- 1 Way ANOVA Repeated Measures p.231

Bayesian Estimates of Group Means[a]

	Posterior			95% Credible Interval	
Independent Variables	Mode	Mean	Variance	Lower Bound	Upper Bound
Gender	1.51	1.51	0.002	1.43	1.58
Social inclusion	3.56	3.56	0.002	3.49	3.64
Restructuring life	4.04	4.04	0.002	3.96	4.12
Response to emergencies and disasters	4.40	4.40	0.002	4.32	4.47
Youth network satisfaction of youth needs	4.54	4.54	0.002	4.47	4.62

Descriptive Statistics of Within-Subject Factor Levels

Independent Variables	Mean	Std. Deviation	N	Min	Max
Gender	1.54	1.005	70	1	2
Social inclusion	3.72	1.405	70	3	5
Restructuring life	4.34	1.290	70	3	5
Response to emergencies and disasters	3.95	1.905	70	3	5

Bayesian Estimates of Group Means[a]

	Posterior			95% Credible Interval	
Dependent Variables	Mode	Mean	Variance	Lower Bound	Upper Bound
Gender	1.54	1.54	0.002	1.45	1.62
Social inclusion	3.72	3.72	0.002	3.64	3.81
Restructuring life	4.34	4.34	0.002	4.26	4.42
Response to emergencies and disasters	3.95	3.95	0.002	3.87	4.04

a. Posterior distribution was estimated based on the Bayesian Central Limit Theorem.

The **Chi-Square Test** resulted in Restructuring Young People Lives being 32.914 with a Asymp. Sig value of 0.000. The literature review indicated that rebuilding, re-culturation and re-habilitation that takes place in the lives of young people through the youth sport for development and peace network is directly related to the restructuring of young people lives through this network (Gilbert & Bennett, 2012). In similar research the same test was applied (Yassine and Bakass, 2023; Yang, et al., 2023).

A Asymp. Sig or P Value of 0.000 are the same for both Emergencies and Disasters. However, the Chi Square Test was significant for Emergencies being 92.57 and 73.057 for Disasters which means that the association are significant. According to the literature review on response to emergencies and disasters, young people are normally vulnerable during emergencies and disasters due to high risks level, fewer escapes, adverse environments and inaccurate interventions (Kvalsund, 2012). In a similar study the same test was applied (Ziółkowska-Weiss, 2021; Carlton, 2020).

A Asymp. Sig or P Value is < .001 for Policies to reduce poverty, ensuring income for vulnerable groups and hunger are given priority. However, the Chi Square Test was significant for Hunger are given priority at 117.114 and ensuring income for vulnerable groups at 89.657 and moderate at 62.229 for Policies to reduce poverty which means that the association is significant. The literature review indicated that funds are used for shelters, education, health facilities and social support for young people affected by disasters (Kvalsund, 2021). In similar research the same test was applied (Khan, 2023; Rivera, 2023).

Table 51

Research Question 5- Chi Square Test p.233

Chi-Square Test

Test Statistics

	Youth Networks	Gender
Chi-Square	.000[a]	.000[b]
df	6	1
Asymp. Sig.	1.000	1.000

a. 0 cells (0.0%) have expected frequencies less than 5. The minimum expected cell frequency is 10.0.

b. 0 cells (0.0%) have expected frequencies less than 5. The minimum expected cell frequency is 35.0.

	Gender	Region	Disasters
Chi-Square	.914[a]	.000[b]	73.057[c]
df	1	6	2
Asymp. Sig.	0.339	1.000	0.000

a. 0 cells (0.0%) have expected frequencies less than 5. The minimum expected cell frequency is 35.0.

b. 0 cells (0.0%) have expected frequencies less than 5. The minimum expected cell frequency is 10.0.

c. 0 cells (0.0%) have expected frequencies less than 5. The minimum expected cell frequency is 23.3.

	Gender	Region	Policies to reduce p	Ensuring income for vulnerable groups	Hunger are given priority
Chi-Square	.514a	.000b	62.229a	89.657c	117.114d
df	1	6	1	3	2
Asymp. Sig.	0.473	1	<.001	<.001	<.001

a 0 cells (0.0%) have expected frequencies less than 5. The minimum expected cell frequency is 35.0.

b 0 cells (0.0%) have expected frequencies less than 5. The minimum expected cell frequency is 10.0.

c 0 cells (0.0%) have expected frequencies less than 5. The minimum expected cell frequency is 17.5.

d 0 cells (0.0%) have expected frequencies less than 5. The minimum expected cell frequency is 23.3.

The **Bayesian 1 Sample Binomial** test indicated based on the mode, for Innovation is 0.181, Discrimination is 0.194 and Unemployment is 0.639 and variance, for Innovation is 0.002, Discrimination is 0.002 and Unemployment is 0.003. According to the literature review youth networks inspire young people to increase their capabilities, problem-solving skills and innovation to be successful amidst economic and political uncertainties (Shayegan, et al., 2022). In similar research the same statistical test was adopted (Callahan, 2015; Waites, 2021).

Table 52

Research Question 5- Bayesian 1 Sample Binomial p.234

Bayesian 1 Sample Binomial

Posterior Distribution Characterization for Binomial Inference[a]

	Posterior			95% Credible Interval	
	Mode	Mean	Var.	Lower Bound	Upper Bound
Gender	0.542	0.541	0.003	0.427	0.652
Region	0.153	0.162	0.002	0.088	0.254
Innovation	0.181	0.189	0.002	0.109	0.285
Discrimination	0.194	0.203	0.002	0.120	0.301
Unemployment	0.639	0.635	0.003	0.523	0.740

a. Prior on Binomial proportion: Beta(2, 2).

The **1 Sample Z Test** was conducted for the responses of the 70 participants and resulted in the following, Observed Test Value resulted in Humanitarian needs 0.271 and Social needs-0.271. The Z Test is 4.542 for Humanitarian Needs and 4.542 for Social needs. In relation to the Significance One–Sided P and Two- Sided P, Humanitarian needs and Social needs resulted in P values of 0.000. The literature review indicated that youth networks impact the social and humanitarian needs by providing positive professional and social intervention to assist young people in addressing the conflicts and other inequalities that they experience (Hartmann & Kwauk, 2011). In similar research the 1 Sample T Test and 1 Sample Z Test were applied (Chipalo, 2023; Yapıcı, 2016; Afthanorhan, et al., 2014).

Table 53

Research Question 5- 1 Sample Z Test p.234

1 Sample Z Test

One-Sample Proportions Tests

Test Type		Observed			Observed - Test Value[a]	Asymptotic Standard Error	Z	Significance	
		Successes	Trials	Proportion				One-Sided p	Two-Sided p
Social needs >= 2	Mid-p Adjusted Binomial	54	70	0.771	0.271	0.050		0.000	0.000
	Score	54	70	0.771	0.271	0.050	4.542	0.000	0.000
Humanitarian needs >= 2	Mid-p Adjusted Binomial	54	70	0.771	0.271	0.050		0.000	0.000
	Score	54	70	0.771	0.271	0.050	4.542	0.000	0.000
Youth Networks >= 4	Mid-p Adjusted Binomial	40	70	0.571	0.071	0.059		0.118	0.235
	Score	40	70	0.571	0.071	0.059	1.195	0.116	0.232
Gender >= 2	Mid-p Adjusted Binomial	36	70	0.514	0.014	0.060		0.406	0.813
	Score	36	70	0.514	0.014	0.060	0.239	0.406	0.811

a. Test Value = .5

The **1 Sample T Test** for Health is 57.013, Security 57.013 and Welfare 57.013. The P. Value for the two-sided test was 0.000 for all the variables. The mean differences for Health 4.429, Security 4.429 and 4.429. The health youth network provides support and guidance to young people on eating habits, dental care and dieting that is affected by socioeconomic and

demographic situations (Assunção, et al., 2018). In similar research the 1 Sample T Test was used (Seff, et al., 2022; Chipalo, 2023).

Table 54

Research Question 5- 1 Sample T Test p.235

1 Sample T Test							
	t	df	Two-Sided p	Mean Difference	Lower		
Gender	24.920	69	0.000	1.500	1.38		
High domestic product	23.775	69	0.000	3.171	2.91		
Healthy life expectancy	59.464	69	0.000	4.486	4.34		
Social support	12.498	69	0.000	1.614	1.36		
Freedom of choice	31.747	69	0.000	3.800	3.56		
Generosity	28.373	69	0.000	2.000	1.86		

The 1 Sample K-S Test was computed for Participation, School to work transition, Region, Conscientious objection to military service and Gender which resulted with the means of 4.14, 4.09 and 4.00 respectively, the standard deviation at 0.889, 0.558, 0.939 and respectively. The test statistics for School to work transition, Conscientious objection to military service and participation were 0.361, 0.376 and 0.290 respectively. The literature review indicated that young people are given the opportunity to participate in programmes that prepares them for their inclusion in organizations that promote human rights and democracy (USAID, 2022). In similar research the 1 Sample K-S Test (Easley, 2023; Al-Attiyaha and Nasser, 2013).

Table 55

Research Question 5- 1 Sample K-S Test p.236

1 Sample K-S Test							
			Gender	Region	School to work transition	Conscientious objection to miltary service	Participation
N			70	70	70	70	70
Normal Parameters[a,b]	Mean		1.54	4.00	4.09	3.76	4.14
	Std. Deviation		0.502	2.014	0.558	0.939	0.889
Most Extreme Differences	Absolute		0.362	0.125	0.361	0.376	0.290
	Positive		0.317	0.125	0.361	0.376	0.201
	Negative		-0.362	-0.125	-0.325	-0.250	-0.290
Test Statistic			0.362	0.125	0.361	0.376	0.290
Asymp. Sig. (2-tailed)[c]			0.000	0.008	0.000	0.000	0.000
Monte Carlo Sig. (2-tailed)[d]	Sig.		0.000	0.008	0.000	0.000	0.000
	99% Confidence Interval	Lower Bound	0.000	0.005	0.000	0.000	0.000
		Upper Bound	0.000	0.010	0.000	0.000	0.000

a. Test distribution is Normal.
b. Calculated from data.
c. Lilliefors Significance Correction.
d. Lilliefors' method based on 10000 Monte Carlo samples with starting seed 2000000.

The Actor Network Theory is applied to the responses from participants based on equality and inclusion. The **Actor Network Theory** states each part of a system should be viewed as equally important and as belonging together in an interactive relationship where an environment should be created so that everyone can feel valued, can reach their full potential and where one has equal access to resources and opportunities. Based on the responses of participants from the Africa region, respondent 1,3,5 and 7 stated that the youth networks have addressed to some extent the restricted liberties for young woman in particular, fear of young woman walking alone and have contributed to the knowledge of what gender equality and inclusion to country governments in particular to contribute to the satisfaction of youth needs. Participant 3 indicated that the youth networks need to do more as it relates to equality and inclusion. For the Asia region, participant 2,4 and 7 consisting of 2 females and 1 male stated that the youth networks emphasis a lot on sex, religion, ethnicity, location, level of disability, minority issues and gender identity to promote equality and inclusion that contribute to the satisfaction of youth needs. Participant 4, 5, 8 and 9

from the Caribbean and Americas region stated that the youth networks have not really impacted positively the restrictions that young women experience in their freedom of movement, access to public space, involvement in civic and political at the community and national levels. The Europe region participants namely respondent 1, 3, 6 and 7 consisting of 3 females and 1 male stated that the youth networks have impacted young people in support of equality and inclusion which have impacted social norms and behaviors thereby contributing to the satisfaction of youth needs. Participants from the International region namely participant 3, 4,7 and 8 stated that the youth networks are contributing to the satisfaction of youth needs through equality and inclusion since more young people are volunteering, involved in peace efforts and sporting activities, engaging in self-actualization and peer upliftment to stand against inequality and non-inclusion. Equality and inclusion according to the literature review indicated that young people who are involved in participating in programmes facilitated by youth networks can positively impact their self-esteem, social competence and academic grades (Gadais, 2019). Another theory based on participants focusing on employment and opportunity is the **Keynesian Employment Theory** states that the cause of employment is because of efficiencies in effective demand and employment can be improved by increasing effective demand through increasing consumption and investment. The Regional participants namely participant 1, 9 and 10 indicated that the youth networks need to contribute more to employment and opportunity efforts by engaging country governments to provide additional opportunities for employment, education and training to reduce youth unemployment. In relation to the Africa region, respondent 11, 13, 15 and 17 with 2 males and 2 females stated that the youth networks need to collaborate with country governments so that they can invest in youth in social programmes especially when it comes to their economic status. Participant 13 and 15 being 2 females stated further that employment and opportunities can

contribute to dignity, self-esteem, connectedness and social cohesion which can create the environment for young people to develop their skills which can contribute to the satisfaction of their needs. The literature review on employment and opportunity indicated that a rural location may be more accessible for young people transitioning from school to the workplace as compared to young people who reside in urban communities (Nilsson, 2018). The **Cognitivism Theory** states that education depends on external factors like information and data and the internal thought processes. This theory is applied in relation to the education highlighted by the participants on does the contribution of youth networks have a significant relationship with the satisfaction of youth needs. Participant 12, 14 and 16 from the Asia region indicated that the youth networks are collaborating with country governments and donor agencies to continue to provide youth with the necessary education that can satisfy their educational needs. The participant from Europe namely respondent 12, 13, 15 and 20 indicated that the youth networks are embarking on programmes that prepare young people to contribute to society through education by providing youth with quality technical training, support to develop their life skills. Education according to the literature review enable young people through skill development which develop other traits like being cooperative, empathetic, ethical and to be able to resolve conflicts (Sanford et al., 2008). The **Social Cognitive Theory** which is every person is viewed within a unique context of individualism, relationship with others and relationship with the environment based on behavior was applied in terms of health and wellness responses from the participants. Respondents from the Pacific region namely participant 11, 13 and 16 indicated that the youth networks need to do more in terms of the stress levels of youth, the high rates of suicide and the mental health of young people in order to allow young people to contribute to economic productivity, financial independence and community participation by strengthening their relationship with others and their relationship with the

environment. In relation to the International region participant 12, 14, 17 and 20 stated that the youth networks need to focus on the accidents that young people are exposed too by engaging with country governments to implement interventions that can increase road, passenger and safety. Respondents from the Africa region identified as participant 21, 22 and 29 stated that the youth network can focus more on working with country governments to assist young people that experience stress, social pressure, lack of economic activity, war and poverty. Participant 11, 13 and 19 consisting of 2 males and 1 female indicated that the youth networks need to do additional programmes to assist young people experiencing stress, poverty, lack of economic opportunity, war and social pressures. Participant 19 a female stated that young women who give birth in their youth need assistance since their health and wellbeing may be affected due to early child birth. The literature review in relation to health and well-being stated that young people from the medical community, civil society and non-governmental entities are encouraged to be a part of the network programmes and initiatives that ensure healthy lives and promote well-being (Thomson, et al., 2014). **Rational Choice Theory** is applied based on the Civic and Political responses from the participants. The Rational Choice Theory states that economical rational actors maximize their benefits from any activity while minimizing their costs. Furthermore, civic and political participation occurs where the cost is low and the benefits of successful actions are high. Participant from the Asia region namely respondent 22, 23, 25 and 27 consisting of 3 females and 1 male stated that the youth networks through policy advocation with country governments have seen an increase in youth participation in civic and political programmes and activities due to the funding from the youth networks for youth involvement. The Caribbean and Americas region consisting of 2 females and 2 males being participant 21, 24, 26 and 30 stated that the youth networks are creating the environment where young people feel empowered to agitate in civic and

political activities to advocate for change which is significantly satisfying their political and civic needs. Participants from the Europe region namely respondent 23, 25 and 26 stated that youth networks are creating the necessary policies with country governments to protect the rights of young people as they engage in civic and political dialogue. However, participant from the Pacific region namely respondent 21, 23, 24 and 29 consisting of 3 males and 1 female stated that the youth networks need to do more since young people feel optimism about their ability to influence policies and decisions through civic and political participation which affects this satisfaction of youth needs. Participant 22, 25 and 27 from the International region stated that the youth networks need to do more for young people in relation to civic and political participation since young people are losing interest in traditional political processes and institutions even if they are interested in community and political affairs in satisfying this specific need. The participant from the Regional region namely respondent 28, 29 and 30 consisting of 2 males and 1 female stated that the youth networks are making a significant contribution in young people participation with non-traditional political and civic activities by volunteering, blogging, protest and consumer activism. Respondent 28 a female stated that the youth networks have to sensitize the youth to engage on the civic and political formal structures other than just involving in protest which the youth networks can accommodate for the youth to realize meaningful social change to satisfy their political and civic needs. The literature review on political and civic participation stated that youth networks affords young people the opportunity and avenue to participate in programmes that empower them to promote human rights and democracy (USAID, 2022). In a similar study the grounded theory analysis was applied (Maitrot, 2014; Vercammen, et al., 2023).

Table 56

Research Question 5- Demographics p.241

Region					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Africa	10	14.3	14.3	14.3
	Asia	10	14.3	14.3	28.6
	Caribbean and Americas	10	14.3	14.3	42.9
	Europe	10	14.3	14.3	57.1
	Pacific	10	14.3	14.3	71.4
	International	10	14.3	14.3	85.7
	Regional	10	14.3	14.3	100.0
	Total	70	100.0	100.0	

Gender					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Male	32	45.7	45.7	45.7
	Female	38	54.3	54.3	100.0
	Total	70	100.0	100.0	

Civic and political participation was repeated as a theme 52 times, **Country governments** is repeated as a word 29 times, **Human rights** is repeated as a concept 21 times and **Peace** as a concept 18 times. Participants from the Africa region namely participants from Age group 18-24 being 2, 25-31 being 2 and 39-45 being 3 stated that the youth networks have gotten the commitments of country governments through international conventions to provide the necessary resources to get young people involved in civic and political participation thereby contributing to their satisfaction of youth needs. The participants from age group 1-24 being 1, 25-31 being 3 and 32-38 being 2 from the Asia region stated that the youth networks are ensuring that the necessary structures, mechanisms and processes are put in place to allow young people to participate by operationalizing and sustaining their efforts thereby satisfying their political and civic needs. The Caribbean and Americas region participant from the age group 18-24 being 1, 25-31 being 2, 32-38 being 1 and 39-45 being 3 indicated that the youth networks have streamed young people in development planning with the principles of rights-based participation which

enables equitable, multi-level and comprehensive inclusion of young people in political and civic participation to satisfy their needs. For the Pacific region, participants from age group 18-24 being 3, 25-31 being 2, 32-38 being 3 and 39-45 being 1indicated that the youth networks ensure that the voices of youth are heard especially on united fronts for change and peace therefore satisfying their civic and political needs**.** The literature review on civic and political participation indicated that the youth networks facilitate young people involvement in electoral processes, political parties and holding political positions to impact laws and policy direction (Olutola, 2020). **Sustainable development** is the theme that was repeated 59 times, **Bio-gas** is repeated as a word 18 times, **Climate change** is repeated as a concept 31 times and **Adaptation** as a concept 17 times. For the International region participants from age group 18-24 being 2, 25-31 being 2, 32-38 being 1 and 39-45 being 2 that the youth networks engage young people in youth led resilience initiatives across various sectors like water, ocean, land management and biodiversity conservation in order to satisfy their needs in sustainable development. In relation to the Regional region, participants from age group 18-24 being 3, 25-31 being 2, 32-38 being 1 and 39-45 being 3 stated that the youth networks through the Living Lands Charter contribute to youth activities that deal with issues addressing climate change, land degradation matters and biodiversity in order to satisfy the sustainable development needs of young people. For instance, participant 2 from age group 18-24 stated that the climate change youth network advocate for is with country governments, international agencies and global spaces to ensure that young people are heard in by contributing towards climate change policies for instance. In the Pacific region, respondent from the age group 18-24 being 3, 25-31 being 2, 32-38 being 3 and 39-45 being 4 stated that youth networks are assisting young people in turning organic waste to bio-gas to deal with the absence of cooking gas in certain rural areas in the Solomon Islands which is a clean form of energy to hundreds of people

who live on the Solomon Islands. Respondent from the Asia region with the age group 18-24 being 2, 25-31 being 3, 32-38 being 4 and 39-45 being 3 stated that the youth climate network in particular is leading with young people and developed a cost-effective bio-engineering scheme to build climate change resilience through a penetrating root system to stabilize land, preventing erosion and slowing down water run-off. The Caribbean and Americas region with participant from age groups 18-24 being 2, 25-31 being 4, 32-38 being 2 and 39-45 being 3 indicated that the youth networks have contributed to reducing emissions from computing and ICT by using UX design and open-source technology hence satisfying the needs of their sustainable development. Sustainable development based on the literature review indicated that youth networks partner with country government and other agencies to assist young people during emergencies to fund shelters, education, health facilities and social support to empower young people to adopt sustainable development intervention (Kvalsund, 2021). **Peace and security** is the theme that was repeated 68 times, **Advocating** is repeated as a word 15 times, **Sports** is repeated as a word 12 times and **Youth 360** as a concept 12 times. The Europe region with the age group 18-24 being1, 25-31 being 3, 32-38 being 2 and 39-45 being 1 stated the youth networks have enabled young people to be recognized for their efforts by equipping them with the necessary knowledge in advocating for peace and security which has contributed to their satisfaction of youth needs in relation to peace and security. In relation to the International region, participant from the age group 18-24 being 3, 25-31 being 4, 32-38 being 2 and 39-45 being 1stated that the youth networks are engaging youth in community-based peace and security activities to be at the front lines of peace building efforts. The participants further stated being 25-31 being 2 and 18-24 being 2 that the youth networks are using sports as a plat-form for people to come together, bridging ethic, racial, religious and other divides for stronger peace building and fostering stronger security. The Regional region

participant based on the age group 18-24 being 2, 25-31 being 3, 32-38 being 2 and 39-45 being 3 stated that the youth networks are working with vulnerable youth at risk because of peace and security issues by engaging them in after school programmes which is inclusive of sporting activities to strengthen skills, attributes, teamwork and negotiation which is impacting peace and security in their communities, therefore satisfying their peace and security needs. The literature review in relation to peace and security indicated that reforms are being championed by youth networks through fostering country governments to enact laws and implement policies for peace and security for young people (UN, 2018). In a similar research content analysis was applied (Comart, 2023; Luttenberger, et al., 2023).

Table 57

Research Question 5- Demographics p.244

Region					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Africa	10	14.3	14.3	14.3
	Asia	10	14.3	14.3	28.6
	Caribbean and Americas	10	14.3	14.3	42.9
	Europe	10	14.3	14.3	57.1
	Pacific	10	14.3	14.3	71.4
	International	10	14.3	14.3	85.7
	Regional	10	14.3	14.3	100.0
	Total	70	100.0	100.0	
Age Groups					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	18-24	18	25.7	25.7	25.7
	25-31	19	27.1	27.1	52.9
	32-38	16	22.9	22.9	75.7
	39-48	17	24.3	24.3	100.0
	Total	70	100.0	100.0	

Research Question 6/Hypothesis: Satisfaction of Youth Needs

The **1 Sample T Test** was conducted as a test and resulted in the following. The results of the T Test are very significant since the T Test values are positive especially for the International Commonwealth Youth Programme. The T Test is 58.727 for International Commonwealth Youth Programme. The variables reflect 0.000 for the one sided and two-sided P Values. The mean difference for the International Commonwealth Youth Programme is 3.943. The literature review indicated that character traits like self-esteem, honesty and kindness contribute to satisfaction of youth needs (Szcześniak et al., 2022). In a similar study the same test was applied (Ingram, 2022; Tadesse, et al., 2022). Previous research done in Malaysian on satisfaction of youth needs resulted in positive youth development having a positive association and significant effect on the satisfaction of youth needs, however, the various domains of youth development like affection, societal proficiency, autonomy, self-efficacy, religiousness, clear and affirmative distinctiveness and pro-social standards did not generate varying effects on the satisfaction of youth needs (Mohamad, et al. 2014). The present research result indicated that youth development and its' domains have a positive effect on the satisfaction of youth needs and the results can be generalized to the population due to several races being reflected in the sample, however the previous study could not have been generalized to the population which is with other races since the Malaysian youth as a race was only considered in the previous research. A study conducted with young people online indicated that high levels of satisfaction of youth needs did not result in high level of contribution in areas like academic aspirations, peer relations, healthy lifestyle, attitude and aspirations which had a low sample size and the variables were not ranked according to influence (Proctor et al.2010). However, the present research resulted in the satisfaction of youth needs

having a positive effect on the variables and the variables were ranked based on their influence on the satisfaction of youth needs with a sample than the previous research.

The 1 Sample T Test resulted in the mean and standard deviation for Youth development of 3.39 and 0.621 respectively. The literature review indicated that youth development has a positive effect on the satisfaction of youth needs with its seven domains of youth development having varying effects on life satisfaction and differences in variance for genders (Mohamad, et al., 2014). In similar study the Pearson's Correlation and 1 Sample T Test were applied (Lepojevic, et al., 2023; Moksnes, Løhre, et al., 2016).

The 1 Sample T Test for Civic is 57.258, Political 38.886 and Social 53.462. The P. Value for the two-sided test 0 for all the variables. The mean differences for Civic is 4.229, Political 3.314 and Social 4.429. The literature review indicated that lower-level youth experienced higher satisfaction of youth needs than middle-level youth, in family environments, upper socioeconomic groups reported higher satisfaction of youth needs (Eroglu, et al., 2009). In similar research the same statistical test was applied (Ingram, 2022; Kabir, et al., 2022).

Table 58

Research Question 6- 1 Sample T Test p.246

1 Sample T Test						
One-Sample Test						
	Test Value = 0					
				Mean	95% Confidence Interval of	
	t	df	Two-Sided p	Difference	Lower	Upper
Age Groups	18.385	69	0.000	2.443	2.18	2.71
Region	16.613	69	0.000	4.000	3.52	4.48
International Commonwealth Youth Programme	58.727	69	0.000	3.943	3.81	4.08
Age Groups	25.727	69	0.001	1.543	1.543	1.660
Region	16.613	69	0.001	4.000	4.000	4.480
Youth Development	45.635	69	0.001	3.386	3.386	3.530
Age Groups	25.727	69	0.000	1.543	1.420	1.660
Region	16.613	69	0.000	4.000	3.520	4.480
Civic	57.258	69	0.000	4.229	4.080	4.380
Political	38.886	69	0.000	3.314	3.140	3.480
Social	53.462	69	0.000	4.429	4.260	4.590

The **1 Sample K-S Test** could not have been computed for the Youth Networks as a variable because the distribution had no variance for this variable. The mean for the variables namely Gender, Age, Gender and Socio-economic are 1.50, 1.00, 1.20 and 1.80 respectively. The standard deviation for the variables namely Gender, Age, Gender and Socio-economic are 0.504, 0.348, 0.403 and 0.403 respectively. The 1 Sample K-S Test of 0.340 for Gender, 0.423 for Age, 0.490 for Gender and 0. The literature review indicated that the variables highlighted previously only contribute modestly in the prediction of the satisfaction of youth needs (Proctor, et al., 2009). In a similar study the Pearson's correlation test and 1 Sample KS Test were applied (Basanti, 2024; Kelley-Warner, 2023).

The test conducted resulted in means of 4.000, 1.50 and 4.31, standard deviation of 2.014, 0.504 and 0.925 and test statistic of 0.356, 0.391 and 0.408 for Security, Procedure and Policy respectively with P values of 0.000 for the variables. The literature review on the variables highlighted previously indicated that the Commonwealth Youth Programme integrate young people in the avenue of youth policy development through empowering youth leaders to impact youth more broadly in the Commonwealth in satisfying their needs (Webber, 2017). In a similar study the same test was applied (Ervin, 2023; Lesesne, 2023).

The test resulted in means of 4.53, 4.43 and 3.04, standard deviation of 0.531, 0.527 and 0.266 and test statistic of 0.356, 0.349 and 0.535 for Parents, Siblings and Social support respectively with P values of 0.000 for the variables. The literature review based on the variables highlighted previously indicated that peer influence on young people would be higher as young people got older because of the level of trust that would be factored in the increase in the satisfaction of youth needs (Mohamad, et al., 2014). In similar research the same test was used (Wood, 2023; Clegg, 1996).

Table 59

Research Question 6- 1 Sample K-S Test p.248

1 Sample K-S Test							
One-Sample Kolmogorov-Smirnov Test							
			Youth Networks	Gender	Age	Gender	Socio-economic
N			70	70	70	70	70
Normal Parameters[a,b]	Mean		4.00	1.50	1.00	1.20	1.80
	Std. Deviation		2.014	0.504	0.348	0.403	0.403
Most Extreme Differences	Absolute		0.125	0.340	0.423	0.490	0.490
	Positive		0.125	0.340	0.423	0.490	0.310
	Negative		-0.125	-0.340	-0.268	-0.310	-0.490
Test Statistic			0.125	0.340	0.423	0.490	0.490
Asymp. Sig. (2-tailed)[c]			0.008	0.000	0.000	0.000	0.000
Monte Carlo Sig. (2-tailed)[d]	Sig.		0.008	0.000	0.000	0.000	0.000
	99% Confidence Interval	Lower Bound	0.005	0.000	0.000	0.000	0.000
		Upper Bound	0.010	0.000	0.000	0.000	0.000

Table 60

Research Question 6- 1 Sample K-S Test p.236

			Youth Networks	Gender	Security	Procedure	Policy
N			70	70	70	70	70
Normal Parameters[a,b]	Mean		4.00	1.50	4.31	4.10	3.57
	Std. Deviation		2.014	0.504	0.925	0.515	0.844
Most Extreme Differences	Absolute		0.125	0.340	0.356	0.391	0.408
	Positive		0.125	0.340	0.229	0.391	0.408
	Negative		-0.125	-0.340	-0.356	-0.337	-0.249
Test Statistic			0.125	0.340	0.356	0.391	0.408
Asymp. Sig. (2-tailed)[c]			0.008	0.000	0.000	0.000	0.000
Monte Carlo Sig. (2-tailed)[d]	Sig.		0.008	0.000	0.000	0.000	0.000
	99% Confidence Interval	Lower Bound	0.005	0.000	0.000	0.000	0.000
		Upper Bound	0.010	0.000	0.000	0.000	0.000
			Gender	Region	Parents	Siblings	Social Support
N			70	70	70	70	70
Normal Parameters[a,b]	Mean		1.54	4.00	4.53	4.43	3.04
	Std. Deviation		0.502	2.014	0.531	0.527	0.266
Most Extreme Differences	Absolute		0.362	0.125	0.356	0.349	0.535
	Positive		0.317	0.125	0.297	0.349	0.535
	Negative		-0.362	-0.125	-0.356	-0.304	-0.436
Test Statistic			0.362	0.125	0.356	0.349	0.535
Asymp. Sig. (2-tailed)[c]			0.000	0.008	0.000	0.000	0.000
Monte Carlo Sig. (2-tailed)[d]	Sig.		0.000	0.006	0.000	0.000	0.000
	99% Confidence Interval	Lower Bound	0.000	0.004	0.000	0.000	0.000
		Upper Bound	0.000	0.008	0.000	0.000	0.000

a. Test distribution is Normal.
b. Calculated from data.
c. Lilliefors Significance Correction.
d. Lilliefors' method based on 10000 Monte Carlo samples with starting seed 2000000.
e. The distribution has no variance for this variable. One-Sample Kolmogorov-Smirnov Test cannot be performed.

The **Bayesian 1 Way ANOVA Repeated Measures Test** was used as the statistical test which resulted in the following. The mean Happiness, Self-esteem and Stability are 4.45, 4.28 and 3.27 respectively. The standard deviation for Happiness, Self-esteem and Stability are 1.045, 1.650 and 1.003 respectively. The literature review based on the variables highlighted previously indicated that personality like happiness, self -esteem and emotional stability are positively related to satisfaction of youth needs (Proctor, et al., 2008). In similar research the same test was used (Van der Aar, et al.,2022; Nguyen, 2021).

Based on the responses for Academic aspirations, Peer relations and Healthy lifestyle the means and the mode are the same and are 4.06, 3.44 and 4.5 respectively. The standard deviation for Academic aspirations, Peer relations and Healthy lifestyle are 0.611, 0.810 and 0.654 respectively. The variance is the same for all variables at 0.016. The literature review based on the variables highlighted previously indicated that young people who exhibit aspiration, practice healthy lifestyle and have good peer relations report higher levels of satisfaction of their needs which results in less financial strains, more access to additional education opportunities, well -being and self-esteem (Kim-Soon, 2015). In similar research the same test was applied (Layman, 2022; Cooper, 2023).

Table 61

Research Question 6- 1 Way ANOVA Repeated Measures p.250

1 Way ANOVA Repeated Measures					
Descriptive Statistics of Within-Subject Factor Levels					
Independent Variables	Mean	Std. Deviation	N	Min	Max
Gender	1.53	1.006	70	1	2
Happiness	4.45	1.045	70	3	5
Self-esteem	4.28	1.650	70	3	5
Stability	3.27	1.003	70	3	5
Bayesian Estimates of Group Means[a]					
	Posterior			95% Credible Interval	
Independent Variables	Mode	Mean	Variance	Lower Bound	Upper Bound
Gender	1.53	1.53	0.001	1.46	1.60
Happiness	4.45	4.45	0.001	4.38	4.52
Self-esteem	4.28	4.28	0.001	4.20	4.35
Stability	3.27	3.27	0.001	3.20	3.34
Independent Variables	Mean	Std. Deviation	N	Min	Max
Region	3.96	2.496	70	1	7
Academic Aspirations	4.07	0.775	70	3	5
Peer Relations	3.43	0.981	70	3	5
Healthy Lifestyle	4.50	0.808	70	3	5
Bayesian Estimates of Group Means[a]					
	Posterior			95% Credible Interval	
Independent Variables	Mode	Mean	Variance	Lower Bound	Upper Bound
Region	3.96	3.96	0.012	3.74	4.18
Academic Aspirations	4.07	4.07	0.012	3.86	4.29
Peer Relations	3.43	3.43	0.012	3.21	3.64
Healthy Lifestyle	4.50	4.50	0.012	4.28	4.72
a. Posterior distribution was estimated based on the Bayesian Central Limit Theorem.					

A Asymp. Sig or P Value for Employment is 0.000, Goals 0.000, Motivation 0.473 and Self-efficacy 0.001. The **Chi Square Test** for Employment is 28.971, Goals 74.229 Motivation and Self-efficacy 15.714. The literature review based on the variables highlighted previously indicated young people who use technology and are innovative remain relevant and are able to satisfy their needs (Proctor, et al. 2008). In similar study the same test was applied (Frickey, 2023; Nguyen, Watanabe and Nguyen, 2022).

A Asymp. Sig or P Value for Self-positivity, Self-esteem and Open communication are at 0.000. However, the Chi Square Test for Self-positivity is 47.686, Self-esteem is 8.229 and Open communication is 151.37. The literature review based on the variables highlighted previously indicated that young people that are actively involved in pursuing goals are motivated which consequently contributes to better health, improved fitness, overcoming stress, increase

activity and contributes to higher levels of satisfaction of youth needs (Piko & Keresztes 2006). In similar research the same test and the Pearson's correlation were used (Wang, 2022; Bentley, 2014).

Table 62

Research Question 6- Chi Square Test p.251

Chi-Square Test						
Test Statistics						
	Youth Networks	Gender	Employment	Goals	Motivation	Self-efficacy
Chi-Square	.000[a]	.000[b]	28.971[c]	74.229[c]	.514[b]	15.714[c]
df	6	1	3	3	1	3
Asymp. Sig.	1.000	1.000	0.000	0.000	0.473	0.001
	Age Groups	Region	Self -positivity	Self Esteem	Open Communication	
Chi-Square	.514[a]	.000[b]	47.686[c]	8.229[a]	151.371[d]	
df	1	6	2	1	3	
Asymp. Sig.	0.473	1.000	0.000	0.004	0.000	
a. 0 cells (0.0%) have expected frequencies less than 5. The minimum expected cell frequency is 10.0.						
b. 0 cells (0.0%) have expected frequencies less than 5. The minimum expected cell frequency is 35.0.						
c. 0 cells (0.0%) have expected frequencies less than 5. The minimum expected cell frequency is 17.5.						
d. 0 cells (0.0%) have expected frequencies less than 5. The minimum expected cell frequency is 17.5.						

The **Bayesian 1 Sample Binomial Test** which resulted in mode for Education levels is 0.694, Occupations is 0.125 and Income 0.194, the mean for Education levels is 0.689, Occupations is 0.135 and Income 0.203 and the variance Education levels is 0.003, Occupations is 0.002 and Income is 0.0023. The literature review based on the variables highlighted previously indicated that young employees who work in positive work environments where mentorship exist experience positive emotions, confidence, performance, health and stability in the workplace (Kim-Soon, 2015). In a similar study the same test was applied (Long, 2023; Osa, 2023).

Table 63

Research Question 6- Bayesian 1 Sample Binomial p.252

Bayesian 1 Sample Binomial					
Posterior Distribution Characterization for Binomial Inference[a]					
	Posterior			95% Credible Interval	
	Mode	Mean	Var	Lower Bound	Upper Bound
Youth Networks	0.153	0.162	0.002	0.088	0.254
Gender	0.500	0.500	0.003	0.387	0.613
Educational levels	0.694	0.689	0.002	0.580	0.789
Occupations	0.125	0.135	0.003	0.068	0.221
Income	0.194	0.203	0.002	0.120	0.301
a. Prior on Binomial proportion: Beta(2, 2).					

The first theme identified from the responses of the participants was **Civic and political participation** in which the International Commonwealth Youth Programme is contributing to the satisfaction of youth needs by creating the environment in which young people can be involved in civic and political programmes with country governments, at the regional and international levels. Participant 2, 5 and 9 in particular from the Asia region being 2 females and 1 male highlighted that the programme is engaging youth in political processes and parties to meet their political and civic needs especially since there is a concern for low voter youth turnout. In relation to the region, Caribbean and Americas participant 4, 7 and 10 being 3 males encourage membership application of young people in civic and political organization from 18 and over. Participants from the Europe region consisting of 1 female and 2 males, namely participant 3, 7 and 9 highlighted the youth branches of civic and political organizations are engaging the youth for full participation hence satisfying their political and civic needs. Participant 3, 5 and 7 which were males from the Pacific region indicated that the programme advocate for country governments to implement policies that provide the necessary tools and resources for youth political and civic participation to meet this specific need. Participants from the International region namely participant 1, 2, 4 and 5 being 2 males and 2 females indicated that the World Programme of Action for Youth advocates for the

involvement, non-discrimination, tolerance and respect for diversity for youth participation to meet their needs. Participants from the Regional region namely participant 1, 6, 7 and 10 being 3 males and 1 female suggested that the Common Wealth Youth Programme advocates for youth participation which enables youth in the commonwealth to be involved in country governments decision making process in civic society and political parties. It was indicated that civic and political participation through the programme provides young people with choices and capabilities that lead to fulfilling lives. The literature review indicated that strong socioeconomic activity where young people are actively involved in civic and political activity resulted in higher satisfaction of youth needs (Eroglu, et al., 2009). The other theme highlighted through the responses is **Health and Wellbeing.** Participants from the Africia region being 2 males and 1 female namely participant 4, 6 and 9 indicated that circumstances and situations have caused the Commonwealth Youth Programme to focus more on the health and wellbeing of young people through partnerships with country governments through updating of legislation and policy to foster for improved health and wellbeing for youth in the commonwealth. According to participant 1, 3 and 7 consisting of 2 females and 1 male, highlighted that youth health and wellbeing needs are being met through community-based solutions to give as many young people access to health and wellness facilities through youth friendly programmmes which have resulted in positive outcomes for young people. The literature review indicated that young people who experienced health quality experienced reduced physical symptoms, increased physical activity, increase physical health and in increase in psychological functioning (Proctor, et al. 2008). Another theme highlighted was **Sports and Development** in which participants from the Europe region namely 1,4,8 and 10 being 2 males and 2 females stated that the programme provides youth in the commonwealth with the necessary capacities through life skills like social and emotional to meet

their needs especially for the youth who have been disengaged from education, allowing them to experience educational outcomes through sports and development. The literature review indicated that sports and development is one of the factors that enhances physical activity amongst young people which report higher global satisfaction of youth needs due to higher levels of extracurricular activities (Gilman & Handwerk, 2001). **Education and Employment** is a theme that had participants from the Africa region namely participant 12, 14,17 and 18 consisting of 3 females and 1 male indicating that the programme adopted policies for country governments in the commonwealth to invest in skilled and motivated teachers, improve educational facilities and advocate for education reforms. For, instance participant 14, indicated that the Decent Work Agenda policy is advocated by the programme in collaboration with the Sustainable Development Goal. In relation to the Caribbean and Americas region, participant 12, 13, 15 and 20 consisting of 2 males and 2 females stated that the programme collaborates with country governments to establish alliances with private sector companies, employer federations and international organizations to foster workforce development through work- based learning. The literature review indicated that youth that are employed report higher levels of satisfaction of their needs which results in less financial strains, well -being and self-esteem (Kim-Soon, 2015). Another theme is **Equality and Inclusion** which had participant 11, 15 and 16 from the Europe region comprising of 2 females and 1 which stated that since the implementation of the equality and inclusion bill that was advocated by the programme, more young females in particular are remaining and graduating from tertiary schools. Additionally, participant 13, 14, 17 and 20 from the Pacific region indicated that youths with disabilities are central to development processes that is advocated by the programme that ensures that policies are developed, monitored and implemented to ensure that young people needs are met in relation to equality and inclusion. The

literature review indicated that youth that experience equality and inclusion have higher level of ssatisfaction of youth needs especially when provided by parents in a home setting (Cameron et al., 2018). **Sustainable development** is another theme identified, in that participant from the International region as respondent 11, 14, 16 and 19 consisting of 3 females and 1 male stated that the programme has mobilized organizations to collaborate with young people which has mainstreamed them to take corrective climate change actions by contributing to climate change policies and programmes for sustainability in the future. Respondents from the Regional group identified as participant 13, 15, 17 and 18 indicated that technological innovations through the involvement of the programme have contributed to the reduction of climate chains with youth involvement to assist local infrastructure and supply chains. The literature review indicated that when youth engaged in sustainable development activities had a positive effect on the satisfaction of youth needs in that higher satisfaction of youth needs were reported with increase sustainable development activities (Hammami, 2022). In a similar study the same thematic analysis approach was used (Wekesser, 2023; Thomas, 2022; Whelan, 2018).

Table 64

Research Question 6- Demographics p.255

Region					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Africa	10	14.3	14.3	14.3
	Asia	10	14.3	14.3	28.6
	Caribbean and Americas	10	14.3	14.3	42.9
	Europe	10	14.3	14.3	57.1
	Pacific	10	14.3	14.3	71.4
	International	10	14.3	14.3	85.7
	Regional	10	14.3	14.3	100.0
	Total	70	100.0	100.0	
Gender					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Male	36	51.4	51.4	51.4
	Female	34	48.6	48.6	100.0
	Total	70	100.0	100.0	

Health and Wellbeing is a theme highlighted in the telephone interview. Participant from the region Africa identified as respondent 22, 24, 27 and 30 comprising of 3 males and 1 female stated that the health and wellbeing of young people need to be given more attention. In addition, participant 23, 25 and 28 consisting of 2 females and 1 male stated that the programme should through the support of country governments address the socio-economic issues that contribute to youth being addicted to drugs hence reducing the negative patterns of mortality. According to participant 21, 22,26 and 29 being 3 females and 1 male from the Caribbean and Americas region the programme should place more emphasis on partnering with country governments and other health agencies to provide good health care and encouraging the youth through promotional drives to adopt healthier practices. Participant 23, 27, 28 and 30 from the Europe region being 2 females and 2 males indicated that the programme should address human immunodeficiency virus, alcohol abuse and tobacco consumption since it is affecting young people. Participant 27 being a female further stated that the programme should collaborate with country governments to legislate laws that will address the health and well-being of young people. The Regional participants identified as respondent 22, 25, 26 and 29 consisting of 2 males and 2 females indicated that the programme need to advocate to country governments and donor agencies to provide better healthcare and promote better health and wellbeing practices for young people. The literature review indicated that negative associations were made between physical health and satisfaction as related to limited physical activities and poor rated self-health (Zullig, et al.,2005). **Education** is a theme highlighted by participants from the Africa region from participants 31, 33,37 and 39 consisting of 3 females and 1 male stated that the programme need to focus on the young people who lack literacy skills and need educational opportunities to improve their lives. Participants 32, 33 and 40 consisting of 1 male and 2 females from the Asia region stated that the programme need to focus on the

persistent and inequalities amongst young people in their performance and progression as it relates to education. The Caribbean and Americas region participants stated that the programme need to focus on the weaknesses of digital access, lack of experience and skills by young people that lead to poor education performance and consequently lead to the increase in unemployment of young people as indicated by participant 31, 34, 35 and 38 which consisted of 2 males and 2 females. The literature review indicated that when young people in particular exercise positive emotions in their employment, they are able to think in more proactive ways, exercise greater self- control, cope better with challenges and are team driven by engaging other colleagues (Kim-Soon, 2015). Another theme identified based on the telephone interview is **Employment and Opportunity.** Participant 31, 33, 35 and 37 from the International region with 2 males and 2 females stated that the programme should facilitate in partnership with other agencies and country governments for the training of young people to develop skills in an effort to have them become independent entrepreneurs and employees of organizations that require specific skill sets. Respondent 33, 35 and 37 consisting of 2 females and 1 male from the Regional region indicated that the programme need to advocate for social protection for young people like unemployment insurance, sick leave, safety and decent wages. Respondents from the Asian region identified as participant 42,44,47 and 48 being 2 females and 2 males suggested that the programme should focus policy on the ecosystem to drive employment and opportunity for young people on digital divide, innovation ecosystem and lifelong skilling to maximize youth employability. In relation to the Caribbean and Americas region, participant 41, 45 and 49 which included 2 females and 1 male stated that migrant youth face job insecurity, poor working conditions and exploitation which is caused most times by political unrest that the programme need to address so that young people faced with the varying challenges can develop themselves and direct their capacities to gainful employment through

opportunities. The literature review indicated that if the employment environment is not conducive, it can have an adverse impact on the satisfaction of youth needs (Proctor, et al. 2008). The final theme highlighted is **Equality and Inclusion**. Participant from the Europe region namely respondent 42, 43, 46 ,49 and 50 consisting of 3 males and 2 females indicated that the programme should focus more on young woman in particular and other young people that are being discriminated because it affects their self-realization hence excludes them from opportunities of employment, education and political participation. Furthermore, participant 47 a female, indicated that inequalities have an effect on youth development which require the Commonwealth Youth Programme to address. It is indicated by participant 44, 47 and 48 from the Pacific region that the programme need to focus on the youth with intellectual disabilities since they are institutionalized in facilities that do not offer education or do not provide quality education because of lack of adequate training for instructors. The literature review indicated that young people who have positive mindset can achieve and is able to act on situations that may exhibit certain behaviors in dealing with equality and inclusion (Pinquart, et al., 2004). In similar study the same thematic analysis approach was applied (Turley, 2023; De Matos and Simões, 2016).

Table 65

Research Question 6- Demographics p.258

Region					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Africa	10	14.3	14.3	14.3
	Asia	10	14.3	14.3	28.6
	Caribbean and Americas	10	14.3	14.3	42.9
	Europe	10	14.3	14.3	57.1
	Pacific	10	14.3	14.3	71.4
	International	10	14.3	14.3	85.7
	Regional	10	14.3	14.3	100.0
	Total	70	100.0	100.0	
Gender					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Male	32	45.7	45.7	45.7
	Female	38	54.3	54.3	100.0
	Total	70	100.0	100.0	

Evaluation of Findings

Research Question 1/Hypothesis: Human Resource Capability

Human resource capability had a significant relationship with the satisfaction of youth needs of 0.986 and weak positive relationship with the other demographic variables, with a P value of 0.000. Chuang et al. (2015) stated “Human resource capability had a significant correlation of 0.933 with satisfaction of youth needs with P values of 0.000” (p. 7). 341 participants were part of the previous research. According to Ulla and Yasmin (2013) “Human resource capability had a significant correlation of 0.916 with satisfaction of youth needs with 56 participants” (pp.12 and 15). The correlation between the two variables are higher than the two previous studies highlighted which may be due sampling differences and responses. Human resource capability based on the hypothesis test result indicated that the alternative hypothesis which is human resource capability has a significant relationship with the satisfaction of youth needs based on the conceptual framework and the operational variables. The present study also indicated that human resource capability affects the satisfaction of youth needs positively. According to the literature review, human resource capability has a long-term impact in improving practices, achieving the mission and vision of organizations and continually engaging efficient employees through authentic leadership (Shayegan et al., 2022). The theory of double looping supports the findings of the present study. The theory of double looping suggests that young employees' strategies and responsibilities are influenced by their past experiences, leading to positive changes in management interventions (Tsutsui, et al., 2022).

Human resource capability has a significant correlation with the variables service quality of employees, organizational commitment, job satisfaction and organizational effectiveness variables of 0.900 with P values of 0.000 and negative correlation with the demographics.

According to Chuang et al. (2015) “Service quality of employees, organizational commitment, job satisfaction and organizational effectiveness have a significant correlation with human resource capability of 0.980, 0.940, 0.870 and 0.890 respectively” (p. 7). The present study results were more significant than the previous study. the variables highlighted previously based on the literature review indicated that the variables when applied can increase the performance of an organization with positive results that have been reported with human resource capability (Chuang, et al. 2015). Organizational design theory is applicable to the results of the research since it assumes that organizations consist of parts that are interconnected which states that changes in one part may have a certain effect in another part (Cornelis, et al., 2019).

Human resource capability has a significant correlation with career progression system of 0.971 with P values of 0.000 and a positive correlation with the demographic. Abu-Tineh et al. (2023) indicated that “Human resource capability has a correlation of 0.710 with career progression system" (p. 7). The present study correlation was higher than the previous study which may be as a result of the varying samples of 70 and 167 with the previous study participants being young Qatari teachers in relation to the present study with youth network members and administrators. Career progression system according to the literature review stated that management of the system is customer focused, reduces organizational constraints as much as possible and engages employees in formulating system strategies for the success of organizations (Muthigah, et al., 2022).

Human resource capability has a significant correlation with human capital and firm innovation of 0.986 with P values of 0.000 and a negative correlation with the demographic variables though not significant. According to Mathushan and Kengatharan (2022) “Human resource has a significant correlation with human capital and firm innovation of 0.853 and 0.924

respectively while the two independent variables have a significant correlation of 0.863 with each other with a sample of 127" (p. 31). The previous study correlation though significant are lower than the present study for the two predictor variables due varying participant responses and sample size. The literature review indicated that human capital and firm innovation enriches opportunities to respond to the changes created by the environment and discover new changes that significantly benefit the firm's survival (Mathushan, et al., 2022).

Organizational performance and transformational leadership have a significant correlation of 0.986 with human resource capability with P values of 0.000. Shayegan et al. (2022) stated that "Human resource capability has a significant correlation with transformational leadership and organizational performance of 0.871 and 0.901 respectively while the two variables have a significant correlation of 0.806 with each other using a sample of 268" (pp.74-75). The present study correlation of human resource capability with the other variables highlighted previously are more significant than the other previous study which is maybe due to the composition of participants. The literature review indicated that leaders of high-performing and sublime organizations are people who portray the future and realize it, always play a role as a model for organizational values and ethics and are inspiring in contributing to organizational performance (Shayegana, et al., 2022).

Human resource capability has a significant correlation with effectiveness and efficiency of operation of 0.971 respectively and a weak positive correlation with age group and a negative correlation with region. The P values between the main variables were at 0.000. According to Jaffu and Ismail (2023) "Human resource capability has a significant correlation of 0.850 with effectiveness and efficiency of operation with a P value of 0.000 with a sample of 168" (p. 156). The correlation for the present study is higher than the previous study which may be as result of

the varying sample since the previous study participants were from public organizations. The literature review indicated that operations are effective and efficient when there are clearly defined goals, there are specific functions, there exist continuity and institutional memory (Mendizabal, 2020).

Human resource capability has a significant correlation of 0.971 with organizational performance with a P value of 0.000 between the main variables. Mishra et al. (2019) stated that "Human resource capability has significant correlation of 0.912 with organizational performance with a P value of 0.000 drawn from a sample of 400" (p. 233). The previous study correlation was lower than the present study which is may be due to varying samples used of which in the previous study senior participants from large organizations. In relation to the literature review it was stated that human resource capability can enable development of service for organizations by applying transformational leadership, as well as implementing effective measures and practices such as training with individual development approach and employee participation for improvement in organizational performance (Shayegana, et al., 2022).

Human resource capability has a significant positive correlation of 0.871 with positive on organization performance and significant effect on organizational performance respectively with P values of 0.000. Evangelista et al. (2023) stated that "Human resource capability has a significant correlation with positive on organization performance and significant effect on organizational performance of 0.888 and 0.910 respectively with a sample of 93 with P values of 0.000" (pp.16-17). The positive correlation for the previous study are higher amongst the variables and may be due to the varying samples used for both studies with human resource officers being participants for the previous study. The literature review stated that human resource capability is able to apply

the appropriate practices for human resources along with transformational leadership to ensure emotional commitment and increase organizational performance (Shayegana, et al., 2022).

Table 66

Research Question 1- Pearson's Correlation p.263

Pearson's Correlation

Correlations

		Human resource capability	Satisfaction of youth needs	Human resource capability R1	Satisfaction of youth needs R1	Human resource capability R2	Satisfaction of youth needs R2
Human resource capability	Pearson Correlation	1	0.986**	1	0.933**	1	0.916**
	Sig. (2-tailed)		0.000	0.000	0.000		0.000
	N	70	70	341	341	56	56
Satisfaction of Youth Needs	Pearson Correlation	0.986**	1	0.933**	1	0.916**	1
	Sig. (2-tailed)	0.000				0.000	
	N	70	70	341	341	56	56

		Organizational effectiveness	Job satisfaction	Organizational commitment	Service quality of employees	Human resource capability	Organizational effectiveness R1	Job satisfaction R1	Organizational commitment R1	Service quality of employees R1	Human resource capability R1
Organizational effectiveness	Pearson Correlation	1	1.000**	1.000**	1.000**	0.900**	1	0.980**	0.850**	0.740**	0.890**
	Sig. (2-tailed)		0.000	0.000	0.000	0.000		0.000	0.000	0.000	0.000
	N	70	70	70	70	70	341	341	341	341	341
Job satisfaction	Pearson Correlation	1.000**	1	1.000**	1.000**	0.900**	0.980**	1	0.950**	0.870**	0.870**
	Sig. (2-tailed)	0.000		0.000	0.000	0.000	0.000		0.000	0.000	0.000
	N	70	70	70	70	70	341	341	341	341	341
Organizational commitment	Pearson Correlation	1.000**	1.000**	1	1.000**	0.900**	0.850**	0.930**	1	0.860**	0.940**
	Sig. (2-tailed)	0.000	0.000		0.000	0.000	0.000	0.000		0.000	0.000
	N	70	70	70	70	70	341	341	341	341	341
Service quality of employees	Pearson Correlation	1.000**	1.000**	1.000**	1	0.900**	0.740**	0.870**	0.860**	1	0.980**
	Sig. (2-tailed)	0.000	0.000	0.000		0.000	0.000	0.000	0.000		0.000
	N	70	70	70	70	70	341	341	341	341	341
Human resource capability	Pearson Correlation	0.900**	0.900**	0.900**	0.900**	1	0.890**	0.870**	0.940**	0.980**	1
	Sig. (2-tailed)	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000
	N	70	70	70	70	70	341	341	341	341	341

		Career progression system	Human resource capability	Career progression system R1	Human resource capability R1
Career progression system	Pearson Correlation	1	0.971**	1	0.710**
	Sig. (2-tailed)		0.000		0.000
	N	70	70	167	167
Human resource capability	Pearson Correlation	0.971**	1	0.710**	1
	Sig. (2-tailed)	0.000	0.000	0.000	0.000
	N	70	70	167	167

		Human capital	Firm innovation	Human resource capability	Human capital R1	Firm innovation R1	Human resource capability R1
Human capital	Pearson Correlation	1	1.000**	0.986**	1	0.863**	0.853**
	Sig. (2-tailed)		0.000	0.000		0.000	0.000
	N	70	70	70	127	127	127
Firm innovation	Pearson Correlation	1.000**	1	0.986**	0.863**	1	0.924**
	Sig. (2-tailed)	0.000	0.000	0.000	0.000	0.000	0.000
	N	70	70	70	127	127	127
Human resource capability	Pearson Correlation	0.986**	0.986**	1	0.853**	0.924**	1
	Sig. (2-tailed)	0.000	0.000	0.000	0.000	0.000	0.000
	N	70	70	70	127	127	127

		Transformational leadership	Organizational performance	Human resource capability	Transformational leadership R1	Organizational performance R1	Human resource capability R1
Transformational leadership	Pearson Correlation	1	1.000**	0.986**	1	0.806**	0.871**
	Sig. (2-tailed)		0.000	0.000		0.000	0.000
	N	70	70	70	268	268	268
Organizational performance	Pearson Correlation	1.000**	1	0.986**	0.806**	1	0.901**
	Sig. (2-tailed)	0.000		0.000	0.000		0.000
	N	70	70	70	268	268	268
Human resource capability	Pearson Correlation	0.986**	0.986**	1	0.871**	0.901**	1
	Sig. (2-tailed)	0.000	0.000	0.000	0.000	0.000	0.000
	N	70	70	70	268	268	268

Table 67

Research Question 1- Pearson's Correlation p.264

		Efficiency and effectiveness of operations	Human resource capability	Efficiency and effectiveness of operations R1	Human resource capability R1
Efficiency and effectiveness of operations	Pearson Correlation	1	0.971**	1	0.850**
	Sig. (2-tailed)		0.000		0.000
	N	70	70	168	168
Human resource capability	Pearson Correlation	0.971**	1	0.850**	1
	Sig. (2-tailed)	0.000	0.000	0.000	0.000
	N	70	70	168	168
		Organizational performance	Human resource capability	Organizational performance R1	Human resource capability R1
Organizational performance	Pearson Correlation	1	0.971**	1	0.912**
	Sig. (2-tailed)	0.000	0.000	0.000	0.000
	N	70	70	400	400
Human resource capability	Pearson Correlation	0.971**	1	0.912**	1
	Sig. (2-tailed)	0.000	0.000	0.000	0.000
	N	70	70	400	400

Table 68

Research Question 1- Pearson's Correlation p.264

		Positive on organizational performance	Signficant effect on organizational performance	Human resource capability	Positive on organizational performance R1	Signficant effect on organizational performance R1	Human resource capability R1
Positive on organizational performance	Pearson Correlation	1	1.000**	0.871**	1	0.926**	0.888**
	Sig. (2-tailed)		0.000	0.000		0.000	0.000
	N	70	70	70	93	93	93
Signficant effect on organizational performance	Pearson Correlation	1.000**	1	0.871**	0.926**	1	0.910**
	Sig. (2-tailed)	0.000	0.000	0.000	0.000	0.000	0.000
	N	70	70	70	93	93	93
Human resource capability	Pearson Correlation	0.871**	0.871**	1	0.888**	0.910**	1
	Sig. (2-tailed)	0.000	0.000		0.000	0.000	
	N	70	70	70	93	93	93

*. Correlation is significant at the 0.05 level (2-tailed).

**. Correlation is significant at the 0.01 level (2-tailed).

Human resource capability has a significant Z value of 1.912 in relation to satisfaction of youth needs with a two-sided P value of 0.056. According to Chukwu (2018) "The Z value in relation to human resource capability and satisfaction of youth needs was at 1.960 with a two-sided P value of 0.057" (p. 141). The previous study result was more significant than the present study result. The literature review indicated that human resource capability is a strategic resource for survival and development which is inclusive of performance evaluation, team building, salary-based motivation systems and knowledge management which contributes to satisfaction of youth

needs (Lattuch, 2021). Reflexivity as a theory applies in this case because the procedures and practices adopted for the research resulted in similar results for the two variables under study (Olmos-Vega, et al., 2022).

Human resource capability with the contribution of supplying of enough training material, engagement of all employees in creating strategies, reduction in organization constraint and customer focused indicated based on the Z value of 1.195 for all the operational variables that the variables contribute to the satisfaction of youth needs with P values of >.05. According to Mohammad and Shin (2021) “The Z test for the operational variables’ customer focused, reduction in organizational constraints, engagement of all employees in creating strategies and supplying of enough training material had Z values of 1.255, 1.267, 1.243 and 1.279 respectively with P values of > 0.05” (p. 751). The previous research results suggest that the operational variables were found to contribute more to the satisfaction of youth needs. These differences of Z values between the two studies may be different due to varying samples of 70 for the present study and 351 for the previous study. The literature review indicated that understanding young employee issues which is employee centric gives companies competitive advantage since they are aware of the specific products and services that may meet the ideal expectations (Li, 2022).

Table 69

Research Question 1- 1 Sample Z Test p.266

I Sample Z Test								
One-Sample Proportions Tests								
			Observed - Test	Asymptotic	Z	Significance		
Test Type		Proporotion				One-Sided p	Two-Sided p	
Human resource capability >= 5	Mid-p Adjusted Binomial	0.386	-0.114	0.058		0.028	0.057	
	Score	0.386	-0.114	0.058	1.912	0.028	0.056	
Human resource capability R1 >= 5	Mid-p Adjusted Binomial	0.387	-0.116	0.059		0.029	0.058	
	Score	0.387	-0.116	0.059	1.960	0.029	0.057	
Customer focused >= 4	Mid-p Adjusted Binomial	0.571	0.071	0.059		0.118	0.235	
	Score	0.571	0.071	0.059	1.195	0.116	0.232	
Reduction in organizational constraints >= 4	Mid-p Adjusted Binomial	0.571	0.071	0.059		0.118	0.235	
	Score	0.571	0.071	0.059	1.195	0.116	0.232	
Engagement of all employees in creating strategies >= 4	Mid-p Adjusted Binomial	0.571	0.071	0.059		0.118	0.235	
	Score	0.571	0.071	0.059	1.195	0.116	0.232	
Supplying of enough training material >= 4	Mid-p Adjusted Binomial	0.571	0.071	0.059		0.118	0.235	
	Score	0.571	0.071	0.059	1.195	0.116	0.232	
Customer focused R1 >= 4	Mid-p Adjusted Binomial	0.600	0.075	0.062		0.124	0.247	
	Score	0.600	0.075	0.062	1.255	0.123	0.244	
Reduction in organizational constraints R1 >= 4	Mid-p Adjusted Binomial	0.606	0.076	0.063		0.122	0.249	
	Score	0.606	0.076	0.063	1.267	0.125	0.246	
Engagement of all employees in creating strategies R1 >= 4	Mid-p Adjusted Binomial	0.594	0.074	0.062		0.122	0.245	
	Score	0.594	0.074	0.062	1.243	0.121	0.241	
Supplying of enough training material R1 >= 4	Mid-p Adjusted Binomial	0.611	0.076	0.063		0.126	0.252	
	Score	0.611	0.076	0.063	1.279	0.124	0.248	
a. Test Value = .5								

Human resource capability with highly skilled staff was found to enhance the satisfaction of youth needs through high level performance with a T value of 64.514 with P value of 0.000 based on the 1 Sample T test. Antaramian (2017) stated that “The 1 Sample T test for highly skilled staff was 75.540 with P value of 0.000 with a sample of 97 respondents” (p. 6). The T test value for the previous study was higher than the T test for the present study and may be as a result of the sample difference. The literature review indicated that majority of senior management in are keen in hiring highly skilled staff to achieve high levels of performance (Muthigah, et al., 2022).

Figure 10

Research Question 1- I Sample T Test p.267

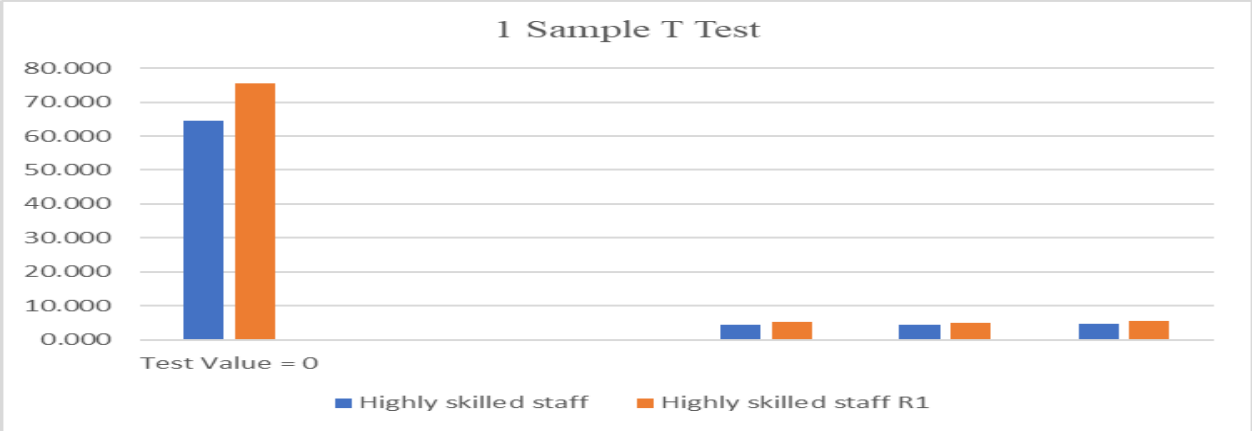


Table 70

Research Question 1- I Sample T Test p.267

1 Sample T Test						
One-Sample Test						
	Test Value = 0					
	t		Two-Sided p	Mean Difference	95% Confidence Interval of the Lower	Upper
Highly skilled staff	64.514		0.000	4.500	4.36	4.64
Highly skilled staff R1	75.540		0.000	5.327	5.10	5.43

Human resource capability based on the conceptual frame work for employee relations in relation to the operational variables namely collective agreements, grievance investigation and employee management affect the satisfaction of youth needs with a T Test of 0.448, 0.414 and 0.397 with P values of 0.000 respectively. According to Halvachizadeh et al. (2022) “Employee management was discovered to have a significant effect on the satisfaction of youth needs, followed by grievance investigation and then collective agreements with T test of 0.794, 0.760 and 0.448 with P values of 0.000 respectively” (p. 492). Based on the present research, the T test are lower than the previous study. The differences in T test may be as result of the sample size of 70 as compared to 206 with participants from the previous study being members of the city councils.

The literature review indicated that agreements between unions and management can increase productivity, resolve issues, avenue for social dialogue and peace (Dong, 2020).

Table 71

Research Question 1- I Sample K-S Test p.268

1 Sample K-S Test								
One-Sample Kolmogorov-Smirnov Test								
			Collective agreements	Grievance investigation	Employee management	Collective agreements R1	Grievance investigation R1	Employee management R1
N			70	70	70	206	206	206
Normal Parameters[a,b]	Mean		3.81	3.53	4.66	2.58	2.83	2.97
	Std. Deviation		0.519	0.812	0.634	0.740	0.814	0.851
Most Extreme Differences	Absolute		0.397	0.414	0.448	0.397	0.437	0.456
	Positive		0.303	0.414	0.294	0.323	0.355	0.371
	Negative		-0.397	-0.257	-0.448	-0.109	-0.119	-0.125
Test Statistic			0.397	0.414	0.448	0.691	0.760	0.794
Asymp. Sig. (2-tailed)[c]			0.000	0.000	0.000	0.000	0.000	0.000
Monte Carlo Sig. (2-tailed)[d]	Sig.		0.000	0.000	0.000	0.000	0.000	0.000
	99% Confidence Interval		0.000	0.000	0.000	0.000	0.000	0.000
			0.000	0.000	0.000	0.000	0.000	0.000
a. Test distribution is Normal.								
b. Calculated from data.								
c. Lilliefors Significance Correction.								
d. Lilliefors' method based on 10000 Monte Carlo samples with starting seed 1502173562.								

The training and development conceptual framework consisting of performance management system, job evaluation and succession planning and skills management have a mean score of 3.93, 3.49 and 4.58 respectively which means that the operational variables affect the satisfaction of youth needs in a positive way. Taneo et al. (2022) stated that “Skill management affects the satisfaction of youth needs the most, then performance management system and job evaluation with ANOVA values of 4.01, 3.77 and 3.69 respectively with a sample of 198” (pp.101 and 104). Skills management, job evaluation and performance management system had a higher mean value than the previous study, however the differences were not significant. The literature

review indicated that continuous performance improvements are achieved through corrective actions to increase employee productivity (Kang & Choi, 2019).

Table 72

Research Question 1- I Way ANOVA Repeated Measures p.269

1 Way ANOVA repeated measures					
Bayesian Estimates of Group Means[a]					
		Posterior		95% Credible Interval	
Dependent Variables		Mode	Mean	Lower Bound	Upper Bound
Performance management system		3.93	3.93	3.71	4.16
Job evaluation		3.49	3.49	3.27	3.71
Skills management		4.58	4.58	4.35	4.80
Performance management system R1		3.77	3.77	3.55	3.99
Job evaluation and succession planning R1		3.69	3.69	3.46	3.92
Skills management R1		4.01	4.01	3.81	4.20
a. Posterior distribution was estimated based on the Bayesian Central Limit Theorem.					

The conceptual framework of recruitment and hiring through new employees, skills and experience and human resource planning indicated based on the descending order of significance has skills and experience with a chi-squared test of 16.514, human resource planning and new employees with chi-squared test values of 37.43 and 101.343 respectively with P values of 0.000 affects the satisfaction of youth needs positively. According to Shah et al. (2021) “Skills and experience, human resource planning and new employees affects the satisfaction of youth needs with a Chi-Squared Test of 24.617, 38.983 and 67.313 with P values of 0.000 which had a sample of 62” (pp. 406 and 407). The previous study results had lower test values except for new employees than the present study which may be due to the sample and the participants in which the respondents were faculty employees for the previous study as compared to participants. The literature review indicated that socialization and events can foster bonding and unity among young and senior staff by transferring their life skills and experiences (Newman, et al., 2021).

Figure 11

Research Question 1- Chi-Square Test p.270

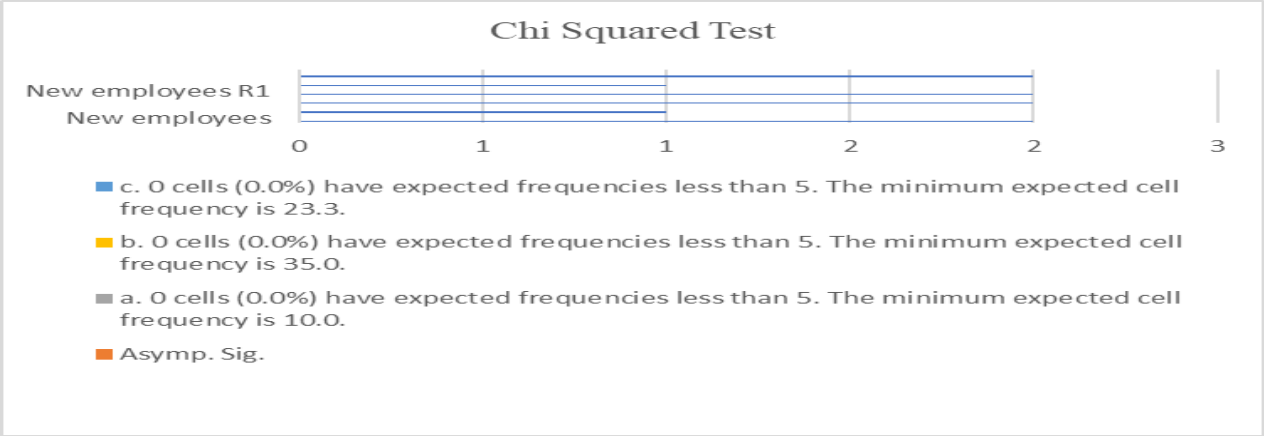


Table 73

Research Question 1- Chi-Square Test p.270

Chi-Square Test						
Test Statistics						
	New employees	Skills and experience	Human resource planning	New employees R1	Skills and experience R1	Human resource planning R1
Chi-Square	100.343[a]	16.514[b]	37.743[c]	67.313[a]	24.617[b]	38.983[c]
df	2	1	2	2	1	2
Asymp. Sig.	0.000	0.000	0.000	0.000	0.000	0.000
a. 0 cells (0.0%) have expected frequencies less than 5.						
b. 0 cells (0.0%) have expected frequencies less than 5.						
c. 0 cells (0.0%) have expected frequencies less than 5.						

It was discovered that human resource capability affects the satisfaction of youth needs through talent acquisition, performance management, capability, compensation, equity, no discrimination, health, safety and well-being, managing risk and best practices positively. Talent acquisition is a strategic approach to meet organizational needs by recruiting talented employees. According to Jain (2013, p.3) “Talent acquisition is a strategic approach to meet organizational needs through recruiting talented employees who will enable efficiency through the skills and

expertise.” However, it was stated that senior employees may extend their retirement, limiting young people's recruitment to fit their positions. In urban communities, young people may struggle to utilize talent acquisition facilities due to their education level and routine wage jobs. The literature review stated that when there are employee shortages in certain sectors it is better to attract a young workforce particularly with employee branding (Heilmann, et al., 2022). Other than talent acquisition, performance management systems through human resource capability are evaluating young employees and also recognize, deploy and nurture young people to aspire to high performance levels. Akhtar and Sushil (2018) stated that “Performance management systems enable processes, methodologies to be managed and measured based on engaging employees for their growth and development” (p. 924). The literature review stated that performance management systems are essential for measuring and improving performance especially due to the impact of globalization, competition, automation, instability and digitalization (Laitinen & Kadak, 2019). In addition, it was highlighted compensation for young employees is set based on fairness and equity, with market conditions reflecting skills, experience and education levels. Zhang (2023) stated that “Human resource capability provides group incentives, gainsharing and profit sharing among employees who interact, share knowledge and information with each other because compensation is based on group performance” (p. 28). As highlighted, human resource capability provides group incentives, gainsharing and profit sharing among employees, aligning performance with compensation benefits like bonus plans and shares, satisfying both compensation and employee needs. The literature review indicated that young employees should be engaged by organizations to enable their satisfactory success and path to requisite compensation (Pandzic & Hadziahmetovic, 2022). It was stated that emphasis is needed for flexibility and innovation in human resource capabilities to empower young employees and improve working conditions.

Chuang et al. (2015) stated that team building, service quality, emotional attachment and moral obligation positively affect youth needs satisfaction, while training, pay and commitment moderately affect it" (p. 6). The study also highlighted the positive impact of team building, service quality, emotional attachment and moral obligation on satisfaction of youth needs. The literature review indicated that first step in addressing organizational challenges is not downsizing, but rather generating new ideas for potential opportunities to enhance the organization's success (Ulferts et al., 2021). However, the study differs due to state-owned enterprises, fixed employment nature and inflexible salary systems (Chuang et al., 2015). However, the present study had the administrators of the various youth networks who administer the youth programme of the commonwealth that is more privately oriented.

Data triangulation is considered in relation to human resource capability and its effect on satisfaction of youth needs. Based on the quantitative approach it was observed that human resource capability has a Z value of 1.912 with a two-sided P value of 0.056. From the data Human resource capability has a moderate effect on satisfaction of youth needs. The effect not being significant may be as a result of the concerns that were highlighted in the qualitative report which are older employees may work beyond retirement age hence affecting young employees' opportunities in being engaged in key positions where their talents can be utilized. It was reported that urban youth lacking educational opportunities may struggle to develop talents and contribute to organizational success. Another concern was that young employees may also be underpaid, particularly in manufacturing companies with unequal pay rate and in some urban regions, women and ethnic minority groups are paid lower wages.

Human resource capability has a significant relationship with the satisfaction of youth needs due to young employees being impacted by organization design and culture which

empowers young people to exhibit high performance in executing their duties due to a well-managed workforce based on the organization design theory. Foss and Klein (2023) stated that “Organization design theory states that coordination and cooperation are key due to technological advances that require lateral communication for high performance of staff” (p. 9). As highlighted, organization design and culture significantly influence young employee performance and satisfaction, potentially demotivating them if they struggle to align organizational objectives with their duties. Hendrickson (2022) stated that “Organization design and culture are the decision processes that bring cohesion between goals and coordination of employees to achieve these goals and meet employee needs” (p. 9). As stated, organization design and culture foster cohesion, but senior employees may hinder creativity. The literature review indicated that hhuman resource capability can also help reduce employee turnover during acquisitions and mergers by creating a good working environment thereby facilitating the transition from working cultures to new ones (Rodrı´guez-Sanchez et al., 2019). It was highlighted that human resource capabilities promote consultation, collaboration and unity, while flatter structures promote empowerment and innovation. It was indicated that leadership and succession significantly enhance young employee satisfaction by creating a trusting environment, preparing them for leadership roles and fostering understanding of the organization's purpose and exposing them to supervisory roles. Macit (2016) on Bass’s motivational leadership theory stated that "Bass's motivational leadership theory emphasizes the importance of transformational leaders at all organizational levels" (p. 98). Bass's motivational leadership theory encourages young employees to engage with the external environment, stakeholders and other managers, maximizing opportunities and fostering communication. The literature review indicated that succession planning and leadership improves employee engagement, loyalty, morale, reduces the impact of re-engineering and diminishes

downsizing (Ali & Mehreen, 2019). It was stated that human resource capability through facilities and workplaces ensures young employees' health and safety through policies and manuals and collaborates with trade unions and labor departments to address workplace concerns. It was indicated that Human resource capability also evaluates the external environment and fosters health and safety adherence. The literature review indicated that facilities and workplace considers the challenges faced by various departments, allowing for increased capacity in each department to meet new demands (Ulferts et al., 2021). Human resource capability aligns workplace responsibilities with innovation, best practices, regulations and safety. Heil (2020) on system theory stated that "System theory is inclusive of relationships between members of an entity that are interdependent which is encompasses the effort of the entire system which is greater in result than the individual component parts" (p. 7). Policies and procedures ensure communication and collaboration among departments. It was stated that human resource capability addresses environmental concerns like carbon emissions, compliance certificates and energy compliance. Shayegan et al. (2022) stated that "Human resource capability is the key pillar to advance an organization strategy by engaging young employee talent and setting goals and values for employees which results in increase performance in varying parts of the organization in which young employees more committed to the organization mission are empowered to work harder especially through transformational leadership" (p. 79). The literature review indicated that diverse pool of skilled and talented employees especially young workers fosters employee retention and leadership development (Bolander, et al., 2017).

Methodological triangulation is considered in relation to the human resource capability having a significant relationship with the satisfaction of youth needs. Based on the quantitative results human resource capability has a significant correlation with the satisfaction of youth needs

of 0.986 with a P value of 0. Organization design theory, Bass's motivational leadership theory and system theory based on the qualitative results are integral in enabling human resource capability in having the significant relationship with the satisfaction of youth needs. The concern of organization design and culture not being line with each other may be a factor affecting satisfaction of youth needs through human resource capability. Young employees may struggle to align with organizational design and culture, potentially conflicting with their own culture. Organizations with larger structures may struggle to align with young employees' needs.

The gaps that were discovered based on the various test to answer the research question on human resource capability in relation to how does it affect the satisfaction of youth needs and whether it has a significant relationship with the satisfaction of youth needs based on the 1 Sample Z Test there was a gap in the result in that the two-sided P value was > 0.05 as compared to the correlation test which resulted Sig. value of 0 and < than 0.05. There were no P values for the 1 Way ANOVA Repeated Measures which is a gap in the test as compared to the other test. The grounded theory analysis approach and the content analysis indicated areas where human resource capability does not address certain issues in the satisfaction of youth needs and affects the significant relationship with the satisfaction of youth needs.

Research Question 2/Hypothesis: Establishment of Youth Groups

Establishment of youth groups have a significant relationship with the satisfaction of youth needs with a correlation of 0.871 with a P value of 0.000. Piko (2023) stated that "Establishment of youth groups have a significant relationship with the satisfaction of youth needs with a correlation of 0.850 with a P value of 0.000 with a sample of 2239 which was conducted in Szeged, Hungary" (p. 6). The present study correlation was higher than the previous study. The alternative hypothesis indicating that establishment of youth groups has a significant relationship with the

satisfaction of youth needs was confirmed based on the testing, in addition it was indicated through the findings that establishment of youth groups contribute toward the satisfaction of youth needs based on the conceptual framework and operational variables. The literature review indicated that establishment of youth groups offer social and emotional support, promoting communication and strengthening bonds among young people through collaborative efforts (Kelly, et al., 2022). Yaghi (2017) on transformational leadership theory stated that "Though exhibited in youth groups it may not have all the dimensions like idealized influence, inspirational motivation, intellectual stimulation, individualized consideration, contingent reward, management-by-exception and laissez-faire which cannot be exhibited at once because they are all leadership styles" (p. 245).

Overcoming shortcomings, duty performance, cognition and faithfulness has a significant correlation of 0.814 with the satisfaction of youth needs with a P value of 0.000. "Overcoming shortcomings, duty performance, cognition and faithfulness had a significant correlation with satisfaction of youth needs of 0.800, 0.810, 0.800 and 0.850 respectively with a sample of 637 consisting of high school students attending Turkish public schools" (Kabakçı & Stockton, 2022, p. 1772). The previous statistical test of the previous study is similar to that of the present study. The literature review based on the variables highlighted previously indicated that young people that are members of youth groups exhibit attributes like faithfulness, cognition, duty performance and overcoming shortcomings in oneself and others (Kazan & Rybakova, 2014).

Competence, confidence, connections, character and caring has a significant correlation with greater resistance to negative peer influence of 0.957 and with P values of 0.000. Coulter (2022) indicated that "Competence, confidence, connections, character and caring have a significant relationship with greater resistance to negative peer influence of 0.987, 0.995, 0.983. 0.984 and 0.970 respectively with P values of 0.000 which had a statistical sample of 329 of

academic respondents from Latink" (pp.66-69). The previous study results were more significant than the present study results. The literature review based on the variables highlighted previously indicated that the five Cs play an important role in the development of young people to enhance their welfare (Heck et al., 2009).

In minimizing external threats youth groups have a significant correlation of 0.300 with economic disorder and political disorder with a P value of 0.000. Johnson (2023) indicated that "Youth groups have a significant correlation with economic and political disorder of 0.590 and 0.560 respectively with a P value of 0.000 which had 229 participants which were Mexican-origin young people" (p. 103). The previous study results were more significant than the present study result. The literature review indicated that young people are motivated to make informed decisions, take responsibility for their actions and create supportive environments for their economic, social and educational pursuits (Shahzad, et al., 2019).

Role model, supporter and policy enforcer have a significant correlation with the satisfaction of youth needs of 0.857 with a P value of 0.000. In a previous study, Courshon (2023) indicated that "Role model, supporter, policy enforcer has a significant correlation with satisfaction of youth needs of 0.860, 0.780 and 0.760 with P values of 0.000 with a sample of 277" (p. 61). The variations are not so significant with significant correlation being reported for both studies, however, the difference in result may be due to sampling difference. The literature review based on the variables highlighted previously indicated that mentoring is incorporated as an inbuilt solution to impact young people in ways that are flexible, adaptable, peaceful, secure and fosters development amongst young people (Gladstone & Andrei, 2021).

The satisfaction of youth needs has a significant relationship with knowledge of services, resources and a sense of belonging of 0.971 with a P value of 0.000. According to Faseler- Schell

(2018) “Satisfaction of youth needs have a significant correlation of 0.780, 0.880 and 0.870 with knowledge of services, resources and a sense of belonging which have P values of 0.000 with a sample of 149” (p. 102). However, the results from both studies indicated a significant correlation between the dependent variable and the operational variables, however, the difference in results may be due to the participants from the previous study being from a university in the Pacific Northwest. According to the variables highlighted previously the literature review indicated that young people in youth groups receive resources that could help ease pressures and mental load associated with complex care needs (Kelly, et al., 2022).

Table 74

Research Question 2- Pearson’s Correlation p.278

Pearson's Correlation

Correlations

		Establishments of youth groups	Satisfaction of youth needs	Establishments of youth groups R1	Satisfaction of youth needs R1
Establishments of youth groups	Pearson Correlation	1	0.871**	1	0.850**
	Sig. (2-tailed)	0.000	0.000	0.000	0.000
	N	70	70	2239	2239
Satisfaction of youth needs	Pearson Correlation	0.871**	1	0.850**	1
	Sig. (2-tailed)	0.000	0.000	0.000	0.000
	N	70	70	2239	2239

		Faithfulness	Cognition	Duty performance	Overcoming shortcomings	Youth groups	Faithfulness R1	Cognition R1	Duty performance R1	Overcoming shortcomings R1	Youth groups R1
Faithfulness	Pearson Correlation	1	1.000**	1.000**	1.000**	0.814**	1	0.800**	0.740**	0.880**	0.850**
	Sig. (2-tailed)		0.000	0.000	0.000	0.000		0.000	0.000	0.000	0.000
	N	70	70	70	70	70	637	637	637	637	637
Cognition	Pearson Correlation	1.000**	1	1.000**	1.000**	0.814**	0.800**	1	0.680**	0.690**	0.800**
	Sig. (2-tailed)	0.000		0.000	0.000	0.000	0.000		0.000	0.000	0.000
	N	70	70	70	70	70	637	637	637	637	637
Duty performance	Pearson Correlation	1.000**	1.000**	1	1.000**	0.814**	0.740**	0.680**	1	0.700**	0.810**
	Sig. (2-tailed)	0.000	0.000		0.000	0.000	0.000	0.000		0.000	0.000
	N	70	70	70	70	70	637	637	637	637	637
Overcoming shortcomings	Pearson Correlation	1.000**	1.000**	1.000**	1	0.814**	0.880**	0.690**	0.700**	1	0.800*
	Sig. (2-tailed)	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000
	N	70	70	70	70	70	637	637	637	637	637
Youth groups	Pearson Correlation	0.814**	0.814**	0.814**	0.814**	1	0.850**	0.800**	0.810**	0.800**	1
	Sig. (2-tailed)	0.000	0.000	0.000		0.000	0.000	0.000	0.000		0.000
	N	70	70	70	70	70	637	637	637	637	637

		Competence	Confidence	Connections	Character	Caring	Greater resistance to negative peer influence	Competence R1	Confidence R1	Connections R1	Character R1	Caring R1	Greater resistance to negative peer influence R1
Competence	Pearson Correlation	1	1.000**	1.000**	1.000**	1.000**	0.957**	1	0.920**	0.920**	0.900**	0.890**	0.987**
	Sig. (2-tailed)		0.000	0.000	0.000	0.000	0.000		0.000	0.000	0.000	0.000	0.000
	N	70	70	70	70	70	70	329	329	329	329	320	329
Confidence	Pearson Correlation	1.000**	1	1.000**	1.000**	1.000**	0.957**	0.920**	1	0.840**	0.930**	0.880**	0.995**
	Sig. (2-tailed)	0.000		0.000	0.000	0.000	0.000	0.000		0.000	0.000	0.000	0.000
	N	70	70	70	70	70	70	329	329	329	329	329	329
Connections	Pearson Correlation	1.000**	1.000**	1	1.000**	1.000**	0.957**	0.920**	0.840**	1	0.980**	0.850**	0.983**
	Sig. (2-tailed)	0.000	0.000		0.000	0.000	0.000	0.000	0.000		0.000	0.000	0.000
	N	70	70	70	70	70	70	329	329	329	329	329	329
Character	Pearson Correlation	1.000**	1.000**	1.000**	1	1.000**	0.957**	0.900**	0.930**	0.980**	1	0.980**	0.984**
	Sig. (2-tailed)	0.000	0.000	0.000		0.000	0.000	0.000	0.000	0.000		0.000	0.000
	N	70	70	70	70	70	70	329	329	329	329	329	329
Caring	Pearson Correlation	1.000**	1.000**	1.000**	1.000**	1	0.957**	0.890**	0.880**	0.850**	0.980**	1	0.970**
	Sig. (2-tailed)	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000
	N	70	70	70	70	70	70	329	329	329	329	329	329
Greater resistance to negative peer influence	Pearson Correlation	0.957**	0.957**	0.957**	0.957**	0.957**	1	0.987**	0.995**	0.983**	0.984**	0.970**	1
	Sig. (2-tailed)	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000
	N	70	70	70	70	70	70	329	329	329	329	329	329

Table 75

Research Question 2- Pearson's Correlation p.279

		Economic disorder	Political disorder	Youth groups	Economic disorder R1	Political disorder R1	Youth groups R1		
Economic disorder	Pearson Correlation	1	1.000**	0.300**	1	0.680**	0.590**		
	Sig. (2-tailed)		0.000	0.000		0.000	0.000		
	N	70	70	70	229	229	229		
Political disorder	Pearson Correlation	1.000**	1	0.300**	0.680**	1	0.560**		
	Sig. (2-tailed)	0.000		0.000	0.000		0.000		
	N	70	70	70	229	229	229		
Youth groups	Pearson Correlation	0.300**	0.300**	1	0.590**	0.560**	1		
	Sig. (2-tailed)	0.000	0.000	0.000	0.000	0.000	0.000		
	N	70	70	70	229	229	229		
		Role model	Supporter	Policy enforcer	Satisfaction of youth needs	Role model R1	Supporter R1	Policy enforcer R1	Satisfaction of youth needs R1
Role model	Pearson Correlation	1	1.000**	1.000**	0.857**	1	0.750**	0.730**	0.860**
	Sig. (2-tailed)		0.000	0.000	0.000		0.000	0.000	0.000
	N	70	70	70	70	277	277	277	277
Supporter	Pearson Correlation	1.000**	1	1.000**	0.857**	0.750**	1	0.740**	0.780**
	Sig. (2-tailed)	0.000		0.000	0.000	0.000		0.000	0.000
	N	70	70	70	70	277	277	277	277
Policy enforcer	Pearson Correlation	1.000**	1.000**	1	0.857**	0.730**	0.740**	1	0.760**
	Sig. (2-tailed)	0.000	0.000	0.000		0.000	0.000	0.000	
	N	70	70	70	70	277	277	277	277
Satisfaction of youth needs	Pearson Correlation	0.857**	0.857**	0.857**	1	0.860**	0.780**	0.760**	1
	Sig. (2-tailed)	0.000	0.000	0.000		0.000	0.000	0.000	
	N	70	70	70	70	277	277	277	277
		Knowledge of services	Resources	Sense of community belonging	Satisfaction of youth needs	Knowledge of services R1	Resources R1	Sense of community belonging R1	Satisfaction of youth needs R1
Knowledge of services	Pearson Correlation	1	1.000**	1.000**	0.971**	1	0.740**	0.710**	0.780**
	Sig. (2-tailed)		0.000	0.000	0.000		0.000	0.000	0.000
	N	70	70	70	70	149	149	149	149
Resources	Pearson Correlation	1.000**	1	1.000**	0.971**	0.740**	1	0.680**	0.880**
	Sig. (2-tailed)	0.000			0.000	0.000			0.000
	N	70	70	70	70	149	149	149	149
Sense of community belonging	Pearson Correlation	1.000**	1.000**	1	0.971**	0.710**	0.680**	1	0.870**
	Sig. (2-tailed)	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000
	N	70	70	70	70	149	149	149	149
Satisfaction of youth needs	Pearson Correlation	0.971**	0.971**	0.971**	1	0.780**	0.880**	0.870**	1
	Sig. (2-tailed)	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000
	N	70	70	70	70	149	149	149	149

*. Correlation is significant at the 0.05 level (2-tailed).

**. Correlation is significant at the 0.01 level (2-tailed).

The establishment of youth groups contributed to the satisfaction of youth needs moderately with a 1 Way ANOVA Test F of 2.424 with a P value of 0.036. According to Turgut (2021) "The 1 Way ANOVA Test F was 3.460 with a P value of 0.051 with a sample of 232" (p. 428). The previous study F test was higher than the present study which may be as a result of the sample differences which was 70 with the present study. The literature review indicated that youth groups instill values that empower young people to be involved in civic and political organizations resulting in global significance and influence among young people (Nešković, et al., 2021).

The 1 Way ANOVA is 2.763 for both mental health and well-being which is significant with P values of 0.190. Tornivuori et al. (2023) stated that "The 1 Way ANOVA was 2.700 for mental health and 3.140 for wellbeing with P values respectively with a sample of 87" (p. 6). The

F value for the present study for mental health was higher than the previous study whereas the F value for well-being was higher in the previous study than the present study due to sampling difference. The literature review indicated that MHapps is well suited to reach the youth and incorporating their perspectives is especially critical to ensure such tools are useful to them in dealing with depression, stress and anxiety (Agapie, et al.,2022).

The F value for fast food, drug use and indecent sexual encounters is 1.773 which is significant with the unfavorable behaviors associated with the operational variables with a P value is 0.119. According to Zulfa et al. (2022) “Fast food, drug use and indecent sexual encounters had a F value of 1.480, 2.000 and 2.490 respectively which was significant with the P value of 0.067, 0.134 and 0.167 respectively with a sample of 81” (p. 321). The previous study had more significant F values for drug use and indecent sexual encounters and had a lower F Value of 1.480 for fast food as compared to 1.773 for the present study. The literature review based on the variables highlighted previously indicated that mental and behavioral health is vital for youth empowerment, especially in rural communities where stigma and discrimination (Salas-Wright, et al., 2021).

The operational variables life set, intercept and crisis services have a F value of 0.545 respectively with a P value of 0.772 to influence the satisfaction of youth needs. Atilgan and Tukel (2021) stated that “The F values for life set, intercept and crisis services are 3.120, 3.350 and 5.220 respectively with a P value of 0.209, 0.225 and 0.350 respectively” (p. 350). The differences in the present study and previous study may be as a result of the within group which the previous study is twice as much. According to the variables highlighted previously the literature review indicated that youth volunteering group deals with addressing serious matters that affect youth negatively in

an effort to refocus their lives to continue to realize their goals or dreams despite of the obstacles they have experienced (Salas-Wright, et al., 2021).

Table 76

Research Question 2- 1 Way ANOVA p.281

1 Way Anova						
		ANOVA				
		Sum of Squares	Mean Square	F	Sig.	
Establishment of Youth Groups	Between Groups	4.086	0.681	2.424	0.036	
	Within Groups	17.700	0.281			
	Total	21.786				
Establishment of Youth Groups R1	Between Groups	5.832	0.972	3.460	0.051	
	Within Groups	25.265	0.401			
	Total	31.097				
Mental health	Between Groups	6.000	1.000	2.763	0.019	
	Within Groups	22.800	0.362			
	Total	28.800				
Well being	Between Groups	6.000	1.000	2.763	0.019	
	Within Groups	22.800	0.362			
	Total	28.800				

Table 77

Research Question 2- 1 Way ANOVA p.281

Mental health R1	Between Groups	6.000	1.000	2.700	0.018
	Within Groups	81.000	0.354		
	Total	87.000			
Well being R1	Between Groups	6.000	1.000	3.140	0.021
	Within Groups	81.000	0.411		
	Total	87.000			
Fast food consumption	Between Groups	3.343	0.557	1.773	0.119
	Within Groups	19.800	0.314		
	Total	23.143			
Drug use	Between Groups	3.343	0.557	1.773	0.119
	Within Groups	19.800	0.314		
	Total	23.143			
Indecent sexual encounters	Between Groups	3.343	0.557	1.773	0.119
	Within Groups	19.800	0.314		
	Total	23.143			
Fast food consumption R1	Between Groups	11.700	0.464	1.480	0.067
	Within Groups	69.299	0.262		
	Total	80.999			
Drug use R1	Between Groups	11.700	0.628	2.000	0.134
	Within Groups	69.299	0.354		
	Total	80.999			
Indecent sexual encounters R1	Between Groups	11.700	0.782	2.490	0.167
	Within Groups	69.299	0.441		
	Total	80.999			
Life set	Between Groups	2.143	0.357	0.545	0.772
	Within Groups	41.300	0.656		
	Total	43.443			
Intercept	Between Groups	2.143	0.357	0.545	0.772
	Within Groups	41.300	0.656		
	Total	43.443			
Crisis services	Between Groups	2.143	0.357	0.545	0.772
	Within Groups	41.300	0.656		
	Total	43.443			
Life set R1	Between Groups	5.000	0.448	3.120	0.209
	Within Groups	80.000	0.821		
	Total	85.000			
Intercept R1	Between Groups	5.000	0.480	3.350	0.225
	Within Groups	80.000	0.882		
	Total	85.000			
Crisis services R1	Between Groups	5.000	0.749	5.220	0.350
	Within Groups	80.000	1.374		
	Total	85.000			

The youth empowerment group conceptual framework with the operational variables namely mental and behavioral health, positive cultures and safety have a 1 Sample K-S Test statistic of 0.350, 0.369 and 0.359 respectively with Asymp Sig. values of 0.000 as it relates to the motivation and mobilization of young people to meet their goals in satisfying their needs. According to Samawi et al. (2022) “The test statistics were 0.372, 0.477 and 0.231 for mental and behavioral health, positive cultures and safety respectively with Asymp Sig. values of 0.000 for which the sample was 30” (pp.228-229) The present study results were more significant than the previous study except for safety which may be due to sampling differences and varying responses. The literature review based on the variables highlighted previously indicated that positive culture foster a sense of belonging and worth and are considered safe, supportive, inclusive and participatory (Senge et al., 2008).

Table 78

Research Question 2- 1 Sample K-S Test p.282

1 Sample K-S Test

One-Sample Kolmogorov-Smirnov Test

			Mental and behavioural health	Positive cultures	Safety	Mental and behavioural health R1	Positive cultures R1	Safety R1
N			70	70	70	30	30	30
Normal Parameters[a,b]	Mean		3.89	4.31	3.80	2.59	2.40	2.45
	Std. Deviation		0.578	0.877	0.878	0.616	0.452	0.374
Most Extreme Differences	Absolute		0.350	0.369	0.319	0.373	0.267	0.136
	Positive		0.307	0.217	0.319	0.327	0.281	0.136
	Negative		-0.350	-0.369	-0.214	-0.372	-0.477	-0.155
Test Statistic			0.350	0.369	0.319	0.372	0.477	0.231
Asymp. Sig. (2-tailed)[c]			0.000	0.000	0.000	0.000	0.000	0.000
Monte Carlo Sig. (2-tailed)[d]	Sig.		0.000	0.000	0.000	0.000	0.000	0.000
	99% Confidence Interval	Lower Bound	0.000	0.000	0.000	0.000	0.000	0.000
		Upper Bound	0.000	0.000	0.000	0.000	0.000	0.000

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

d. Lilliefors' method based on 10000 Monte Carlo samples with starting seed 2000000.

The conceptual framework based on the youth life skills group has three operating variables development, community services and health and wellness which reported mean and mode values of 3.88, 3.82 and 4.30 respectively which is statistically significant in relation to inspiring young people to overcome challenges there by contributing to the satisfaction of youth needs. Sánchez (2023) stated that “Development, community services and health and wellness reported mean and mode scores of 5.17, 5.20 and 4.84 respectively with a sample of 26” (p. 67). The mean scores were higher for the previous studies than for the present study which may be due to varying samples and responses. According to the variables highlighted previously the literature review indicated that youth groups help young people find meaningful employment by providing the necessary support and guidance (Steven et al., 2021).

Figure 12

Research Question 2- 1 Way ANOVA Repeated Measures Test p.283

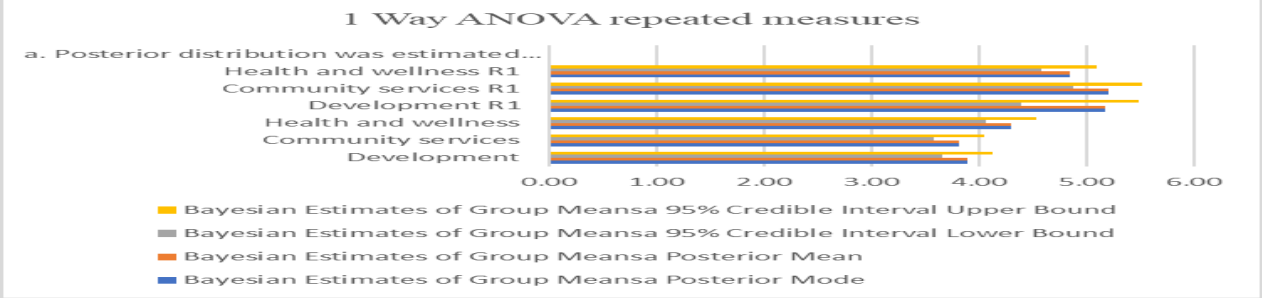


Table 79

Research Question 2- 1 Way ANOVA Repeated Measures p.283

1 Way ANOVA repeated measures

Bayesian Estimates of Group Means[a]

Dependent Variables	Posterior		95% Credible Interval	
	Mode	Mean	Lower Bound	Upper Bound
Development	3.88	3.88	3.65	4.12
Community services	3.82	3.82	3.58	4.05
Health and wellness	4.30	4.30	4.06	4.53
Development R1	5.17	5.17	4.39	5.48
Community services R1	5.20	5.20	4.88	5.52
Health and wellness R1	4.84	4.84	4.58	5.10

a. Posterior distribution was estimated based on the Bayesian Central Limit Theorem.

The youth leadership development framework based on the operational variables preventative services, opportunity and diversity and inclusion resulted in chi- square test values of 16.829, 37.229 and 9.029 respectively with Asymp. Sig. of 0.000 which has a significant effect on young people being motivated, inspired and encouraged to achieve their goals thereby leading to the satisfaction of youth needs. Evelyn and Kühner (2022) indicated that "Preventative services, opportunity and diversity and inclusion have a chi-square test statistic of 17.715, 34.099 and 13.070 with a sample of 135 from seven districts in Ghana's upper West Region" (p. 11). When compared to the present study opportunity and diversity still had the highest value followed by preventative services and then inclusion. The first and third operational variable were higher for the past study as compared to the present study. The literature review based on the variables highlighted previously indicated that creating opportunities for young people is crucial for increasing their confidence and leadership skills through resources, relationships, support and investment (TAECF, 2017).

Table 80

Research Question 2- Chi-Square Test p.284

Chi-Square Test						
Test Statistics						
	Preventative services	Opportunity and diversity	Inclusion	Preventative services R1	Opportunity and diversity R1	Inclusion R1
Chi-Square	16.829[c]	37.229[c]	9.029[c]	17.715[c]	34.099[c]	13.070[c]
df	2	2	2	2	2	2
Asymp. Sig.	0.000	0.000	0.011	0.000	0.000	0.000
a. 0 cells (0.0%) have expected frequencies less than 5. The minimum expected cell frequency is 10.0.						
b. 0 cells (0.0%) have expected frequencies less than 5. The minimum expected cell frequency is 35.0.						
c. 0 cells (0.0%) have expected frequencies less than 5. The minimum expected cell frequency is 23.3.						

The operating variables role model, supporter and policy enforcer have means of 0.459, 0.541 and 0.068 respectively based on the Bayesian 1 Sample Binomial test. Long (2023) stated that "The Bayesian 1 Sample Binomial test for role model, supporter and policy enforcer were

0.486, 0.606 and 0.071 respectively with a sample of 135" (p. 42). Role model, supporter and policy enforcer had a higher mean value in the previous study, than the present study. The differences in result may be due to sampling differences and responses from participants. The literature review based on the variables highlighted previously indicated that positive social interactions and protective interventions are being administered to ensure that young people are being supported through the youth mentoring group (Lalayants & Saitadze, 2022).

Figure 13

Research Question 2- Bayesian 1 Sample Binomial p.285

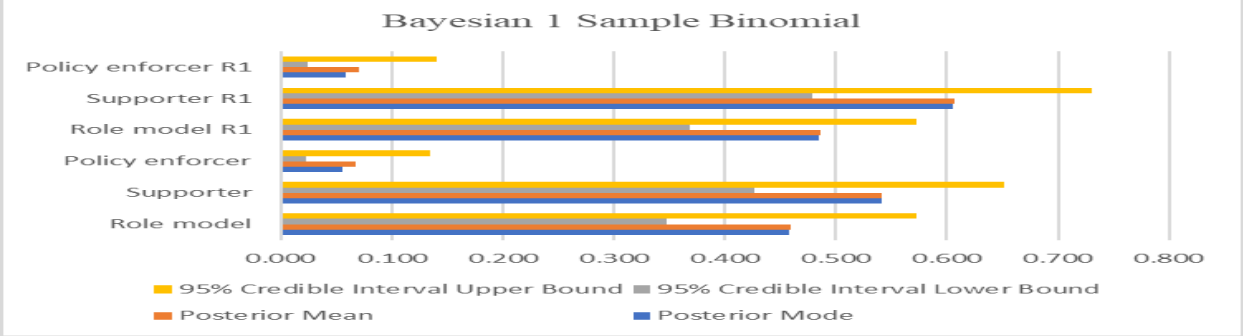


Table 81

Research Question 2- Bayesian 1 Sample Binomial p.285

Bayesan 1 Sample Binomial

Posterior Distribution Characterization for Binomial Inference[a]

	Posterior		95% Credible Interval	
	Mode	Mean	Lower Bound	Upper Bound
Role model	0.458	0.459	0.348	0.573
Supporter	0.542	0.541	0.427	0.652
Policy enforcer	0.056	0.068	0.023	0.134
Role model R1	0.485	0.486	0.368	0.606
Supporter R1	0.605	0.606	0.479	0.731
Policy enforcer R1	0.058	0.071	0.024	0.141

a. Prior on Binomial proportion: Beta(2, 2).

Youth groups and the positive impact they have on young people to address issues that affect them negatively indicated from the present study that youth groups significantly and positively impact young people which resulted in a T value of 65.307 with a P value of 0.000. Turgut (2021) stated that "Positive impact had a T value of 71.020 with a P value of 0.000, with a

sample of 84 which consisted of young employees who were full time graduates previously of the University of Virginia" (p. 47). The previous study T value were higher than the present study which may be due to one geographic location as compared with various regions and countries for the present study. The literature review indicated that youth generally have been affected adversely in moral values, the level of influence due to external factors like economic and political disorders have displaced young people, however, youth groups are able to educate young people in humanistic values (Kazan, et al., 2014).

In relation to the present study, the statistical test indicated that the T value reported for stress, depression and anxiety was 77.997 for each operational variable with P values of 0.000 which is significant. Sánchez (2023, p.60) stated that "Youth groups deal with issues that affect young people like stress, depression and anxiety and affects them positively based on the 1 sample T test values of 74.10, 66.724 and 63.425 with P values of 0.000, with a sample of 99 respectively which was conducted with teachers at the University of South Florida which are familiar with the issues young people experience" (p. 60). The previous study results were more significant than the present study which may be due to the sample difference, varying participants and the matrix rating scale not applied for the present study. The literature review based on the variables highlighted indicated that MHapps a youth application normally has a significant impact on youth groups in dealing with depression, stress and anxiety (Agapie, et al., 2022).

The operational variable role models, demonstrated that entrepreneurial skills positively transformed and promoted economic growth, positively impacting young people. For the present study entrepreneurial skills have a T Value of 77.328 with a P value of 0.000. De La Rue et al. (2014) stated that "Entrepreneurial skills had a T value of 98.900 with a P value of 0.000 and a sample of 83" (p. 44). The previous study T value were more significant than the present study

which may be as result of the sample and the respondents which were from the university of Illinois at Urbana-Champaign. The literature review indicated that the youth mentoring group has been able to impact young people in exhibiting entrepreneurial skills that have had positive outcomes like transforming their lives and fostering economic growth (Kwaku, et al., 2022).

Table 82

Research Question 2- I Sample T Test p.287

1 Sample T Test						
One-Sample Test						
	Test Value = 0					
	t	df	Two-Sided p	Mean Difference	95% Confidence Interval of the Lower	Upper
Positive Impact	65.307	69	0.000	4.543	4.40	4.68
Positive Impact R1	71.020	84	0.000	4.940	4.79	5.09
Stress	77.997	69	0.000	4.600	4.48	4.72
Depression	77.997	69	0.000	4.600	4.48	4.72
Anxiety	77.997	69	0.000	4.600	4.48	4.72
Stress R1	74.100	99	0.000	4.370	3.84	4.48
Depression R1	66.724	99	0.000	3.935	3.83	4.04
Anxiety R1	63.425	99	0.000	3.741	3.64	3.83
Entrepreneurial skills	77.328	69	0.000	4.586	4.47	4.70
Entrepreneurial skills R1	98.900	83	0.000	5.865	5.72	6.01

Youth groups in terms of their ability to educate young people in humanistic values based on the 1 Sample Z Test had a negative Z value of -1.912 which is an insignificant value with P value of 0.028 which indicates that youth groups are not able to educate young people in humanistic values. In a previous study the 1 Sample Z Test of -2.250 for humanistic values with P value of 0.066 was indicated from a study conducted for young athletes that were part of a sports youth group consisting of 32 participants which concluded that humanistic values were not able to be taught to young people by youth groups (Yapıcı, 2016). The literature review indicated that young people that are members of youth groups have been impacted by humanistic values by exhibiting traits like faithful friends, cognition, duty performance and overcoming shortcomings in oneself and others (Kazan, et al., 2014).

Youth groups enabling young people to reduce their social pressures and mental loads by fostering sharing of knowledge through experience and exchange support reflected 1 Sample Z Test of 8.128 for both operational variables with P Values of 0.000. Youth groups in a previous study was reported to reduce social pressures and mental loads which had Z values 2.849 and 3.070 respectively (Santilli, et al., 2022). The present study results were more significant than the previous study. The literature review indicated that re are internal and external barriers that prevent grievance investigations for the complaints filed due to social pressures and resistance from management of organizations (Nguyen, 2022).

Table 83

Research Question 2- I Sample Z Test p.288

1 Sample Z Test									
One-Sample Proportions Tests									
			Observed - Test	Asymptotic	Z	Significance			
Test Type		Successes	Proportion			One-Sided p	Two-Sided p		
Humanistic values >= 5	Mid-p Adjusted Binomial	27	0.386	-0.114	0.058		0.028		
	Score	27	0.386	-0.114	0.058	-1.912	0.028		
Humanistic values R1 >= 5	Mid-p Adjusted Binomial	32	0.453	-0.134	0.068		0.032		
	Score	32	0.453	-0.134	0.068	-2.250	0.066		

Table 84

Research Question 2- I Sample Z Test p.288

Knowledge through experiences >= 4	Mid-p Adjusted Binomial	69	0.986	0.486	0.014		0.000
	Score	69	0.986	0.486	0.014	8.128	0.000
Exchange support >= 4	Mid-p Adjusted Binomial	69	0.986	0.486	0.014		0.000
	Score	69	0.986	0.486	0.014	8.128	0.000
Knowledge through experiences R1 >= 4	Mid-p Adjusted Binomial	29	0.346	0.170	0.004		0.000
	Score	29	0.346	0.170	0.004	2.849	0.000
Exchange support R1 >= 4	Mid-p Adjusted Binomial	29	0.372	0.183	0.005		0.000
	Score	29	0.372	0.183	0.005	3.070	0.000

Youth groups are aligned with equipping young people with skills pertaining to communication, life and resolving conflicts thereby satisfying youth needs. Rural youth may not benefit from youth groups that equip them with survival skills, such as driving, swimming and e-

commerce. Bishop (2021) on training on life skills and survival skills stated that “It has an impact on life skills training for young people, including attitudes, knowledge, social skills, communication, assertiveness, critical thinking, problem-solving, goal setting and resistance to negative influences" (p. 23). Youth groups also help develop leadership and critical thinking skills, enhancing their life and survival skills. The literature review indicated that young people are trained in life skills in order to avoid distorted relationships and the social disconnectedness. through interaction and teamwork (Freire, et al., 2021). Helena and Andreja (2021) on healthy behavior stated that “Healthy behavior is important in young people, which is inclusive of their attitudes and behaviors acted upon through knowledge and experiences" (p. 3256). The literature review indicated that youth that are suffering from behavioral health disorders who commit crimes and minor offences have minimal respond on dealing with their issues. (Ramezani, et al., 2022). It was highlighted that youth groups offer safe spaces for discussing social issues like health and sexual practices, while also providing resources for professional careers in science, health, technology, mathematics, entrepreneurship and engineering. Sommer (2005) on physical and emotional safety indicated that "Physical and emotional safety, which involves creating a safe environment where individuals feel protected, accepted and treated with respect and dignity" (p. 1). It was stated that youth groups foster a sense of belonging, acceptance and respect, aiming to improve performance. However as highlighted youth groups may not be able to protect young people from societal ills, especially in homes and communities. It was highlighted that youth groups collaborate to protect young people from dangers, exploitations, violence, illicit drugs and crimes. The literature review indicated that healthy emotional and social development is essential for positive health and wellness to build young people resilience which are at lower risk for developing health issues (Amarbayan, et al., 2021). Braning (2012) on leadership stated that "It

involves building skills through learning, planning, decision-making and sociability, leading to empowerment, volunteerism, capacity building and experiences" (p. 17). It was stated that youth groups prepare young people for leadership roles, allowing them to impact their communities positively. However, it was stated that adults may not allow young people to improve their leadership skills in certain aspects, hindering their growth. Youth groups as highlighted provide educational, career, leadership, thinking and problem-solving skills services and teach young people to appreciate different cultures, practices, norms and values. The literature review indicated that young people are empowered to understand the environment, goals and obstacles to positively impacts group outcomes (Epitropaki, et al., 2018). In a previous study it was indicated that young groups contribute to the satisfaction of youth needs based on a content analysis study which developed a theory on the 7 P's of life satisfaction which is based on peace, protection, prerogative, prospects, progress, pleasures and positivity (Alam, 2020). It was concluded from this study that satisfaction of youth needs improves life standards of young people which is dependent on the 7 P's in youth groups.

Data triangulation is conducted for the establishment of youth groups contributing to the satisfaction of youth needs which indicated that the 1 Way ANOVA test for the independent variable youth groups and the dependent variable satisfaction of youth needs resulted in a F value of 2.424 with a mean of 0.681 and a sig. value of 0.036. In the qualitative data content analysis, it was discovered that though the establishment of youth groups contribute to the satisfaction of youth needs there are however some issues that arises from youth groups. Youth groups may not benefit rural youth due to limited human resources, difficulty in discussing sensitive matters and challenges in assisting addictive lifestyle habits. They may also struggle to provide safety and protection in areas with illegal activities. Additionally, adult involvement may limit young people

from assuming leadership roles in youth groups, especially in areas affected by social issues and economic instabilities.

Connectiveness theory states that connections encompass social interactions through connective experiences based on social behavior, influence and economics that is nurtured in particular in a group setting (Truett, 2023). It was stated that youth groups organize programmes, workshops and classes to increase knowledge in relevant subjects. However, as highlighted, not all young people, especially in rural areas, benefit from these resources. It was indicated that youth groups facilitate access to books and materials but not all have access to facilities like libraries. As highlighted youth groups assist disabled youths through computer programmes, memory examinations and plat-forms. The literature review indicated that young people through youth groups are being educated to strengthen their external assets that deal with influential associations and autobiographical experiences that deal with learning from mistakes and consequences (Sukumar, et al., 2022).The theory identified as dependency theory states that a dynamic environment that is rich make uses of resources to achieve the greatest returns which is dependent on a poorer environment for its survival for which it has no control over the resources (Mwai, et al., 2014). It was indicated that youth groups are adopting programmes and tools to meet the development needs of young people but struggle to reach vulnerable and at-risk youth. However, marginalized youth may face challenges due to cultural differences. In addition, it was stated that youth groups inspire young people to pursue their development goals, build self-determination and self-confidence. Youth groups as stated also partner with governments to implement policies and empower young people to take advantage of economic opportunities. The literature review indicated that youth leaders are encouraged to extend their positive influence on other youth team members that instills motivation and commitment in achieving team goals (Mertens et al., 2020).

Social Activism Theory deal with united efforts through groups that are institutionalized to remedy social problems to change existing social order which increases the world of knowledge on the particular issue (Darden, 2021). Youth groups as highlighted, promote social action by integrating various disciplines to foster unity and peace. In addition, as indicated youth groups partner with peace organizations to protect young people during armed conflicts, reducing discomfort and trauma. As indicated, youth groups collaborate with peace organizations and governments to implement activism activities, empowering young people to volunteer against armed conflict. Nonetheless, as stated, their efforts are limited by targeting opposing interest groups. The literature review indicated that youth groups address the physical, social and emotional needs of young people, preventing exposure to abuse, violence, poverty and health issues (Daiane et al., 2022). The grounded theory was applied in a similar study which indicated that youth groups empower, transform, emancipates, promotes capacity building and enable social participation of young people that leads to the satisfaction of youth needs (Melo, 2018). However, it was indicated through the previous research that youth groups have challenges in assisting young people that are affected by security instability, shootouts, drug trafficking and commonplace police repression.

Methodological triangulation is adopted to ascertain whether the satisfaction of youth groups have a significant relationship with the satisfaction of youth needs. Based on the present study establishment of youth groups have a significant correlation of 0.871 with the satisfaction of youth needs. The qualitative analysis revealed that rural, displaced and impoverished youth face challenges in accessing support from youth groups for education and career advancement. They also struggle to reach communities with cultural norms that prevent them from instilling values of equality. Additionally, youth groups may not intervene on behalf of civilians due to high risk levels in unrest or armed conflict.

The gaps that were discovered based on the various test to answer the research question on whether the establishment of youth groups contribute to the satisfaction of youth needs and whether the establishment of youth groups have a significant relationship with the satisfaction of youth needs resulted the 1 Way ANOVA Test resulted in 3 of the operational variables which is between groups and the 1 Sample Z Test resulted in 1 of the operational variables having Sig. values of > 0.05 which is a gap when compared to the various test. The Bayesian 1 Sample Binomial and I Way ANOVA Repeated Measures had no P values which is a gap in the analysis. The grounded theory analysis approach and the content analysis indicated areas where establishment of youth groups does not address certain issues in the satisfaction of youth needs and affects the significant relationship with the satisfaction of youth needs.

Research Question 3/Hypothesis: Creation of Youth Frameworks

The creation of frameworks has a significant correlation with the satisfaction of youth needs of 0.886 with a P Value of 0.000. In a previous study creation of frameworks had a significant correlation of 0.860 with a P Value of 0.000 which was a study on how rural youth perceived the impact of youth frameworks and the opportunities derived from the frameworks (Kabakçı & Stockton, 2022). The previous study correlation was lower than that of the present study. The present study result indicated that the creation of frameworks has a significant relationship with the satisfaction of youth needs thereby confirming the alternative hypothesis, in addition, the results indicated that the creation of frameworks influence the satisfaction of youth needs positively based on the results from the conceptual frameworks and the operational variables. The literature review indicated that youth frameworks assist in guiding the youth in decision making, planning, designing, implementation, evaluations and services that can contribute to their success (Livingstone, 2022). According to Jan and Zavodna (2022) “McKinsey

7s Model Theory deals with the holistic view of an organization performance based on hard and soft factors which knowledge of these factors being critical to achieve the intended objectives of an organization" (p. 51). Based on the youth frameworks, the McKinsey 7s Model Theory based on the results is applicable which suggest that the youth frameworks performance is improving, processes are aligned and strategies are being implemented to achieve the outcomes.

The conceptual framework information and support consisting of mental health, unemployment and supportive environment have a significant positive correlation with the satisfaction of youth needs safeguarded of 0.886 with a P value of 0.000. The previous study resulted in significant correlations of 0.782, 0.850 and 0.890 for mental health, unemployment and supportive environment respectively in relation to satisfaction of youth needs safeguarded with P values of 0.000 with 1,100 participants (Kabakci, et al., 2019). The present study results were higher which may be due to sampling differences and not applying the matrix rating scale. The literature review according to the variables highlighted previously indicated that the well-being of young people is of outmost importance and the framework seeks to tailor the support to meet the expectation in addressing the well-being of the youth (CI, 2019).

The correlation between health promotion and youth empowerment had a significant relationship of 0.929 with youth framework with a P value of 0.000. In a previous study the correlation with youth framework and the two operational variables were 0.910 and 0.860 with a P value of 0.000, in addition, there was a significant correlation of 0.900 with each other with 258 high school participants with varying ethnicity (Bode, 2018). The present study results are higher than the previous study which may be due to the matrix rating scale not being applied, the sampling differences and the composition of participants. According to the literature review youth empowerment focuses on creating opportunities for active group participation through the youth

framework to ensure that promotion of youth health is impacting young people (Trisnowati, et al. ,2021).

The five C's of youth development with the correlation with each other and their correlation with the influence of youth framework have a perfect correlation with P values of 0.000. In a previous study, the correlations were significant for the five C's namely competence, confidence, connections, character and caring of 0.900, 0.950, 0.940, 0.960 and 0.890 in relation to the influence of youth framework respectively with P values of 0.000 with a sample of 298 youth in Malaysian university schools (Ang, 2009). The present study correlation was higher than the previous study because the present study did not adopt a matrix rating scale which resulted in a perfect correlation. The literature review indicated that the five Cs play an important role in the development of adaptive self-regulation through the youth framework to enhance the five Cs in most youth (Heck & Subramaniam, 2009).

Table 85

Research Question 3- Pearson's Correlation p.295

Pearson's Correlation

Correlations

		Creation of frameworks	Satisfaction of youth needs	Creation of frameworks R1	Satisfaction of youth needs R1				
Creation of frameworks	Pearson Correlation	1	0.886**	1	0.860**				
	Sig. (2-tailed)		0.000		0.000				
	N	70	70	70	70				
Satisfaction of youth needs	Pearson Correlation	0.886**	1	0.860**	1				
	Sig. (2-tailed)	0.004	0.000	0.000	0.000				
	N	70	70	70	70				
		Mental health	Unemployment	Supportive environment	Satisfaction of youth needs safeguarded	Mental health R1	Unemployment R1	Supportive environment R1	Satisfaction of youth needs safeguarded R1
Mental health	Pearson Correlation	1	1.000**	1.000**	0.868**	1	0.790**	0.830**	0.782**
	Sig. (2-tailed)		0.000	0.000	0.000		0.000	0.000	0.000
	N	70	70	70	70	1100	1100	1100	1100
Unemployment	Pearson Correlation	1.000**	1	1.000**	0.868**	0.790**	1	0.720**	0.850**
	Sig. (2-tailed)	0.000		0.000	0.000	0.000		0.000	0.000
	N	70	70	70	70	1100	1100	1100	1100
Supportive environment	Pearson Correlation	1.000**	1.000**	1	0.868**	0.830**	0.720**	1	0.890**
	Sig. (2-tailed)	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000
	N	70	70	70	70	1100	1100	1100	1100
Satisfaction of youth needs safeguarded	Pearson Correlation	0.868**	0.868**	0.868**	1	0.782**	0.850**	0.890**	1
	Sig. (2-tailed)	0.000	0.000	0.000	0.000	0.000	0.000	0.000	
	N	70	70	70	70	1100	1100	1100	1100

Table 86

Research Question 3- Pearson's Correlation p.296

		Health promotion	Youth empowerment	Youth framework	Health promotion R1	Youth empowerment R1	Youth framework R1						
Health promotion	Pearson Correlation	1	1.000**	0.929**	1	0.900**	0.910**						
	Sig. (2-tailed)		0.000	0.000		0.000	0.000						
	N	70	70	70	258	258	258						
Youth empowerment	Pearson Correlation	1.000**	1	0.929**	0.900**	1	0.860**						
	Sig. (2-tailed)	0.000	0.000	0.000	0.000		0.000						
	N	70	70	70	258	258	258						
Youth empowerment	Pearson Correlation	0.929**	0.929**	1	0.910**	0.860**	1						
	Sig. (2-tailed)	0.000	0.000		0.000	0.000							
	N	70	70	70	258	258	258						
		Competence	Confidence	Connections	Character	Caring	Youth framework	Competence R1	Confidence R1	Connections R1	Character R1	Caring R1	Youth framework R1
Competence	Pearson Correlation	1	1.000**	1.000**	1.000**	1.000**	1.000**	1	0.825**	0.850**	0.820**	0.840**	0.900**
	Sig. (2-tailed)		0.000	0.000	0.000	0.000	0.000		0.000	0.000	0.000	0.000	0.000
	N	70	70	70	70	70	70	298	298	298	298	298	298
Confidence	Pearson Correlation	1.000**	1	1.000**	1.000**	1.000**	1.000**	0.825**	1	0.740**	0.750**	0.790**	0.950**
	Sig. (2-tailed)	0.000		0.000	0.000	0.000	0.000	0.000		0.000	0.000	0.000	0.000
	N	70	70	70	70	70	70	298	298	298	298	298	298
Connections	Pearson Correlation	1.000**	1.000**	1	1.000**	1.000**	1.000**	0.850**	0.740**	1	0.850**	0.760**	0.940**
	Sig. (2-tailed)	0.000	0.000		0.000	0.000	0.000	0.000	0.000		0.000	0.000	0.000
	N	70	70	70	70	70	70	258	298	298	298	298	298
Character	Pearson Correlation	1.000**	1.000**	1.000**	1	1.000**	1.000**	0.820**	0.750**	0.850**	1	0.840**	0.960**
	Sig. (2-tailed)	0.000	0.000	0.000		0.000	0.000	0.000	0.000	0.000		0.000	0.000
	N	70	70	70	70	70	70	298	298	298	298	298	298
Caring	Pearson Correlation	1.000**	1.000**	1.000**	1.000**	1	1.000**	0.840**	0.790**	0.760**	0.840**	1	0.890**
	Sig. (2-tailed)	0.000	0.000	0.000	0.000		0.000	0.000	0.000	0.000	0.000		0.000
	N	70	70	70	70	70	70	298	298	298	298	298	298
Youth framework	Pearson Correlation	1.000**	1.000**	1.000**	1.000**	1.000**	1	0.900**	0.950**	0.940**	0.960**	0.890**	1
	Sig. (2-tailed)	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000
	N	70	70	70	70	70	70	298	298	298	298	298	298

*. Correlation is significant at the 0.05 level (2-tailed).

**. Correlation is significant at the 0.01 level (2-tailed).

The creation of framework based on the results was found to influence the satisfaction of youth needs with a 1 Sample Z test score of 5.498 which is significant with a P value of 0.000 with a two-sided test. Gomez (2023) stated that "The I Sample Z test for the creation of frameworks influencing the satisfaction of youth needs had a Z value of 2.938 and a P value of 0.000 with a statistical sample of 37 based on young people who are undergraduate students" (p. 27). The Z test of the previous study was less significant than the present study which may be as result of the sample difference. According to the literature review, youth frameworks outline the potential

outcomes of youth initiatives and align the outcomes with specific strategies to impact young people positively (Livingstone, 2022).

The youth enablement and youth empowerment resulted in a 1 Sample Z value of 8.128 respectively with a P value of 0.000 as it relates to opportunities being fostered on behalf of young people through the youth frameworks. The 1 Sample Z value for the previous study indicated that youth enablement had a Z value of 4.002 and youth empowerment had a Z value of 10.051 with a P value of 0.00 and sample size of 459 (Afthanorhan, et al., 2014). The present study result for youth enablement is higher than the previous study, however, the previous study result is higher for youth empowerment which may be due to not applying the matrix rating scale and sampling differences. The literature review indicated that young people were able to overcome addiction through health promotion through youth empowerment (Trisnowati, et al. 2021).

Table 87

Research Question 3- 1 Sample Z Test p.297

1 Sample Z Test

One-Sample Proportions Tests

Test Type		Observed		Observed - Test Value[a]	Asymptotic Standard Error	Z	Significance	
		Successes	Proportion				One-Sided p	Two-Sided p
Creation of Frameworks >= 4	Exact Binomial	58	0.829	0.329	0.045		0.000	0.000
	Mid-p Adjusted Binomial	58	0.829	0.329	0.045		0.000	0.000
	Score	58	0.829	0.329	0.045	5.498	0.000	0.000
Creation of Frameworks R1 >= 4	Exact Binomial	37	0.354	0.176	0.024		0.000	0.000
	Mid-p Adjusted Binomial	37	0.354	0.176	0.024		0.000	0.000
	Score	37	0.354	0.176	0.024	2.938	0.000	0.000
Youth enablement >= 4	Mid-p Adjusted Binomial	69	0.986	0.486	0.014		0.000	0.000
	Score	69	0.986	0.486	0.014	8.128	0.000	0.000
Youth empowerment >= 4	Mid-p Adjusted Binomial	69	0.986	0.486	0.014		0.000	0.000
	Score	69	0.986	0.486	0.014	8.128	0.000	0.000
Youth enablement R1 >= 4	Mid-p Adjusted Binomial	458	0.485	0.239	0.007		0.000	0.000
	Score	458	0.485	0.239	0.007	4.002	0.000	0.000
Youth empowerment R1 >= 4	Mid-p Adjusted Binomial	458	1.219	0.601	0.018		0.000	0.000
	Score	458	1.219	0.601	0.018	10.051	0.000	0.000

a. Test Value = .5

The conceptual framework enabling environment with operational variables namely bonding, youth responsive services and youth friendly law resulted in 1 Way ANOVA Repeated Measures Test values of 3.96, 4.35 and 3.84 respectively. In a previous study bonding, youth responsive services and youth friendly law had test values of 2.53, 3.52 and 2.57 respectively which recorded mean scores with a sample of 26 (Demir & Gümüş, 2022). The present study results were more statistically significant than the previous study which may be due to sampling differences and the composition of participants. The literature review based on the variables highlighted previously indicated that youth frameworks allow youth to respond to the situations where assistance is needed by providing them with information through data sharing, including sports involvement, health wellbeing and peace advocacy (Faso, 2022).

Table 88

Research Question 3- 1 Way ANOVA Repeated Measures p.298

1 Way ANOVA repeated measures

Bayesian Estimates of Group Means[a]

Dependent Variables	Posterior		95% Credible Interval	
	Mode	Mean	Lower Bound	Upper Bound
Bonding	4.35	4.35	4.17	4.53
Youth responsive services	3.84	3.84	3.67	4.02
Youth friendly laws	3.80	3.80	3.62	3.98
Bonding R1	2.53	2.53	2.42	2.63
Youth responsive services R1	3.52	3.52	3.36	3.68
Youth friendly laws R1	2.57	2.57	2.45	2.69

a. Posterior distribution was estimated based on the Bayesian Central Limit Theorem.

The conceptual framework assets framework based on the operational variables training, formal training and higher order thinking in relation to their relational influence and development systems in leading to the satisfaction of youth needs reflected 1 Sample K-S Test of 0.480, 0.340 and 0.333 respectively. In a previous study training, formal training and higher order thinking had a test statistic value of 0.520, 0.364 and 0.357 respectively (Nalani, 2023). The previous study had

higher test statistic value which may be due to sampling differences and the composition of participants. According to the variables highlighted previously the literature review indicated that assets framework directly reduces structural unemployment and increases the supply in the labor market with skilled young people, which contributes to economic development and international competitiveness (Paryono, 2017).

Table 89

Research Question 3- 1 Sample K-S Test p.299

1 Sample K-S Test								
One-Sample Kolmogorov-Smirnov Test								
			Training	Formal Training	Higher order thinking skills	Training R1	Formal Training R1	Higher order thinking skills R1
N			70	70	70	75	75	75
Normal Parameters[a,b]	Mean		3.00	4.50	4.49	3.21	4.82	4.81
	Std. Deviation		0.170	0.504	0.531	0.182	0.539	0.569
Most Extreme Differences	Absolute		0.486	0.340	0.333	0.520	0.363	0.333
	Positive		0.486	0.340	0.320	0.520	0.364	0.342
	Negative		-0.486	-0.340	-0.333	-0.520	-0.364	-0.357
Test Statistic			0.486	0.340	0.333	0.520	0.364	0.357
Asymp. Sig. (2-tailed)[c]			0.000	0.000	0.000	0.000	0.000	0.000
Monte Carlo Sig. (2-tailed)[d]	Sig.		0.000	0.000	0.000	0.000	0.000	0.000
	99% Confidence Interval	Lower Bound	0.000	0.000	0.000	0.000	0.000	0.000
		Upper Bound	0.000	0.000	0.000	0.000	0.000	0.000
a. Test distribution is Normal.								
b. Calculated from data.								
c. Lilliefors Significance Correction.								
d. Lilliefors' method based on 10000 Monte Carlo samples with starting seed 475497203.								

In relation to relevance, recognition, leading and legitimacy to address many issues that youth experience as it relates to the operational variables resulted in statistical chi-square test values of 144.514, 111.800, 105.429 and 64.486 for leading, legitimacy, relevance and recognition respectively. Leading was the most significant followed by recognition, then relevance and legitimacy. In a previous study involving participants were 142 university students from a secondary school in Hong Kong, which resulted in chi-square test values of 131.113, 105.627, 98.327 and 51.799 for leading, legitimacy, relevance and recognition respectively (Tam, 2023). The previous study values were lower maybe due to sampling differences; however, they were in the same order of significance based on the operational variables. The literature review

based on the variables highlighted previously indicated that the youth framework empower youth, improve service design, strengthen relationships and establish strategic alliances for peer support services (Burnett, 2022).

Table 90

Research Question 3- Chi-Square Test p.300

Chi-Square Test

Test Statistics

	Relevance	Recognition	Leading	Legitimacy	Relevance R1	Recognition R1	Leading R1	Legitimacy R1
Chi-Square	105.429[c]	64.486[c]	144.514[a]	111.800[c]	98.327[c]	51.799[c]	131.113[a]	105.627[c]
df	3	2	3	2	3	2	3	2
Asymp. Sig.	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000

a. 0 cells (0.0%) have expected frequencies less than 5. The minimum expected cell frequency is 17.5.
b. 0 cells (0.0%) have expected frequencies less than 5. The minimum expected cell frequency is 10.0.
c. 0 cells (0.0%) have expected frequencies less than 5. The minimum expected cell frequency is 23.3.

The operational variables through consisting of human immunodeficiency, unintended pregnancies, gender inequality and climate change was to ascertain whether the agency framework through the operational variables can enable young people to face challenges caused by poor decisions and risky behaviors which reported mean values of 0.041, 0.054, 0.797 and 0.189 respectively through the Bayesian 1 sample Binomial test. The previous study had a sample of 108 participants who were members of the community center board and health offices which had mean scores of 0.335, 0.942, 0.051 and 0.048 in relation to climate change, gender inequality, unintended pregnancies and human immo-deficiency (Chang, 2023). The present study mean values were lower for all the operational variables except for unintended pregnancies which was higher than the previous study which may be due to sampling differences. The literature review based on the variables highlighted previously indicated that youth framework help young people support initiatives that contribute to better economic, social, educational and health environments which provide opportunities for career, education and social empowerment for young people (Lunogelo, et al., 2017).

Figure 14

Research Question 3- Bayesian 1 Sample Binomial p.301

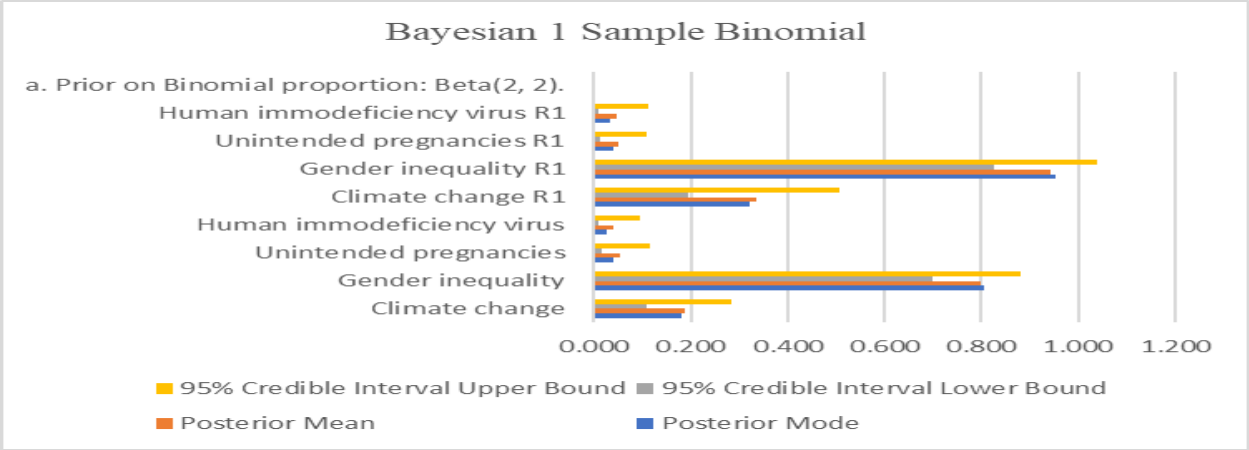


Table 91

Research Question 3- Bayesian 1 Sample Binomial p.301

Bayesian I Sample Binomial					
Posterior Distribution Characterization for Binomial Inference[a]					
	Posterior			95% Credible Interval	
	Mode	Mean	Var.	Lower Bound	Upper Bound
Climate change	0.181	0.189		0.109	0.285
Gender inequality	0.806	0.797		0.699	0.880
Unintended pregnancies	0.042	0.054		0.015	0.115
Human immodeficiency virus	0.028	0.041		0.009	0.095
Climate change R1	0.320	0.335		0.193	0.505
Gender inequality R1	0.952	0.942		0.826	1.039
Unintended pregnancies R1	0.039	0.051		0.014	0.107
Human immodeficiency virus R1	0.032	0.048		0.010	0.112
a. Prior on Binomial proportion: Beta(2, 2).					

The youth framework was considered in terms of accomplishing their mandate in their promotion of against illegal drug use by young people mean square and standard deviation of 2.13 and 1.650 respectively which are significant. In a previous study the mean for accomplishing their mandate was at 2.31 and the standard deviation was 1.791 which was significant (Gomez, 2023). The previous study statistical test values were more significant than the present study which be due to the composition of participants, however, the results were not significantly different. The

literature review indicated that friendly laws and policies are integral to health, well-being, employment and education that focuses on the areas where young people are most affected (Girard, 2017).

Table 92

Research Question 3- 1 Sample T Test p.302

1 Sample T Test

One-Sample Statistics

	Mean	Std. Deviation	Std. Error Mean
Accomplishing their mandate	2.13	1.650	0.197
Accomplishing their mandate R1	2.31	1.791	0.214

One-Sample Test

		Significance			95% Confidence Interval of the	
	df	One-Sided p	Two-Sided p	Mean Difference	Lower	Upper
Accomplishing their mandate	69	0.000	0.000	2.129	1.74	2.52
Accomplishing their mandate R1	84	0.000	0.000	2.314	1.89	2.74

The youth framework through youth empowerment reflected 1 Way ANOVA F value of 0.214 and youth enablement reflected 1 Way ANOVA F value of 0.823 which had a significant F value for youth enablement with a mean square of 0.404. The mean square for youth empowerment based on the present study is 0.071 with a Sig of > 0.000. In the previous study the F values for the two operational variables were 0.350 and 0.997 for youth empowerment and youth enablement respectively with mean squares 0.116 and 0.489 with Sig. of > 0.05 respectively (Tam, 2023). The statistical test was higher for the previous study as compared to the present study and may be as a result of the sample which was 80 for the previous study. The literature review based on the variables highlighted previously indicated that youth framework enable and create opportunities for active group participation (Trisnowati, et al., 2021).

Table 93

Research Question 3- 1 Way ANOVA p.303

I Way ANOVA					
ANOVA					
		Sum of Squares	Mean Square	F	Sig.
Youth empowerment	Between Groups	0.071	0.071	0.214	0.645
	Within Groups	22.515	0.331		
	Total	22.586			
Youth enablement	Between Groups	0.404	0.404	0.823	0.368
	Within Groups	33.368	0.491		
	Total	33.771			
Youth empowerment R1	Between Groups	0.116	0.116	0.350	1.052
	Within Groups	28.000	0.540		
	Total	28.116			
Youth enablement R1	Between Groups	0.489	0.489	0.997	0.445
	Within Groups	40.000	0.595		
	Total	40.489			

It was discovered through policy that the creation of youth framework is allowing young people to be involved in the development agenda of the countries through empowerment and engagement through the assistance of country governments. As indicated, the creation of youth frameworks provides security and opportunities for young people through accessible education and skills development centers, assisting them in employment and income. Lambrinou (2023) stated that “Young people need policies that require organizations to champion their cause that can impact policy makers that are the state level to advocate for young people in relation to their development” (p. 190). However, as indicated youth framework struggle to meet the needs of rural youth who face economic hardships and lack access to education. However, it was indicated that with government support, youth frameworks facilitate housing, security, transportation and opportunities for young people, promoting safety, security, well-being and inclusion. The literature review indicated that youth framework create the enabling environment for young people to be natured through bonding for young people's healthy development, protection and support (Lee & Lok, 2012). Furthermore, it was stated that youth frameworks are collaborating with governments and organizations to provide health and wellness services to young people, focusing

on their physical, mental and social health to alleviate social ills and improve their ability to advance in various aspects of their lives. McCalman et al. (2023) stated that “It is important to address the physical, well-being and mental health of young people to alleviate social ills and promote their overall development" (p. 2). The literature review indicated that youth frameworks engage medical doctors, mental health workers, drug services and educational specialists to address health issues that young people experience (Yung, 2016). In addition, it was highlighted that youth frameworks, supported by governments, provide educational opportunities for young people to develop necessary skills for job placement. However, youth frameworks as indicated may struggle to reach displaced youth due to barriers like violence and illegal activities. Social assistance programs provide relief for these young people. Ramírez et al. (2023) stated that "Education and training focused on continual education in a work environment enhances employment opportunities and employability" (p. 2). The literature review indicated that youth frameworks assist young people in developing higher order thinking skills led them to a more focused approach in evaluation, analysis and judgement, strengthening critical skills and enabling independent thinking (Giancarlo, et al., 2004). Furthermore, it was highlighted that youth frameworks are institutions that offer programmes addressing self-esteem, actualization, confidence and employability skills to young people. The youth frameworks inspire volunteering and community involvement, enhancing well-being. Studies show that these frameworks are empowering, engaging and collaborative, leading to the development and rehabilitation of young people affected by lifestyle diseases (Trisnowati, et al., 2021).

Data triangulation is conducted in ascertaining whether the creation of frameworks influence the satisfaction of youth needs which had Z value of 5.498 based on the 1 Sample Z Test. This is a significant statistical test which indicates that the creation of frameworks influences

the satisfaction of youth needs. In performing the qualitative analysis using content analysis, it was discovered that youth frameworks are not able to meet marginalized youth who are displaced through social and cultural barriers who are not able to get access to educational institutions and skill-based organizations. Another concern is that youth frameworks are not able to reach youth especially in distant rural communities who are affected by social ills and who do not have access to amenities like the internet through human resource centers. In addition, it was stated that youth frameworks because of the political and economic conditions of certain countries, it is challenging for youth frameworks to undergo skills training for young people who are affected by the realities of unemployment and non-regulated wage rates.

Based on grounded theory analysis the creation of youth frameworks and whether it had a significant influence on the satisfaction of youth needs, the relationship rules theory was considered in terms of relationship and inclusion as it rules that govern the relationships. According to Whittemore (2021) on relationship rules theory “It deals with adherence to certain rules that govern relationships for the relationships to be maintained and if the rules are broken the relationship and inclusion are affected” (p. 1). As stated, youth frameworks aim to connect young people with family, colleagues and the community, creating a secure environment for mentorship and positive feelings. However, as indicated youth frameworks struggle to reach communities influenced by criminal activities. In addition, it was indicated that young people are guided and counseled on career paths, provided with shelter and reintegration services and sometimes income assistance. The literature review indicated that youth frameworks are assisting young people to face challenges such as lack of investment, limited access to resources, high interest rates and lack of engagement with stakeholders (Clemensson & Christensen, 2010). According to McCleskey (2014) on transformational leadership theory “It increases the level of conceptualizing the methods

of achieving outcomes through overlooking self-interest for the sake of the entity success which then increases and satisfies the need of followers" (p. 2). Additionally, transformational leadership fosters higher levels of fulfillment, delegation, motivation, communication, planning and collaboration. As stated, youth frameworks aid young people in understanding leadership, making decisions and building self-esteem, while also fostering community commitment and informed decision-making. Nilsson and Jost (2020) on humanism theory stated that " The intrinsic value of self-actualization, equality, openness to change and democracy, motivating individuals to apply these values to bring positive changes" (p. 1). It was further stated that youth frameworks equip them with skills, lifelong learning programs and opportunities for employment. The literature review indicated that youth framework empower and motivate individuals in their professional careers which are essential for both professional and academic success (Giancarlo, et al. ,2004). Alvarez and Barney (2007) on discovery theory stated that "Entrepreneurs can explore market and industry conditions to generate new products and services by exploiting available opportunities" (p.128). Moreover, youth frameworks facilitate enrollment in apprenticeship programs, university courses and graduate degrees, enabling them to transition to the workplace. The literature review indicated that youth frameworks enables youth development and promotes entrepreneurship so that young people can be employed (Trisnowati, et al., 2021). According to Colacchio (2023) based on grounded theory analysis "Youth frameworks create avenues for safety, security, leadership and employment, fostering relationships, trust and satisfaction of needs" (p. 263).

Methodological triangulation is considered in ascertaining whether the creation of youth frameworks have a significant relationship with the satisfaction of youth needs which through the Pearson's correlation had a significant correlation of 0.886 with a P value of 0.000. However, the grounded theory analysis reveals that youth frameworks face challenges in assisting young people

affected by drug use and criminal activities due to their complexity and cultural practices. Youth frameworks also struggle to impact diverse youths in rural and gang-related communities and find it challenging to place them through employment agencies due to economic and political unrest in certain countries.

The gaps that were discovered based on the various test to answer the research question on whether the creation of frameworks influence the satisfaction of youth need and whether the creation of frameworks have a significant relationship with the satisfaction of youth needs in the 1 Way ANOVA Test resulted in 2 of the variables between groups having Sig. values of > 0.05 and for the within groups there were no F values and Sig. values which is a gap when compared to the various test. The Bayesian 1 Sample Binomial had no P values which is a gap in the analysis. There were no P values for the I Way ANOVA Repeated Measures which is a gap in the test as compared to the other test. The grounded theory analysis approach and the content analysis indicated areas where creation of frameworks does not address certain issues in the satisfaction of youth needs and how it affects the significant relationship with the satisfaction of youth needs.

Research Question 4/Hypothesis: Instituting of Youth Plat-forms

The instituting of plat-forms based on the statistical test indicated that institution of plat-forms have a significant correlation of 0.900 with the satisfaction of youth needs with a P value of 0.000. The previous study correlation was lower than that of the present study. The present study result indicated that the instituting of youth plat-forms has a significant relationship with the satisfaction of youth needs thereby confirming the alternative hypothesis, in addition, the results indicated that the instituting of youth plat-forms affect the satisfaction of youth needs positively based on the results from the conceptual frameworks and the operational variables. In a previous study conducted, the correlation between institution of plat-forms and satisfaction of youth needs

was significant at 0.955 with a P value of 0.000 and sample of 44 (Greene, 2023). The previous study correlation was higher than the present study which may be due to sampling differences. The literature review stated that youth plat-forms empower young people by enhancing their capabilities and skillsets on various issues (MGCY, 2022).

The youth social plat-form conceptual framework based on the operational variables namely youth centered services, civil dialogue and social protection reflected statistical test of 0.971 in relation to the satisfaction of youth needs for all three operational variables and P values of 0.000. In the previous study youth centered services, civil dialogue and social protection had a significant correlation of 0.860, 0.800 and 0.880 respectively with the satisfaction of youth needs with a P value of 0.000 with a sample of 198 (Kabakçı & Stockton, 2022). The present study results were higher than the previous study due to the matrix rating scale not being applied and sampling differences. The literature review based on the variables highlighted previously indicated that youth plat-form contributes to the well-being of young people, strengthens peer relationships and enables involvement of young people in expressing themselves (Berger et al., 2022). According to Rossetti (2023) on Kolb's experiential learning theory "Reflective observation when conducted from theories, experiences and live events assist in developing learning by exhibiting certain skills in the workplace and wider society" (p. 1032). This theory supports the application of when young people get the requisite knowledge it assists in satisfying their needs as youth plat-forms play a key role in creating the environment of experiences and knowledge where young people can have their needs satisfied.

Table 94

Research Question 4- Pearson's Correlation p.309

Pearson's Correlation

Correlations

		Institution of plat-forms	Satisfaction of youth needs	Institution of plat-forms R1	Satisfaction of youth needs R1				
Institution of plat-forms	Pearson Correlation	1	0.900**	1	0.955**				
	Sig. (2-tailed)		0.000		0.000				
	N	70	70	44	44				
Satisfaction of youth needs	Pearson Correlation	0.900**	1	0.955**	1				
	Sig. (2-tailed)	0.000		0.000					
	N	70	70	44	44				
		Youth centered services	Civil dialogue	Social protection	Satisfaction of youth needs	Youth centered services R1	Civil dialogue R1	Social protection R1	Satisfaction of youth needs R1
Youth centered services	Pearson Correlation	1	1.000**	1.000**	0.971**	1	0.810**	0.780**	0.860**
	Sig. (2-tailed)	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000
	N	70	70	70	70	198	198	198	198
Civil dialogue	Pearson Correlation	1.000**	1	1.000**	0.971**	0.810**	1	0.825**	0.800**
	Sig. (2-tailed)	0.000		0.000	0.000	0.000		0.000	0.000
	N	70	70	70	70	198	198	198	198
Social protection	Pearson Correlation	1.000**	1.000**	1	0.971**	0.780**	0.825**	1	0.880**
	Sig. (2-tailed)	0.000	0.000		0.000	0.000	0.000		0.000
	N	70	70	70	70	198	198	198	198
Satisfaction of youth needs	Pearson Correlation	0.971**	0.971**	0.971**	1	0.860**	0.800**	0.880**	1
	Sig. (2-tailed)	0.000	0.000	0.000		0.000	0.000	0.000	
	N	70	70	70	70	198	198	198	198

**. Correlation is significant at the 0.01 level (2-tailed).

*. Correlation is significant at the 0.05 level (2-tailed).

The institution of plat-forms and its effects on the satisfaction of youth needs based on the 1 Sample T test reflected a T test value of 64.115 which was significant with a P value of 0.000. In the previous study with a sample of 10 public servants, the same statistical test was conducted which resulted in a T test of 16.870 with a P value of 0.000 (Chachikul, et al., 2023). The present study T were higher than the previous study and it may be as a result of the higher sample of 70. According to the literature review youth plat-forms adopt a structured and non-structured approach to learning and capacity development for young people (Ababa, 2022).

Table 95

Research Question 4- I Sample T Test p.310

1 Sample T Test

One-Sample Statistics

	N	Mean	Std. Error Mean
Instituting of plat-forms	70	4.19	0.065
Instituting of plat-forms R1	10	1.10	0.017

One-Sample Test

	Test Value = 0					
					95% Confidence Interval of the	
	t	df	Two-Sided p	Mean Difference	Lower	Upper
Instituting of plat-forms	64.115	69	0.000	4.186	4.06	4.32
Instituting of plat-forms R1	16.870	9	0.000	1.101	1.07	1.14

The conceptual framework for the resilience and humanitarian youth plat-form consisting of operational variables namely wealth and peace, food security and sustainable urban development in assisting young people to overcome challenges and affecting satisfaction of youth needs positively reflected 1 Sample K-S Test values of 0.280, 0.428 and 0.472 respectively. Mello and Andretta (2019) indicated that “The T test for wealth and peace, food security and sustainable urban development were 0.276, 0.371 and 0.408 respectively” (p. 6). The present study results were slightly higher than the previous test which may be as a result of the difference in sample which was 88 for the previous study. The literature review based on the variables highlighted previously indicated that youth plat-forms have engaged in resilient and humanitarian activities and programmes to deliver the needed aid and the resilience to the young people that are most times affected (Abigael & Mbah, 2022).

Table 96

Research Question 4- 1 Sample K-S Test p.311

1 Sample K-S Test								
One-Sample Kolmogorov-Smirnov Test								
			Wealth and peace	Food security	Sustainable urban development	Wealth and peace R1	Food security R1	Sustainable urban development R1
N			70	70	70	88	88	88
Normal Parameters[a,b]	Mean		4.01	4.67	3.31	3.96	4.05	3.85
	Std. Deviation		0.670	0.473	0.649	0.730	0.680	0.490
Most Extreme Differences	Absolute		0.280	0.428	0.472	0.276	0.371	0.548
	Positive		0.280	0.251	0.472	0.276	0.217	0.408
	Negative		-0.277	-0.428	-0.314	-0.273	-0.371	-0.365
Test Statistic			0.280	0.428	0.472	0.276	0.371	0.408
Asymp. Sig. (2-tailed)[c]			0.000	0.000	0.000	0.000	0.000	0.000
Monte Carlo Sig. (2-tailed)[d]	Sig.		0.000	0.000	0.000	0.000	0.000	0.000
	99% Confidence Interval	Lower Bound	0.000	0.000	0.000	0.000	0.000	0.000
		Upper Bound	0.000	0.000	0.000	0.000	0.000	0.000
a. Test distribution is Normal.								
b. Calculated from data.								
c. Lilliefors Significance Correction.								
d. Lilliefors' method based on 10000 Monte Carlo samples with starting seed 1585587178.								

The conceptual framework youth social plat-form with the operational constructs youth centered services, civil dialogue and social protection resulted in 1 Way ANOVA Repeated Measures Test values of 4.38, 3.99 and 3.63 for both mean and mode respectively. According to Al-Darei and Ahmed (2022) “The mode and mean from the I way ANOVA repeated measures indicated for youth centered services, civil dialogue and social protection test of 3.68, 3.38 and 3.09 respectively with a sample of 97” (p. 709). The present study mean and mode values were higher which may be as result of the sample of 70 as compared to the previous study sample of 97. According to the literature review based on the variables highlighted previously social plat-forms know the risk of harm to young people and have advocated for youth centered services to deal with issues affecting young people (Marchand et al., 2022).

The peace and security plat-form based on the operational variables development, law as an instrument of justice and growth have statistical test for the 1 Way ANOVA Repeated Measures

resulted in mean values of 3.56, 4.04 and 4.40 respectively. In relation to the previous study with a statistical sample of 100, the mean value for development, law as an instrument of justice and growth were 3.71, 4.01 and 4.98 respectively (Hae-Young, 2015). The previous study mean was higher than the present study mean except for development which was low than the present study mean which may be due to sampling differences and the composition of the participants. The literature review based on the variables highlighted previously indicated that peace plat-forms have advocated for five pillars of action namely, participation, protection, prevention, partnership and disengagement and reintegration of young people (Sevilla, 2021).

Table 97

Research Question 4- I Way ANOVA Repeated Measures p.312

1 Way ANOVA Repeated measures

Bayesian Estimates of Group Means[a]

	Posterior			95% Credible Interval	
Dependent Variables	Mode	Mean	Variance	Lower Bound	Upper Bound
Youth centered services	4.38	4.38		4.20	4.55
Civil dialogue	3.99	3.99		3.81	4.17
Social protection	3.63	3.63		3.46	3.81
Youth centered services R1	3.68	3.68		3.53	3.83
Civil dialogue R1	3.38	3.38		3.23	3.53
Social protection R1	3.09	3.09		2.94	3.24
Delvelopment	3.56	3.56		3.48	3.65
Law as an instrument of justice	4.04	4.04		3.96	4.12
Growth	4.40	4.40		4.32	4.48
Delvelopment R1	3.71	3.71		3.63	3.79
Law as an instrument of justice R1	4.01	4.01		3.93	4.09
Growth R1	4.98	4.98		4.89	5.07

a. Posterior distribution was estimated based on the Bayesian Central Limit Theorem.

The conceptual framework for the youth economic plat-form consisting of the operational variables namely competition effect, governance issues and transactions have Chi-Square Test values of 53.171, 19.314 and 18.371 with Asymp, Sig. value of 0.000. Competition effect had the highest test value, followed by governance issues and then transactions. According to Radwan (2022) “The Chi-Square Test for competition effect, governance issues and transactions were 72.542, 15.272 and 20.447 with Asymp, Sig. value of 0.000 which has a statistical sample test of

90” (p. 7). The previous study test values were higher for competition effect and transactions as compared to the present study, however, for governance issues it was lower which may be as a result of the sampling differences and the previous study being conducted in the village of Bamha in Al-Ayat district, Giza, Governorate which applied random sampling. The literature review based on the variables highlighted previously indicated that the economic plat-forms enable young people to sensitized to information and communication technology to engage in transactions especially through the internet, establishing business relationships and protecting young people from fraudulent activities (Adesuyi & Gberevbie, 2022).

Table 98

Research Question 4- Chi Square Test p.313

Chi-Square Test						
Test Statistics						
	Competition	Governance issues	Transaction	Competition R1	Governance issues R1	Transaction R1
Chi-Square	53.171[c]	19.314[c]	18.371[c]	72.542[c]	15.272[c]	20.447[c]
df	2	2	2	2	2	2
Asymp. Sig.	0.000	0.000	0.000	0.000	0.000	0.000
a. 0 cells (0.0%) have expected frequencies less than 5. The minimum expected cell frequency is 17.5.						
b. 0 cells (0.0%) have expected frequencies less than 5. The minimum expected cell frequency is 10.0.						
c. 0 cells (0.0%) have expected frequencies less than 5. The minimum expected cell frequency is 23.3.						

The operational variables namely bio-diversity and nature, healthy communities and indigenous rights have test values from the Bayesian 1 Sample Binomial Test of 0.500, 0.446 and 0.081 for the mean respectively. Long (2023) stated that “With a statistical sample of 111, using the Bayesian 1 Sample Binomial Test bio-diversity and nature, healthy communities and indigenous rights had test values of 0.536, 0.485 and 0.087 respectively” (p. 42). The previous test values were slightly higher than the present study for both mean and mode which may be as a result of the sample difference and the demographics which for the previous study was focused on young employees. The literature review based on the variables highlighted previously indicated

that youth plat-forms focus on biodiversity and nature to put in place to enable the environment and nature to continue to supply essential goods and services without compromising the environment (Li, et al., 2018).

Table 99

Research Question 4- Bayesian I Sample Binomial p.314

Bayesian 1 Sample Binomial				
Posterior Distribution Characterization for Binomial Inference[a]				
	Posterior		95% Credible Interval	
	Mode	Mean	Lower Bound	Upper Bound
Biodiversity and nature	0.500	0.500	0.387	0.613
Healthly communities	0.444	0.446	0.335	0.559
Indigenous rights	0.069	0.081	0.031	0.153
Biodiversity and nature R1	0.536	0.536	0.415	0.657
Healthly communities R1	0.485	0.487	0.366	0.611
Indigenous rights R1	0.087	0.098	0.039	0.184
a. Prior on Binomial proportion: Beta(2, 2).				

It was indicated that the institution of plat-forms has empowered young people to be a part of political and civic activities which has realized in increase in young people involvement. It was stated that youth platforms have boosted young people's interest in political and civic matters, particularly online, by engaging them in local, regional and international forums to express their concerns and interests. According to Dzur (2013) “Young people who are not participating in civic and political activities is seen as a social problem which require behavior modification and education to ensure public ownership and a sense of problem collaboration to bridge social differences” (p. 314). However, it was indicated that low turnouts in protests and officials' elections have led to youth platforms agitating for leadership roles for young people, resulting in the establishment of youth branches in established civic and political organizations. The literature review indicated that youth plat-forms incorporate young people's solutions in social dialogue which can change unjust structures and systems (Byrne et al., 2022). In addition, it was stated that youth plat-forms have mobilized young people to express themselves on human rights, freedom,

equality, tolerance and respect, promoting tolerance and respect for marginalized and displaced youth, thereby discouraging discrimination and racism. Petersmann (2003) indicated that "Human rights and freedoms form a social contract, ensuring welfare and common interest for all citizens" (p. 11). The literature review stated that youth plat-forms advocate for youth friendly laws and policies which seek to advocate for the rights and privileges of young people (Cadena, et al., 2022). It was stated that youth plat-forms are promoting mental and physical health by assisting young people in avoiding harmful actions, enabling them to engage in employment, education and social activities. According to Yung (2016) “Factors like prolonged unemployment, educational failure and social disengagement warrants a focus on physical and social care which is intertwined with mental health” (p. 327). It was stated that youth plat-forms advocate for laws and mandates on mental and physical health, fostering involvement in families, communities and disadvantaged groups. It was indicated that youth plat-forms also advocate for road safety laws and monitoring systems, ensuring the health and well-being of young people. Seka and Marwa (2018) stated that “Road safety is paramount to most countries which has generated interest from donor agencies and organizations which organize campaigns that are both offline and on digital plat-forms” (p. 1). The literature review stated that youth plat-forms create the environment for healthy communities by facilitating the bonding amongst youth through knowledge sharing which is geared at building the confidence of young people in advocating for healthy communities (Waqa, et al., 2013). It was highlighted that youth plat-forms provide the support for design environmentally and user-friendly applications to meet young people ICT needs. Chen (2023) stated that “Significant advancements in information and communication technology, which enhance social production efficiency and individual lives through rapid data flow and intelligent network communication” (p. 1). This collaboration between agencies and technological

organizations is enhancing their impact on youth development. The literature review stated that youth plat-forms seek to advocate amongst the young people the quality of the environment that is needed and therefore seek to sensitize the young people in particular (Soto-Cruz, et al., 2014). Chachikul et al. (2023) based on content analysis stated that “In Thailand, youth plat-forms have shown increased knowledge acquisition and positive behaviors among youth at risk" (p. 65).

Data triangulation is conducted in relation to whether instituting of plat-forms affect the satisfaction of youth needs which have a 1 Sample T test value of 64.115 with a mean value of 4.19 which is statistically significant. However, with the content analysis, it was highlighted that young people are not able to get access to the internet to participate in online youth plat-forms on civic and political issues. It was stated that young people have low voter turnouts in matters of civil and political significance. It was highlighted that not all young people have access to technology to advance their academic, career and social interactions.

In relation to the civic voluntarism theory participation is possible when people have the time, are enriched by resources and are effective, however, they still need to be encouraged on the importance of their participation in civic and political matters if they have to influence and contribute to advancement of various interests through their decisions (Sekatle, et al., 2023). It was highlighted that youth plat-forms empower young people to volunteer in political and civic initiatives, addressing societal issues like inequality, racism, violence, crime and unemployment. However, as highlighted, access to youth plat-forms may be limited in rural and displaced societies. Despite this, it was stated that youth plat-forms facilitate policy implementation and encourage non-traditional political activities, empowering young people to peacefully protest against issues like unemployment, low wages, drug abuse and inequality. The literature review indicated that youth plat-forms empower young people to participate in initiatives related to civic

and political as campaigns to reduce poverty, unemployment and diseases thereby enabling young people to access resources, skills, employment and health services (Bigirimana, 2019). Wojewnik-Filipkowska, et al. (2021) stated that "Stakeholder theory is based on relationships that are established through decisions taken which outcomes affect parties that are directly and indirectly involved in the transaction since resources employed by managers, shareholders, customers, suppliers and employees because of its circular flow create value for all stakeholders not just shareholders" (p. 202). It was highlighted that youth plat-forms are training young people on climate change management and reduction, mobilizing them to lead in mitigating its effects. The literature review indicated that the plat-form with other agencies usually advocate for environmental stewardship, resource efficiency and quality building development for adaptable, flexible and robust communities (Schuchert et al., 2022). Liberalism theory asserts that individuals have the freedom to own production means, driven by group and self-interest, promoting social order and welfare improvement (Kandiyali, 2013). It was stated that youth plat-forms are partnering with donor agencies and governments to provide employment opportunities, improve welfare, foster self-awareness and increase income. In addition, it was indicated that youth networks receive grant funding for education and training. The literature review indicated that youth plat-forms inform young people about opportunities for international companies to expand their operations, taking advantage of cheaper resources and avoiding trade tariffs (Branswell & Joseph, 2020). Youth plat-forms in a previous study applying grounded theory indicated that young people when impacted with training in developing their competences as it relates to technical, social and emotional bring success for the organization and the employees engaged (Kamfwa, 2023). The competences when applied creates the environment where young people can be more employable, adaptable and perform their roles more effectively.

Methodological triangulation is adopted to ascertain whether the institution of plat-forms have a significant relationship with the satisfaction of youth needs. The correlation test value result indicated that the instituting of youth plat-forms have a significant relationship of 0.900 with the satisfaction of youth needs. However, when the grounded theory analysis was conducted it indicated that rural communities with dysfunctional youth and at-risk young people may not be reached by youth plat-form to impact their lives to satisfy their civic and political needs. Youth plat-forms found it challenging impacting young people that are not interested in the traditional political and civic activities and processes.

The gaps that were discovered based on the various test to answer the research question on whether the institution of plat-forms affect the satisfaction of youth needs and whether the institution of plat-forms have a significant relationship with the satisfaction of youth needs indicated that the Bayesian 1 Sample Binomial had no P values which is a gap in the analysis. The 1 Way ANOVA within groups had no F value and Sig. value while the between groups had Sig. values which were > 0.05 which is a gap in the analysis. There were no P values for the I Way ANOVA Repeated Measures which is a gap in the test as compared to the other test. The grounded theory analysis approach and the content analysis indicated areas where institution of plat-forms does not address certain issues in the satisfaction of youth needs and affects the significant relationship with the satisfaction of youth needs.

Research Question 5/Hypothesis: Role of Youth Networks

The contribution of youth networks had a significant correlation with the satisfaction of youth needs of 0.498 based on the Pearson's Correlation Test which had P value of 0.000. In a previous study, a correlation of 0.487 which was significant existed between contribution of youth networks and satisfaction of youth needs with a P value of 0.000 with a sample of 215 from two

educational institutions (Lepojevic, et al., 2023). The present study result indicated that the role of youth networks has a significant relationship with the satisfaction of youth needs thereby confirming the alternative hypothesis, in addition, the results indicated that the role of youth networks influence the satisfaction of youth needs positively based on the results from the conceptual frameworks and the operational variables. The correlation for the previous study was lower than the present study which may be due to sampling differences and composition of participants. Pablo and Edirisinghe (2022) in relation to the actor network theory stated that "Innovation that is channeled through actors can modify the state of affairs to make a difference through the interaction of humans and non-humans that empowers individuals to have equal access to resources and opportunities to solve issues" (p. 3). Youth networks are working towards satisfying the needs of young people through the various networks. The literature review indicated that youth networks are able to connect, drive change and discuss with young people what affects them in order to satisfy their needs (Webber, 2017).

There was a significant correlation between youth networks and motivational constructs of 0.900 with a P value of 0.000. A previous study with a sample of 68 had statistical test results of 0.980 with a P value of 0.000 which indicated that youth networks and motivational constructs have a significant correlation (Dahlem, 2023). The statistical result for the previous study was more significant than the present study which may be due to the statistical samples used. The literature review indicated that young people skills are developed through the efforts of youth networks which motivates young people to be cooperative, empathetic, ethical and to be able to resolve conflicts to (Sanford et al., 2008).

Table 100

Research Question 5- Pearson's Correlation p.320

Pearson's Correlation					
Correlations					
		Contribution of youth networks	Satisfaction of youth needs	Contribution of youth networks	Satisfaction of youth needs R1
Contribution of youth networks	Pearson Correlation	1	0.498**	1	0.487**
	Sig. (2-tailed)		0.000		0.000
	N	70	70	215	215
Satisfaction of youth needs	Pearson Correlation	0.498**	1	0.487**	1
	Sig. (2-tailed)	0.000			
	N	70	70	215	215
		Motivational constructs	Youth Networks	Motivational constructs R1	Youth Networks R1
Motivational constructs	Pearson Correlation	1	.900**	1	.980**
	Sig. (2-tailed)		0.000		0.000
	N	70	70	68	68
Youth networks	Pearson Correlation	.900**	1	.980**	1
	Sig. (2-tailed)	0.000		0.000	
	N	70	70	68	68
**. Correlation is significant at the 0.01 level (2-tailed).					

The role that youth networks have made in contribution to the satisfaction of youth needs using the 1 Way ANOVA Test has an F value of 3.623 with a Sig. of 0.004. In a previous study youth networks based on the contribution to the satisfaction of youth needs had a F value of 2.717 with a Sig. 0.003 with a sample of 54 (Augustus, 2023). The previous study had a more significant test value than the present study which may be as a result of the varying sample size and the participants who were young athletes. The literature review indicated that youth networks empower young people to adopt best practices so that they can impact policy makers, organizations and civil society through the safeguarding principles and innovative applications (Tafadar, 2020).

The youth rights and democracy network based on the 1 Way ANOVA test of 0.025 with Sig. value of 0.875 is significant as it relates to the network building capacity. For the previous study, the statistical test value was 0.060 with a Sig. of 1.000 with a sample of 15 (Chen, 2010). The youth rights and democracy network based on the present study result has a significant effect on building capacity, however, in the previous study the test is more significant which may be due

to sampling differences and responses from the participants. The literature review based on the variables highlighted previously indicated that youth networks advocate for young people so that they can exercise their right for instance decide on whether they have an interest in recruiting for the military of their respective countries (Tsouni, 2022).

Figure 15

Research Question 5- 1 Way ANOVA Test p.321

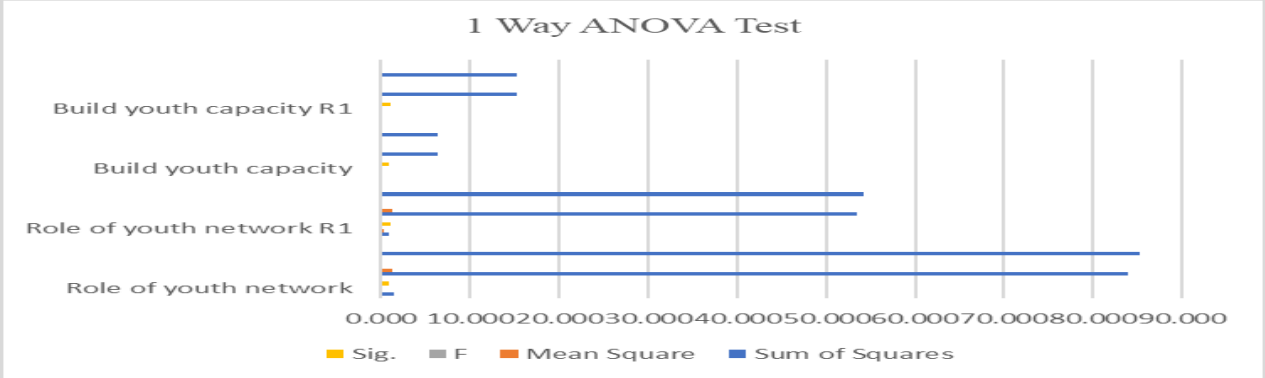


Table 101

Research Question 5- 1 Way ANOVA p.321

1 Way ANOVA						
ANOVA						
		Sum of Squares	Mean Square	F	Sig.	
Role of youth network	Between Groups	4.486	0.748	3.623	0.004	
	Within Groups	13.000	0.206			
	Total	17.486				
Role of youth network R1	Between Groups	3.364	0.561	2.717	0.003	
	Within Groups	9.750	0.155			
	Total	13.114				
Build youth capacity	Between Groups	0.002	0.002	0.025	0.875	
	Within Groups	6.298	0.093			
	Total	6.300				
Build youth capacity R1	Between Groups	0.103	0.005	0.060	1.000	
	Within Groups	15.203	0.223			
	Total	15.306				

The sports for development and peace youth network as a conceptual framework as it relates to social inclusion, restructuring life and response to emergencies and disasters in their contribution to the satisfaction of youth needs have statistical test values based on the 1 Way

ANOVA Repeated Measures Test of means of 3.56, 4.04 and 4.40 respectively. In a previous study the mean for inclusion, restructuring life and response to emergencies and disasters were 0.67, 2.17 and 2.04 respectively with a sample of 84 (Karanu, et al., 2020). The present study results were more significant than the previous study which may be due to sampling differences and varying responses. According to the literature review based on the variables highlighted previously it is evident that sports can positively impact self-esteem, social competence and academic grades among young people (Gadais, 2019).

The youth health network as a conceptual framework with its operational variables with their contribution to the satisfaction of youth needs indicated from the statistical test that exercise, eating habits, dental care and substance use have mean values of 3.10, 2.05, 4.02 and 4.84 respectively. In a previous study the mean values with a sample of 120 of 2.92, 2.27, 4.97 and 4.45 for exercise, eating habits, dental care and substance use respectively (McCubbin, 2023). For the previous study eating habits and dental care have higher mean values than the present study, whereas exercise and substance use had lower mean values than the present study. The literature review based on the variables highlighted previously indicated that there is a relationship between socioeconomic factors and eating habits, dental care and dieting, when socioeconomic factors are adverse it leads to poor eating habits, adverse dental care and dieting (Assunção, et al., 2018).

Table 102

Research Question 5- 1 Way ANOVA Repeated Measures p.323

1 Way ANOVA Repeated Measures					
Descriptive Statistics of Within-Subject Factor Levels					
Independent Variables	Mean	Std. Deviation	Min	Max	
Social inclusion	3.56	1.172	3	5	
Restructuring life	4.04	1.457	3	5	
Response to emergencies and disasters	4.40	1.790	3	5	
Social inclusion R1	0.67	0.253	3	5	
Restructuring life R1	2.17	0.645	3	5	
Response to emergencies and disasters R1	2.04	0.983	3	5	
Bayesian Estimates of Group Means[a]					
	Posterior			95% Credible Interval	
Independent Variables	Mode	Mean	Variance	Lower Bound	Upper Bound
Social inclusion	3.72	3.72		3.64	3.81
Restructuring life	4.34	4.34		4.26	4.42
Response to emergencies and disasters	3.95	3.95		3.87	4.04
Social inclusion R1	3.48	3.48		3.41	3.56
Restructuring life R1	5.89	5.89		5.77	6.00
Response to emergencies and disasters R1	4.25	4.25		4.16	4.34
	Posterior			95% Credible Interval	
Independent Variables	Mode	Mean	Variance	Lower Bound	Upper Bound
Exercise activities	3.10	3.10		2.92	3.28
Eating habits	2.05	2.05		1.86	2.23
Dental care	4.02	4.02		3.84	4.20
Substance use	4.84	4.84		4.66	5.02
Exercise activities R1	2.92	2.92		2.74	3.09
Eating habits R1	2.27	2.27		2.07	2.47
Dental care R1	4.97	4.97		4.75	5.19
Substance use R1	4.45	4.45		4.28	4.62
a. Posterior distribution was estimated based on the Bayesian Central Limit Theorem.					

Young people lives being restructured by youth networks based on the Chi-Square Test resulted in a test value of 32.914 with Asymp. Sig. of 0.000. In previous research, with a sample of 152 the statistical test was 13.260 with a degree of freedom of 8 with a Asymp. Sig. of 0.21 (Yang, et al., 2023). The previous study has less significant value than the present study with a Asymp. Sig. value of 0.000 which indicates that the sample of 70 for the present research could

have been contributed to a higher Chi-Square Test value. The literature review indicated youth networks play an integral role in developing skills in young people but also instilling positive attitudes that enable young people to be engaged in programmes and activities that impact their tracts, values and life skills (Ellis, 2015).

The positive relation between emergencies, disasters and the youth rights and democracy network with its influence has Chi- Square Test values of 73.057 and 92.570 with Asymp.Sig. values of 0.000. In the previous study, the emergencies and disasters had Chi-Square values of 62.012 and 113.72 with Asymp.Sig. values of 0.000 using a sample of 313 (Ziółkowska-Weiss, 2021). The emergencies value for the previous study was lower than the present study while the value for the disasters was higher than the present study which may be as a result of the sample size and the degrees of freedom. The literature review indicated that young people are normally vulnerable during emergencies and disasters due to high risks level, fewer escapes, adverse environments and inaccurate interventions (Kvalsund, 2012).

Policies to reduce poverty, ensuring income for vulnerable groups and hunger are given priority resulted in Chi- Square Test values of 62.229, 89.657 and 117.114 respectively, with Asymp. Sig. of <0.001. Hunger are given priority had more statistical significance followed by ensuring income for vulnerable groups and then policies to reduce poverty. In a previous study, with a statistical sample of 254 policies to reduce poverty, ensuring income for vulnerable groups and hunger are given priority had Chi- Square Test values of 42.527, 100.780 and 109.083 respectively with a Asymp. Sig. of <0.001 (Khan, 2023). The statistical test value for the previous study was more significant for ensuring income for vulnerable groups and less significant for policies to reduce policies and hunger are given priority which may be different due to the varying sample sizes and the families of the previous study as compared to the members and the

administrative staff of the youth networks. According to the variables highlighted previously the literature review indicated youth networks contribute to the youth affected by disasters, but there is no single response based on cultures and economic conditions (Kvalsund, 2021).

Table 103

Research Question 5- Chi Square Test p.302

Chi- Square Test

Test Statistics

	Restructure young people lives	Restructure young people lives R1
Chi-Square	32.914[b]	13.260[c]
df	1	8
Asymp. Sig.	0.000	0.000

a. 0 cells (0.0%) have expected frequencies less than 5. The minimum expected cell frequency is 10.0.
b. 0 cells (0.0%) have expected frequencies less than 5. The minimum expected cell frequency is 35.0.

	Emergencies	Disasters	Emergencies R1	Disasters R1
Chi-Square	92.257[c]	73.057[c]	62.012[c]	113.720[c]
df	2	2	30	30
Asymp. Sig.	0.000	0.000	0.000	0.000

a. 0 cells (0.0%) have expected frequencies less than 5. The minimum expected cell frequency is 35.0.
b. 0 cells (0.0%) have expected frequencies less than 5. The minimum expected cell frequency is 10.0.
c. 0 cells (0.0%) have expected frequencies less than 5. The minimum expected cell frequency is 23.3.

	Policies to reduce poverty	Ensuring income for vulnerable groups	Hunger are given Priority	Policies to reduce poverty R1	Ensuring income for vulnerable groups R1	Hunger are given Priority R1
Chi-Square	62.229[a]	89.657[c]	117.114[c]	42.527[a]	100.780[c]	109.083[c]
df	1	3	2	1	3	2
Asymp. Sig.	0.000	0.000	0.000	0.000	0.000	0.000

a. 0 cells (0.0%) have expected frequencies less than 5. The minimum expected cell frequency is 35.0.
b. 0 cells (0.0%) have expected frequencies less than 5. The minimum expected cell frequency is 10.0.
c. 0 cells (0.0%) have expected frequencies less than 5. The minimum expected cell frequency is 17.5.
d. 0 cells (0.0%) have expected frequencies less than 5. The minimum expected cell frequency is 23.3.

Innovation, discrimination and unemployment which resulted through the Bayesian 1 Sample Binomial test mode values of 0.181, 0.194, 0.639 respectively. In relation to a previous study the test values for innovation, discrimination and unemployment were 0.170, 0.269, 0.770 respectively with a sample of 82 consisting of Taiwanese young people in the youth network influencing the operational variables (Callahan, 2015). Innovation for the present study had a higher statistical test value as compared to the previous study which values for discrimination and unemployment were higher which may be due to the sample size and the participants which were

young people from a Taiwanese university. The literature review based on the variables highlighted previously indicated that youth networks address the infractions against young people's rights by agitating for reform in specific countries' laws that violate conscientious objection to military service (UN, 2018).

Table 104

Research Question 5- Bayesian 1 Sample Binomial p.326

Bayesian 1 Sample Binomial

Posterior Distribution Characterization for Binomial Inference[a]

	Posterior			95% Credible Interval	
	Mode	Mean	Var.	Lower Bound	Upper Bound
Innovation	0.181	0.189		0.109	0.285
Discrimination	0.194	0.203		0.120	0.301
Unemployment	0.639	0.635		0.523	0.740
Innovation R1	0.170	0.178		0.103	0.269
Discrimination R1	0.269	0.280		0.166	0.416
Unemployment R1	0.770	0.765		0.630	0.892

a. Prior on Binomial proportion: Beta(2, 2).

Youth networks based on the present study was found to have 1 Sample Z Test value of 4.542 for social needs and humanitarian needs which is a significant statistical value with P values of 0.000 for both variables. In a previous study the Z value were 4.020 for social needs and 6.868 for humanitarian needs respectively with P values of 0.000 for both variables with successes of 81 (Afthanorhan, et al., 2014). The previous study Z value for social needs is less statistically significant than the present study whereas the previous study Z value for humanitarian needs were more statistically significant than the present study which may be because of the differences in successes and the matrix rating scale not being applied. The literature review indicated that youth networks reach young people in relation to their social and humanitarian needs as it relates to education, health, diplomacy, integration and social cohesion (Pablo & Edirisinghe, 2022).

Table 105

Research Question 5- 1 Sample Z Test p.327

1 Sample Z Test

One-Sample Proportions Tests

Test Type		Observed		Observed - Test Value[a]	Asymptotic Standard Error	Z	Significance	
		Successes	Proportion				One-Sided p	Two-Sided p
Social needs >= 2	Mid-p Adjusted Binomial	54	0.771	0.271	0.050		0.000	0.000
	Score	54	0.771	0.271	0.050	4.542	0.000	0.000
Humanitarian needs >= 2	Mid-p Adjusted Binomial	54	0.771	0.271	0.050		0.000	0.000
	Score	54	0.771	0.271	0.050	4.542	0.000	0.000
Social needs >= 2 R1	Mid-p Adjusted Binomial	81	0.682	0.240	0.044		0.000	0.000
	Score	81	0.682	0.240	0.044	4.020	0.000	0.000
Humanitarian needs >= 2 R1	Mid-p Adjusted Binomial	81	1.167	0.410	0.076		0.000	0.000
	Score	81	1.167	0.410	0.076	6.868	0.000	0.000

a. Test Value = .5

The operational variables high domestic product, healthy life expectancy, social support, freedom of choice and generosity had T values of 23.775, 59.464, 12.498, 31.747 and 28.373 respectively with P values of 0.000 from the 1 Sample T Test to indicate whether happiness is dependent on the variables highlighted. In a previous study, the T values from the 1 sample T Test indicated that high domestic product, healthy life expectancy, social support, freedom of choice and generosity had T values of 15.850, 39.642, 8.331, 21.165 and 18.915 respectively with P values of 0.000 (Sarracino & O'Connor, 2022). The previous study values were less statistically significant than the present study result which may be as a result of the sample size and the study being across countries to ascertain whether the variables influence happiness. The literature review based on the variables highlight previously indicated that youth are happiest due to high domestic product, healthy life expectancy, social support, freedom of choice and generosity (Haerpfer, et al., 2020).

Table 106

Research Question 5- 1 Sample T Test p.328

1 Sample T Test							
One-Sample Test							
	Test Value = 0						
			Significance			95% Confidence Interval of the	
	t	df	One-Sided p	Two-Sided p	Mean Difference	Lower	Upper
High domestic product	23.775	69		0.000	3.171	2.91	3.44
Healthy life expectancy	59.464	69		0.000	4.486	4.34	4.64
Social support	12.498	69		0.000	1.614	1.36	1.87
Freedom of choice	31.747	69		0.000	3.800	3.56	4.04
Generosity	28.373	69		0.000	2.000	1.86	2.14
High domestic product R1	15.850	57		0.000	2.114	1.94	2.29
Healthy life expectancy R1	39.642	57		0.000	2.990	2.89	3.09
Social support R1	8.331	57		0.000	1.076	0.90	1.25
Freedom of choice R1	21.165	57		0.000	2.533	2.37	2.69
Generosity R1	18.915	57		0.000	1.333	1.24	1.43

The conceptual framework for the youth rights and democracy network with its operational variables namely school to work transition, conscientious objection to military service and participation resulted in statistical 1 Sample K-S Test values 0.361, 0.376 and 0.290 respectively as it relates to their satisfaction of youth needs. Participation had more statistical significance in the satisfaction of youth needs, followed by school to work transition and then conscientious objection to military service. In previous research the 1 Sample K-S Test was used to ascertain whether the operational variables contribute to the satisfaction of youth needs which generated results test values for school to work transition, conscientious objection to military service and participation of 0.337, 0.371 and 0.273 respectively (Easley, 2023). The previous study had less significant statistical test values, however the results of the study reflected the same order of statistical significance as the present study. The literature review based on the variables highlighted previously indicated lack of wage jobs makes it challenging for young people who most times do not get the contractual arrangements and social protection that protects their rights and democracy (Nilsson, 2018).

Table 107

Research Question 5- 1 Sample K-S Test p.329

1 Sample K-S Test

One-Sample Kolmogorov-Smirnov Test

			School to work transition	Conscientious objection to miltary service	Participation	School to work transition R1	Conscientious objection to miltary service R1	Participation R1
N			70	70	70	64	64	64
Normal Parameters[a,b]	Mean		4.09	3.76	4.14	3.82	3.71	3.91
	Std. Deviation		0.558	0.939	0.889	0.522	0.927	0.839
Most Extreme Differences	Absolute		0.361	0.376	0.290	0.337	0.371	0.273
	Positive		0.361	0.376	0.201	0.337	0.371	0.273
	Negative		-0.325	-0.250	-0.290	-0.304	-0.247	-0.273
Test Statistic			0.361	0.376	0.290	0.337	0.371	0.273
Asymp. Sig. (2-tailed)[c]			0.000	0.000	0.000	0.000	0.000	0.000
Monte Carlo Sig. (2-tailed)[d]	Sig.		0.000	0.000	0.000	0.000	0.000	0.000
	99% Confidence Interval	Lower Bound	0.000	0.000	0.000	0.000	0.000	0.000
		Upper Bound	0.000	0.000	0.000	0.000	0.000	0.000

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

d. Lilliefors' method based on 10000 Monte Carlo samples with starting seed 92208573

Pablo, et al. (2022) on actor network theory stated that “Actors, regardless of their interconnectedness, lack a prime mover to identify network problems and appoint various actors to solve them” (p. 3). The theme equality and inclusion when applying the actor network theory assumes that individuals are a part of a system which fosters equality and interaction which gives individuals equal access to resources and opportunities. It was stated that youth networks empower women and minority groups, removing restrictions. However, it was highlighted that youth networks need government support and educational partnerships to support disabled, poor and disadvantaged youth. The literature review indicated that youth networks afford young people the opportunity and avenue to participate in programmes that prepares them for their inclusion in organizations that promote human rights and democracy (USAID, 2022). Habanabakize and Paul-Francois (2018) on the Keynesian theory of employment stated that “Higher demand, increase in

investment and expenditure, leads to increase in consumption which creates employment through overall increase in supply which requires additional labor at a lower cost of production" (p. 124). It was indicated that youth networks can enhance employment by partnering with governments and employment agencies to provide necessary skills, career guidance and entrepreneurial programmes, offering technical assistance and financial incentives. As stated, youth networks collaborate with country governments and donor agencies to provide necessary programmes and facilities to advance the education of young people, especially in skill and technical professions. The literature review indicated that youth networks facilitate the transition from school to work by advocating for more young people and addressing inequalities based on gender, age and race (Nilsson, 2018).According to Moyo et al. (2023) on the cognitivism theory "Intellectualization through deep learning, critical thinking, retention of information and problem-solving assist in knowledge development through feedback which provides performance related information which fosters education" (p. 461). Finally, as stated, youth networks also strengthen self-confidence, teamwork and responsibility in serving organizations, advancing the education of young people. Ardvin-Kester et al. (2022) on the social cognitive theory indicated that "There is a reciprocal relationship between an individual and their environment which is based on causation which is the basis of behavior and possible intervention to modify behavior" (p. 3). Individuals are viewed in terms of their relationship with others and their environments which affects and alters their behavior. It was noted that youth networks are vital in addressing social, physiological, physical and economic issues, raising awareness about tobacco use and supporting young people in dealing with societal pressures, poverty and inflation. The literature review indicated that youth networks facilitate the adoption of policies to enable youth to access of health care since young people are faced with issues like unemployment, depression and suicide (Thomson et al.,2014). Beekhoven,

et al. (2002) on the rational choice theory indicated that “Individuals make decisions on a cost benefit analysis alternative within social structures where individuals take chances based on the successes of decisions or the failure of decisions” (p. 580). Finally, as stated youth networks offer educational programmes on early childbirth and health issues, promote civic and political involvement through legislation and provide opportunities for young people to advocate for change. However, as stated youth networks should foster an environment that inspires, mobilizes and empowers young people to influence policies and laws, engaging them in non-traditional political and civic projects like human rights and consumerism. The literature review indicated that youth networks have facilitated a global treaty among countries to uphold youth human rights, ensuring their rights are appreciated and upheld by their respective countries (Chadha, 2014). In a previous study applying the grounded theory analysis it was discovered that young people that are in rural communities and families are faced with many vulnerabilities like being stressed out from economic hardships that contribute to hardships. However, it was discovered that rural settlements' young people's welfare improves with access to productive assets like land and livestock, enabling them to build financial capacity through financial institutions and government investments (Maitrot, 2014).

In relation to the methodological triangulation, it was indicated that the contribution of youth networks has a significant correlation of 0.498 with the satisfaction of youth needs with a P value of 0 using the Pearson’s correlation statistical test. However, when applying the grounded theory analysis, it was discovered that youth networks have not addressed all the restrictions that young woman and by extension young people experience that affect their equality and inclusion in civic and political matters. As indicated, youth networks need to address norms and cultures that restrict young people from certain activities, such as employment and tertiary education. It

was indicated that youth networks should focus on illiterate, disabled and drug-affected youth to improve their lives. Collaboration with governments can provide employment opportunities through education and training. As stated, health and wellness issues should be addressed, including mandatory helmets, seatbelts and tobacco use, to help young people overcome challenges.

According to Dagistan (2022) on civic and political participation “Young people have lost interest in civic and political affairs by avoiding electoral and other democratic activities therefore contributing less to community advancement and overall wellbeing” (p. 7). It was indicated that youth networks collaborate with cou8ntry governments through international conventions to provide resources for young people to actively participate in civic and political affairs. As highlighted youth networks expose young people to peace, democracy and human rights themes, fostering interaction with policy makers. The literature review indicated that youth networks foster participation of young people in developing skills, credibility and leadership so that young people can be organized and influential in political, economic and social participation which strengthens their future careers (Olutola, 2020). Vasava (2018) on sustainable development indicated that “It is an improvement in the economic welfare of people which is because of increase in quality of goods and services which increases well-being and does not exceed the capacity of the ecosystem presently and in the future” (p. 7). It was stated that youth networks are promoting sustainable development in ocean, water, land management and biodiversity conservation, partnering with governments and agencies to provide funding and technical assistance for youth initiatives. Another arear as indicated through the assistance of youth networks is reducing the emissions from computing and ICT by using UX design and open-space technology which reduces emissions hence satisfying the needs of young people in relation to sustainable development. The literature

review indicated that youth networks have educated young people to accept that climate change is caused to a greater extent by human factors and have developed a positive attitude in dealing with the issues caused through climate change (Feldman, et al., 2010). Zvaita and Kaye (2023) on peace and security indicated that “Policies and programmes have been developed that support the active engagement of young people in peace, security and building inclusive communities that allow active voicing of concerns and being deployed for peaceful and security purposes” (p. 8). It was highlighted that youth networks empower young people with knowledge, tools and resources to advocate for peace and security through Youth 360 model. Furthermore, it was highlighted that youth networks are using sports as a platform to establish peace initiatives to bridge gaps amongst ethnic, religious, racial and minority groups to foster building relationships for peace. The literature review indicated that youth networks incorporate sports which acts as a driving force for peace and development (Gadais, 2019). Content analysis was applied in previous research where a mentorship programme was established to assist young people that are refugees are being assisted to have positive experiences through programmes and therapeutic techniques to address academic challenges and emotional struggles (Comart, 2023). This support is similar to the support being given to young people through the youth networks which embark on programmes for young people that are already apart of the youth networks.

Data triangulation was applied to ascertain the contribution the role of youth networks has played towards the satisfaction of youth needs. The 1 Way ANOVA resulted in within group with a strong positive F value of 3.623 mean square with Sig. value of 0.004 which is statistically significant. However, in relation to the content analysis there were no concerns highlighted since the youth networks were providing the necessary assistance and resources to deal with issues

affecting young people especially on matters like peace and security, sustainable development and in relation to civic and political participation.

The gaps that were discovered based on the various test to answer the research question on what contribution has the role of youth networks played towards the satisfaction of youth needs and whether the contribution of youth networks have a significant relationship with the satisfaction of youth needs resulted in the 1 Way ANOVA test resulted in Sig. values of > .05 for all the variables between groups which is a gap in the analysis as compared to the other test. The Bayesian 1 Sample Binomial had no P values which is a gap in the analysis. There were no P values for the I Way ANOVA Repeated Measures which is a gap in the test as compared to the other test. The grounded theory analysis approach and the content analysis indicated areas where contribution of youth networks does not address certain issues in the satisfaction of youth needs and affects the significant relationship with the satisfaction of youth needs.

Research Question 6: Satisfaction of Youth Needs

The International Commonwealth Youth Programme based on the 1 Sample T Test indicated that it contributes to the satisfaction of youth needs with a T value of 58.727 with a two-sided P value of 0.000. In a previous study the 1 Sample T test was used which had a T value of 46.860 with two-sided P value 0.000 with a sample of 257 using a cross-sectional study (Tadesse, et al., 2022). The literature review indicated that well-being and happiness have a greater impact on the satisfaction youth needs with peer communication mediating between the variables (Proctor, et al., 2008). The present study result indicated that the commonwealth youth programme is effective in promoting the satisfaction of youth needs, however there are areas that need improvement in the programme as it relates to health and wellbeing, education, employment and opportunities, equality and inclusion. The present T value was more statistically significant than

the previous study which may because of the sample size which was 70 for the present study. Kusier and Paldam (2021) on life satisfaction theory stated that “Life satisfaction is the degree to which individuals assess their overall quality of life which indicates how much they appreciate their lives” (p. 1). The International Commonwealth Youth Programme contributes to the overall satisfaction of youth needs through its programmes that are reaching young people.

Youth development has a significant relationship with the satisfaction of youth needs based on the 1 Sample T Test which had a T value of 45.61 with P value of 0.001. In a previous study, the 1 Sample T Test was applied which had a T value of 36.010 with a P value of 0.000 with a sample size of 149 (Moksnes, et al., 2016). The present study statistical values were statistically more significant than the previous study which maybe because of the varying sample statistical size. The literature review indicated that there is an important association which is significant between youth development and satisfaction of youth needs (Mohamad, et al., 2014). Drishti and Carmichael (2022) on the bottom-up theory stated that “Life satisfaction is influenced by external and internal domains like family, friendship, work and leisure, which directly affect individual satisfaction and can have a horizontal effect on other domains” (p. 101). Youth development encompasses various domains of young people like their education, health, employment, family and sports that any one arear like education can spill into other aspects if it affects the other domains positively.

Youth engagement based on the 1 Sample T Test statistical test in relation to civic, political and social reflected T values of 57.258, 38.886 and 53.462 with P values of 0.000 respectively. In previous research consisting of a sample of 115 when conducting the 1 Sample T Test resulted in T test values for civic, political and social of 54.150, 36.130 and 46.120 respectively, with P values of 0.000 (Ingram, 2022). The present study results are more statistically significant with the

previous study having a different order with civic being more significant followed by social and then by political. The literature review based on the variables highlighted previously indicated that youth engagement affected the satisfaction of youth needs positively with greater efficacy in civic, political and social initiatives (Wegemer, 2021).

Table 108

Research Question 6- 1 Sample T Test p.336

1 Sample T Test						
One-Sample Test						
	Test Value = 0					
				Mean	95% Confidence Interval of the	
	t	df	Two-Sided p	Difference	Lower	Upper
International Commonwealth Youth Programme	58.727	69	0.000	3.943	3.809	4.077
International Commonwealth Youth Programme R1	46.860	257	0.000	3.146	3.040	3.250
Youth Development	45.635	69	0.001	3.386	3.386	3.530
Youth Development R1	36.010	149	0.000	2.672	2.672	2.785
Civic	57.258	69	0.000	4.229	4.080	4.380
Political	38.886	69	0.000	3.314	3.140	3.480
Social	53.462	69	0.000	4.429	4.260	4.590
Civic R1	54.150	115	0.000	3.999	3.859	4.142
Political R1	36.130	115	0.000	3.079	2.917	3.233
Social R1	46.120	115	0.000	3.821	3.675	3.959

The demographics conceptual framework consisting of operational variables age, gender and socio-economic based on the statistical test 1 Sample K-S Test indicated that age, gender and socio-economic have mean values of 1.00. 1.20 and 1.80 respectively with Asymp. Sig. of 0.000 in relation to contributing to the prediction of satisfaction of youth needs. In relation to a previous study the 1 Sample K-S Test was applied which reflected mean values of 0.57, 1.20 and 1.80 for age, gender and socio-economic respectively with Asymp. Sig. of 0.000 (Kelley-Warner, 2023). The previous study statistical values for gender and socio- economic have more statistical significance than the present study while age for the present study has more statistical significance. The difference is statistical significance may be as a result of the sample of 82 and the participants

were recruited through social media plat-forms. The literature review based on the variables highlighted previously indicated that most youth experienced a decrease in the satisfaction of youth needs as they get older with the decrease being stronger for young woman rather than young men in relation to physical and psychological domains (Tsouvelas et al., 2022).

The safe environment consisting of operational variables security, procedure and policy in their relation to the satisfaction of youth needs had mean values of 4.31, 4.10 and 3.57 respectively with Asymp. Sig. of 0.000. Based on a previous study the operational variables security, procedure and policy had mean values of 4.71, 4.29 and 4.51 with Asymp. Sig. of 0.000 (Lesesne, 2023). The previous study had more statistical significance which may be because of the statistical sample of 173. Security had the most statistical significance followed by policy and then procedure for the previous study while procedure for the present study had more statistical significance than policy. The literature review indicated based on the variables highlighted previously indicated that that caregivers used a geography-specific Facebook group to exchange informational and navigational support in what was perceived as a safe environment for young people (Kelly, et al., 2022).

The conceptual framework on relationships with operational variables parents, siblings and social support with their relations to the satisfaction of youth needs have mean values of 4.53, 4.43 and 3.04 respectively with Asymp. Sig. values of 0.000. In relation to a previous study parents, siblings and social support with their relations to the satisfaction of youth needs, the mean values were 4.45, 3.99, 3.39 with Asymp. Sig. values of 0.000 (Clegg, 1996). The previous study statistical values are not so significant for parents and siblings but it is higher for social support, however the statistical significance in relation to the satisfaction of youth has the same statistical significance. The literature review based on the variables highlighted previously indicated that

parents were reported as the strongest social support, followed by teachers and classmates then from the support of friends (Proctor, et al., 2009).

Table 109

Research Question 6- 1 Sample K-S Test p.338

1 Sample K-S Test								
One-Sample Kolmogorov-Smirnov Test								
			Age	Gender	Socio-economic	Age R1	Gender R1	Socio-economic R1
N			70	70	70	82	82	82
Normal Parameters[a,b]	Mean		1.00	1.20	1.80	0.57	1.38	1.93
	Std. Deviation		0.348	0.403	0.403	0.229	0.463	0.432
Most Extreme Differences	Absolute		0.423	0.490	0.490	0.241	0.564	0.526
	Positive		0.423	0.490	0.310	0.241	0.564	0.332
	Negative		-0.268	-0.310	-0.490	-0.153	-0.356	-0.526
Test Statistic			0.423	0.490	0.490	0.241	0.564	0.526
Asymp. Sig. (2-tailed)[c]			0.000	0.000	0.000	0.000	0.000	0.000
Monte Carlo Sig. (2-tailed)[d]	Sig.		0.000	0.000	0.000	0.000	0.000	0.000
	99% Confidence Interval	Lower Bound	0.000	0.000	0.000	0.000	0.000	0.000
		Upper Bound	0.000	0.000	0.000	0.000	0.000	0.000
			Security	Procedure	Policy	Security R1	Procedure R1	Policy R1
N			70	70	70	173	173	173
Normal Parameters[a,b]	Mean		4.31	4.10	3.57	4.71	4.29	4.51
	Std. Deviation		0.925	0.515	0.844	1.010	0.539	1.066
Most Extreme Differences	Absolute		0.356	0.391	0.408	0.389	0.409	0.515
	Positive		0.229	0.391	0.408	0.250	0.409	0.515
	Negative		-0.356	-0.337	-0.249	-0.389	-0.353	-0.315
Test Statistic			0.356	0.391	0.408	0.389	0.409	0.515
Asymp. Sig. (2-tailed)[c]			0.000	0.000	0.000	0.000	0.000	0.000
Monte Carlo Sig. (2-tailed)[d]	Sig.		0.000	0.000	0.000	0.000	0.000	0.000
	99% Confidence Interval	Lower Bound	0.000	0.000	0.000	0.000	0.000	0.000
		Upper Bound	0.000	0.000	0.000	0.000	0.000	0.000

Table 110

Research Question 6- 1 Sample K-S Test p.338

			Parents	Siblings	Social Support	Parents R1	Siblings R1	Social Support R1
N			70	70	70	108	108	108
Normal Parameters[a,b]	Mean		4.53	4.43	3.04	4.45	3.99	3.39
	Std. Deviation		0.531	0.527	0.266	0.522	0.475	0.296
Most Extreme Differences	Absolute		0.356	0.349	0.535	0.349	0.315	0.597
	Positive		0.297	0.349	0.535	0.292	0.315	0.597
	Negative		-0.356	-0.304	-0.436	-0.349	-0.274	-0.486
Test Statistic			0.356	0.349	0.535	0.349	0.315	0.597
Asymp. Sig. (2-tailed)[c]			0.000	0.000	0.000	0.000	0.000	0.000
Monte Carlo Sig. (2-tailed)[d]	Sig.		0.000	0.000	0.000	0.000	0.000	0.000
	99% Confidence Interval	Lower Bound	0.000	0.000	0.000	0.000	0.000	0.000
		Upper Bound	0.000	0.000	0.000	0.000	0.000	0.000

a. Test distribution is Normal.
b. Calculated from data.
c. Lilliefors Significance Correction.
d. Lilliefors' method based on 10000 Monte Carlo samples with starting seed , 624387341,2000000, 299883525.
e. The distribution has no variance for this variable. One-Sample Kolmogorov-Smirnov Test cannot be performed.

The conceptual framework personality based on the operational variables happiness, self-esteem and stability to ascertain whether they are related to the satisfaction of youth needs resulted in mean values of 4.45, 4.28, 3.27 respectively using the Bayesian 1 Way ANOVA Repeated Measures Test as the statistical test. In a similar study, applying similar test resulted with mean values of 3.47, 3.49 and 3.35 for happiness, self-esteem and stability respectively (Nguyen, 2021). The previous study results were less statistically significant than the present study result which may be due to the sample of the previous study being 215. The literature review based on the variables highlighted previously indicated that satisfaction of youth needs is lower in young people who do not have a stable youthful life and is adversely affected when compared to other young people (Cameron et al., 2018). Ballout (2008) on the top-down theory stated that "Individuals generally experience varying levels of life satisfaction, with those with higher satisfaction valuing life domains positively and those with lower satisfaction valuing them less positively" (p. 144). Based on the operational variables identified previously top-down theory applies in this case since happiness, self-esteem and stability are manifestations of life satisfaction that individuals may display positive satisfaction or less positive satisfaction

Academic aspirations, peer relations and healthy lifestyle based on the statistical test Bayesian 1 Way ANOVA Repeated Measures have mean values of 4.16, 3.23 and 4.61 respectively. In a previous study the same statistical test was applied which resulted in mean values of 4.00, 3.81 and 4.45 for academic aspirations, peer relations and healthy lifestyle respectively with a statistical sample of 67 (Layman, 2022). The previous study reflected lower statistical significance than the present study, which may be due to sample differences however the statistical significance was in the same order as the present study. The literature review based on the variables highlighted previously indicated that high satisfaction of youth needs did not indicate

high level of contribution in areas like academic aspirations, peer relations, healthy lifestyle, attitude and aspirations concerning instruction as compared to young people with normal levels satisfaction of youth needs (Proctor et al., 2010).

Table 111

Research Question 6- 1 Way ANOVA Repeated Measures p.340

1 Way Anova Repeated Measures

Descriptive Statistics of Within-Subject Factor Levels

Independent Variables	Mean	Std. Deviation	Min	Max
Happiness	4.45	1.045	3	5
Self-esteem	4.28	1.650	3	5
Stability	3.27	1.003	3	5
Happiness R1	3.47	0.814	3	5
Self-esteem R1	3.49	1.346	3	5
Stability R1	3.35	1.027	3	5

Bayesian Estimates of Group Means[a]

	Posterior			95% Credible Interval	
Independent Variables	Mode	Mean	Variance	Lower Bound	Upper Bound
Happiness	4.45	4.45		4.38	4.52
Self-esteem	4.28	4.28		4.20	4.35
Stability	3.27	3.27		3.20	3.34
Happiness R1	3.47	3.47		3.42	3.52
Self-esteem R1	3.49	3.49		3.43	3.54
Stability R1	3.35	3.35		3.28	3.42

Independent Variables	Mean	Std. Deviation	Min	Max
Academic Aspirations	4.07	0.775	3	5
Peer Relations	3.43	0.981	3	5
Healthy Lifestyle	4.50	0.808	3	5
Academic Aspirations R1	4.00	0.994	3	5
Peer Relations R1	3.81	1.248	3	5
Healthy Lifestyle R1	4.45	1.141	3	5

Bayesian Estimates of Group Means[a]

	Posterior			95% Credible Interval	
Independent Variables	Mode	Mean		Lower Bound	Upper Bound
Academic Aspirations	4.07	4.07		3.86	4.29
Peer Relations	3.43	3.43		3.21	3.64
Healthy Lifestyle	4.50	4.50		4.28	4.72
Academic Aspirations R1	4.00	4.00		3.93	4.07
Peer Relations R1	3.81	3.81		3.73	3.88
Healthy Lifestyle R1	4.45	4.45		4.39	4.52

a. Posterior distribution was estimated based on the Bayesian Central Limit Theorem.

The conceptual framework productivity consisting of operational variables employment, goals, motivation and self-efficacy were to ascertain whether they are positively related to the satisfaction of youth needs, resulted in Chi Square Test values of 28.971, 74.229, 0.514 and 15.714 respectively with Asymp. Sig values of 0.000 for three of the variables except for motivation with a value of 0.001. In relation to a previous study, Chi Square Test values for employment, goals, motivation and self-efficacy were 31.865, 81.652, 0.463 and 14.143 respectively with Asymp. Sig

values of 0.000 for three variables and 0.426 for motivation with a sample of 85 (Frickey, 2023). The previous study statistical values were less statistically significant as compared to the present study with lower statistical values which were in the same order of significance as the present study. The difference in statistical sample may be the reason for the differences in value with both studies adopting a representative sampling approach. The literature review based on the variables highlighted previously indicated that more active young employees prefer intrinsic goals and are motivated by them which contributes to better health, improved fitness and overcoming stress, (Piko & Keresztes, 2006).

Self-positivity, self-esteem and open communication based on the statistical test Chi Square Test resulted in Chi Square Test values of 47.686, 8.229 and 151.37 respectively with Asymp. Sig values of 0.00, 0.004 and 0.000 respectively. Self-esteem has more statistical significance followed by self-positivity and then open communication. In a previous research, Chi Square Test values for self-positivity, self-esteem and open communication were 52.455, 9.051 and 166.508 respectively with Asymp. Sig values of 0.000, 0.004 and 0.000 with a sample of 124 (Wang, 2022). The present study statistical values had more significance which may be as a result of the varying statistical sample size with participants from the previous study being recruited from the Hofstra University at the undergraduate level. The literature review based on the variables indicated previously indicated that communication plays a role in facilitating satisfaction of youth needs with high correlation between self-esteem, communication and the satisfaction of youth needs (Szcze´sniak et al., 2022).

Table 112

Research Question 6- Chi Square Test p.342

Chi-Square Test

Test Statistics

	Employment	Goals	Motivation	Self-efficacy	Employment R1	Goals R1	Motivation R1	Self- efficacy R1
Chi-Square	28.971[c]	74.229[c]	.514[b]	15.714[c]	31.865[c]	81.652[c]	.463[b]	14.143[c]
df	3	3	1	3	3	3	1	3
Asymp. Sig.	0.000	0.000	0.473	0.001	0.000	0.000	0.426	0.001

	Self -positivity	Self Esteem	Open Communication	Self - positivity R1	Self Esteem R1	Open Communication R1		
Chi-Square	47.686[c]	8.229[a]	151.371[d]	52.455[c]	9.051[a]	166.508[d]		
df	2	1	3	2	1	3		
Asymp. Sig.	0.000	0.004	0.000	0.000	0.005	0.000		

a. 0 cells (0.0%) have expected frequencies less than 5. The minimum expected cell frequency is 10.0.
b. 0 cells (0.0%) have expected frequencies less than 5. The minimum expected cell frequency is 35.0.
c. 0 cells (0.0%) have expected frequencies less than 5. The minimum expected cell frequency is 17.5.
d. 0 cells (0.0%) have expected frequencies less than 5. The minimum expected cell frequency is 17.5.

Socio-economic factors like educational levels, occupations and income resulted in Bayesian 1 Sample Binomial Test values with mean values of 0.689, 0.135 and 0.203 respectively. Based on a previous study it resulted in mean values of 0.758, 0.149 and 0.223 for educational levels, occupations and income respectively with a sample of 74 (Long, 2023). The previous study has higher statistical significance than the previous study with the same order in statistical significance as the present study with their effect on the satisfaction of youth needs which may be as a result of the statistical sample size. The literature review based on the variables highlighted previously indicated that where economic activity was stronger, there was a relationship between the higher levels of socioeconomic conditions which affected the satisfaction of youth needs positively in relation to educational levels, occupations and income (Eroglu, et al., 2009).

Table 113

Research Question 6- Bayesian 1 Sample Binomial p.343

Bayesian 1 Sample Binomial

Posterior Distribution Characterization for Binomial Inference[a]

	Posterior			95% Credible Interval	
	Mode	Mean	Var	Lower Bound	Upper Bound
Educational levels	0.694	0.689	0.002	0.580	0.789
Occupations	0.125	0.135	0.003	0.068	0.221
Income	0.194	0.203	0.002	0.120	0.301
Educational levels R1	0.764	0.758	0.002	0.638	0.868
Occupations R1	0.138	0.149	0.003	0.074	0.243
Income R1	0.214	0.223	0.002	0.132	0.331

a. Prior on Binomial proportion: Beta(2, 2).

Civic and political participation was highlighted in ascertaining whether the International Commonwealth Youth Programme is contributing to the satisfaction of youth needs. According to Dudley and Gitelson (2003) on political and civic participation “It is a precondition to civic and political engagement through more and better education” (p. 265). It was stated that the International Commonwealth Youth Programme promotes political and civic engagement among young people, collaborating with governments to reduce the eligibility age for general elections. The literature review indicated that socioeconomic benefits positively impacted youth satisfaction, with higher satisfaction reported in areas with stronger economic, political and civic activity (Hammami, 2022). Wang et al. (2023) on health and well-being indicated that “The concept encompasses three dimensions namely physical, social and mental, characterized by disease-free, active fitness, depressive symptoms, calm mental state, peaceful society and collective welfare” (p. 2395). As indicated the youth programme collaborates with governments to update health and well-being legislation, provide medical facilities and raise awareness about international standards for accidents, road safety and injuries. The literature review indicated that young people who experienced health and wellness experienced reduced physical symptoms, increased physical

activity, increase physical health and in increase in psychological functioning (Proctor, et al. 2008). Turner (2016) on sports and development indicated that “It assist in developing the mental and physical attributes of young people which promote sports participation of young people which develops careers, fosters education and assist in inculcating ethical principles and rules of conduct” (p. 25). It was stated that the programme assists young people in developing life, social and sporting skills, thereby enhancing their education, health, careers and progress, promoting positive development. The literature review stated that increase physical activity is being fostered and are being implemented through club, community and group sports as well as other physical social activities (Vilhjalmsson & Thorlindsson, 1992). Emmanuel et al. (2020) on education and employment stated that “Industries, services and agriculture foster employment opportunities for young people with the necessary education to meet unique employment needs” (p. 417). It was highlighted that the youth programme is collaborating with governments to implement policies like investing in skilled teachers, retrofitting educational facilities and advocating for education, fair income, equal access to education, job security and decision-making. The literature review indicated that youth that are employed after leaving school report higher levels of satisfaction of their needs which results in less financial strains, more access to additional education opportunities, well -being and self-esteem (Kim-Soon, 2015). Wolbring and Lillywhite (2023) on equality and inclusion indicated that “Marginalized, displaced, disabled and minority groups receive support to enhance their environment and impact areas by addressing social norms and engaging in various activities” (p. 1). Additionally, it was stated that the youth programme advocates for equality and inclusion bills, empowering marginalized youth to access education, employment and opportunities in education, health, economics and technology. The literature review stated that global youth need social support across cultures, demographics and social

economic groups to deal with the varying issues that young people are challenged with like equality and inclusion (Bi, et al., 2021). Rybalkin et al. (2023) on sustainable development stated that "Sustainable development goals have been established to combat the issues affecting the economy, society, natural capital and politics which are manifested through pollution, social inequalities, biodiversity and environmental policies" (p. 281). It was highlighted that the programme collaborates with young people to implement climate change mitigation and preventative sustainability programmes, providing them with opportunities to advocate against climate change and secure employment. Based on a previous study, thematic analysis approach was applied as compared to the present study and it was discovered that youth programmes contribute to the satisfaction of youth needs positively. It also contributes to positive youth behavior with significant outcomes like strengthening relationships, motivating and empowering young people, strengthening continuity and consistency in performance (Wekesser, 2023).

Data triangulation was conducted to ascertain whether the International Commonwealth Youth Programme contributes to the satisfaction of youth needs. Based on the I Sample T Test Value of 58.727, a mean difference of 3.943- and 2-sided P value of 0.000 it is statistically significant that the programme contributes to the satisfaction of youth needs. Based on the thematic analysis approach, it was discovered that the programme contributes to the satisfaction of youth needs through its programmes on civic and political participation, health and well-being, sports and development, education and employment, equality and inclusion and sustainable development.

The areas that need improvement for the International Commonwealth Youth Programme to meet the satisfaction of youth needs were highlighted such as health and well-being. Elvin et al. (2023) on health and wellbeing stated that "Health and well-being involve positive experiences,

pleasantness, positive thoughts, enriching relationships, a sense of purpose and a compassionate attitude" (p. 2). It was highlighted that the youth programme should prioritize the health and well-being of young people, focusing on preventative measures to prevent communicable and non-communicable diseases and stress-related symptoms. Moreover, it was indicated that the programme should discuss road safety for young people, protect them from injuries and communicate with governments and donor agencies to improve healthcare and promote healthy living among them. The literature review indicated that young people are supported by facilitating shared thoughts and solutions to sustain their wellbeing and health (Nešković & Lazarovski, 2021). Nash (2023) on education stated that "Education should be accessible to young people, regardless of their income or housing requirements, with educational institutions providing safety, resources, emotional and mental support through advocacy" (p. 22). It was highlighted that the youth programme should address inequalities and opportunities by focusing on young people with limited resources, literacy skills and digital access, enhancing their employability and academic performance. The literature review stated that developing higher order thinking skills led to a more focused approach in evaluation, analysis and judgement, strengthening critical skills and enabling independent thinking by young people (Giancarlo et al., 2004). Ullah et al. (2023) on employment and opportunity indicated that "Advancements in technology, sector interdependency, employee relations, capital flow, trade, labor market expansion and improved quality of life create employment opportunities based on equality and equity" (p. 9). It was highlighted that the International Commonwealth Youth Programme should collaborate with employment agencies, government bodies and educational institutions to support young people in entrepreneurship, skill development and advocating for their rights. The programme as highlighted should focus on sustainable employment opportunities through digital technology and long-term lifelong skilling.

The literature review indicated that young people are being facilitated so that improvements can be achieved through adequate education, unlimited skills, increased employment and reduced poverty among youth in the commonwealth (UN, 2007). Macura et al. (2023) on equality and inclusion indicated that “As stated, equality and inclusion are crucial for marginalized, displaced, disabled and lower- class individuals, as they face health issues, violence, unpaid work, cultural taboos and discriminatory norms” (p. 9). It was stated that the youth programme should prioritize marginalized young people, especially women, to improve self-realization, employability, education and civic participation by partnering with agencies and governments for facilities, transportation and services. The literature review indicated that collective identity in bonding goes beyond class and race but deals with the processes of individualization and social networking that coexist to build a relationship with society and institutions (Ambrosia & Massoli, 201). In a previous study the thematic analysis approach was adopted which discovered that programmes that focus on developing young people academically, in adopting set skills for varying careers, providing information on health and well-being, advocating for employment and opportunities and advancing the agenda of equality and inclusion are meeting the needs of young people who are affected by the social, economic, political and civic issues that make it challenging for young people to succeed in satisfying their needs (Turley, 2023).

The gaps that were discovered based on the various test to answer the research question on what contribution has the role of youth networks played towards the satisfaction of youth needs and whether the contribution of youth networks have a significant relationship with the satisfaction of youth needs resulted in the 1 Way ANOVA test resulted in Sig. values of > .05 for all the variables between groups which is a gap in the analysis as compared to the other test. The Bayesian 1 Sample Binomial and 1 Way ANOVA Repeated Measures had no P values which is a

gap in the analysis. The Chi-Square Test resulted in 1 of the operational variables which had a very strong positive Chi-Square value and a Sig. value of > 0.05 which is a gap in the analysis. The thematic analysis approach indicated areas where the International Commonwealth Youth Programme does not address certain issues as relates to the satisfaction of youth needs.

Summary

The key contributions of the study are the confirmation of the alternative hypothesis for the five variables namely human resource capability, establishment of youth groups, creation of youth frameworks, instituting of youth plat-forms, role of youth networks have a significant relationship with the satisfaction of youth needs and the research questions for the same independent variables indicating that the variables affect, influence and contribute towards the satisfaction of youth needs especially through the qualitative aspect of the research. The conceptual frameworks based on the variables and other operational variables also indicated based on the results of the positive relations with the satisfaction of youth needs.

Trustworthiness of Data

The trustworthiness of the data was achieved through the survey monkey website for the online survey and the online questionnaire which had 330 participants respectively which was administered through a link sent by the website to the participant email addresses which reflected their responses after they completed the instruments which the website automatically tabulates the responses. The telephone interview was administered through the Zoom and Skype plat-forms which recorded the responses of the 330 participants for the telephone interviews which were administered through the participant email addresses, telephone numbers and skype addresses. According to Shenton (2004) “Trustworthiness of data can be achieved through both internal and external validity which adopts generalization, reliability and objectivity for quantitative data

collection and analysis" (p. 64). SPSS was applied for the quantitative analysis and MAXQDA was applied for the qualitative analysis. However, for the telephone interview which is qualitative in nature, the trustworthiness of data was achieved through transferability, dependability, confirmability and credibility of the data collected and analyzed (Stumpfeggera, 2017).

Credibility

The two instruments for the quantitative data collection namely the online questionnaire and the online survey consisted of 330 participants respectively that allowed for the instruments to be emailed through the survey monkey website which when completed by each respondent was automatically updated and tabulated through the survey monkey website. Gagani (2019) indicated that "Credibility is achieved when the instruments are being administered to participants and the responses are then coded to be tested through statistical test which warrants justification of findings to be generalized" (p. 138). In relation to the qualitative data collection and analysis, the recordings from the plat-forms were processed through the qualitative software MAXQDA for analysis. According to Gagani (2019) "Credibility is accomplished through interviewing the participants for which the responses are coded methodically which results should be explored and discovered." (p. 137).

Transferability

The collection and analysis through the statistical and qualitative software can be transferrable to other studies for comparison and can be used for further analysis and for deliberations by key stakeholders like academic institutions, country government, agencies, organizations and other researchers ascertaining the relationships, association, discovery and explorations that can be achieved by researching the topic on the satisfaction of youth needs. According to Polit and Beck (2014) "Collaboration can be achieved through applying findings

from other research and comparing the findings to other studies to make inferences that are beneficial to readers and stakeholders of similar studies" (p. 1453).

Dependability

The methodology of correlation and descriptive design adopted for the quantitative and qualitative approach is a catalyst for future similar researches to be replicated due to the relationships, associations, discovery and explorations requirements for future studies. Dependability is based on the consistency of research study findings, there interpretations and recommendations that are generated from statistical data that have been retrieved from respondents (Korstjens & Moser, 2018). The satisfaction of youth needs can be investigated in future research based on the independent variables identified in the present research.

Confirmability

The methodology is appropriate and it is applicable to the study design, approach, the research questions and the hypotheses which adopts a correlation, case study and descriptive design for the quantitative approach and grounded theory, thematic analysis, content analysis, case study and descriptive design for the qualitative approach. The degree to which other researchers can authenticate through data and interpretation the findings based on previous findings from previous studies is validating the confirmability (Korstjens & Moser, 2018). The power analysis test conducted resulted in a sample of 330 for each three instruments from the population of 1,100 which through the testing indicated a sample that is reflective to the population to avoid a type II error which is the rejection of the null hypothesis when in fact it is true. Consequently, the findings can be generalized to the population due to confirmability.

Validity

The validity of the measurements used are very high due to the use of SPSS and MAXQDA which were used to perform the various test and to decode the audio for the telephone interviews which were categorized in groups of 10 for youth networks, age, gender and region by selecting 70 participants in order at any time based on the testing to ensure that the 330 participants were captured in the statistical testing and when analyzing the responses from the telephone interviews. According to Haradhan (2017) “Validity is focused on accuracy in measurement of data through statistical testing and is supported by previous statistical test and interpretation that have been justified” (p. 14). Therefore, a non-random approach was adopted to ensure that 10 participants from each demographic at a given time which totaled 70 participants were applied when performing the statistical test and performing the analysis for the qualitative method to ensure that all 330 participants responses were analyzed base on the research questions. To increase validity, the type I error was set at 0.05 while the type II error was set at 0.95.

Reliability

The instruments chosen are consistent in collecting data and were able through the survey monkey website, zoom and skype to save the responses used to collect the data. Haradhan (2017) stated that “Instruments, statistical and qualitative software should be consistent in their results with outcomes that are precise, repeatable and trustworthy in measuring relationships, correlations and associations” (p. 10). Reliability obtained through instruments should be consistent in their results with their values which should be precise, repeatable and should be trustworthy which can be replicated under similar circumstances with similar findings. Due to the instruments and the software being used consistently through previous research, the results are therefore reliable, free from bias and error and with the same sample, the outcomes can be replicated which meets the test-retest reliability for future research.

Research Question 1/ Hypothesis: Human Resource Capability

Based on the results of the present study human resource capability has a strong positive correlation with satisfaction of youth needs with Sig. values of < 0.05 which is highly statistically significant. In a previous study, the correlation between human resource capability and satisfaction of youth needs had a strong positive correlation with a Sig. value of < 0.05 which is highly statistically significant (Chuang, et.al., 2015). The previous study result was lower than the present study. The results were supported by the double looping theory which suggests that satisfaction of youth needs in employment occurs when management actions, perceived as positive, increase performance, leading to satisfaction (Tsutsui, et al., 2022). The literature review highlighted the strategic importance of human resource capability in organizations for survival and development, focusing on team building, salary-based motivation, and knowledge management (Lattuch, 2021).

Organizational effectiveness, job satisfaction, organizational commitment and service, career progression system, human capital and firm innovation, organizational performance and transformational leadership, effectiveness and efficiency of operation, organizational performance, positive on organization performance and significant effect on organizational performance has a strong positive correlation with human resource capability with Sig. values of < 0.05. In relation to a previous study organizational effectiveness, job satisfaction, organizational commitment and service quality of employees capability, career progression system, human capital and firm innovation, organizational performance and transformational leadership, effectiveness and efficiency of operation, organizational performance, positive on organization performance and significant effect on organizational performance had a strong positive correlation with human resource capability with Sig. values of < 0.05 (Chuang, et al., 2015; Abu-Tineh, et al., 2023; Mathushan, et al., 2022; Jaffu and Ismail ,2023; Evangelista, et al.,2023). The results of the present

study were more significant than the previous study results. The literature review suggested that human resource capability enhances performance, job satisfaction, service quality, effectiveness and commitment, positively impacting the satisfaction of young employees as internal customers (Chuang, et al., 2015).

Human resource capability, customer focused, reduction in organization constraint, engagement of all employees a very strong relationship with the satisfaction of youth needs with P value < 0.05 for only human resource capability. In a previous study, human resource capability, customer focused, reduction in organization constraint, engagement of all employees had a very strong relationship with the satisfaction of youth needs P value < 0.05 which was statistically significant (Chukwu, 2018; Mohammad and Shin, 2021). The results for the previous study were slightly higher than the present study. The literature review suggests that human resource capability, customer-focused, reduced organizational constraints and employee engagement enhances opportunities for responding to environmental changes, thereby boosting a company's survival and competitive advantage (Mathushan, et al., 2022).

Highly skilled staff has a very strong effect with a positive T value in enhancing the satisfaction of youth needs through human resource capability with a two-sided P value of 0.000 which is statistically significant. In previous research highly skilled staff had a very strong positive effect in enhancing the satisfaction of youth needs with a positive T value with a two-sided P value of 0.000 which is statistically significant (Antaramian, 2017). The T test value for the previous study was higher than the T test for the present study. The literature review highlights that skilled staff establish strong client relationships to maintain the high performance of their organizations (Muthigah, et al., 2022).

Human resource capability based on the conceptual framework for employee relations has grievance investigation with a very strong positive effect, followed by collective agreements with a strong positive effect, then by employee management with a strong positive effect and finally gender with a moderate positive effect on the satisfaction of youth needs with mean, standard deviation and T Test values with Asymp. Sig. (2-tailed) of 0.000 which is significant. In a previous study, employee management had a moderate positive effect, followed by a grievance investigation with a moderate positive effect and then by collective agreements with a moderate positive effect on the satisfaction of youth needs (Halvachizadeh, et al., 2022). The present study result is more statistically significant than the previous study. The literature review suggests that fostering healthy processes, strategic product decisions and competitiveness can improve strategic product decisions and competitiveness within an organization to improve employee relations (Maheshwari, et al., 2020).

The training and development conceptual framework based on the 1 Way ANOVA repeated measures with skills management having a very strong positive effect, followed by job evaluation with a strong positive effect and then by performance management system with a strong positive effect on the satisfaction of youth needs with no P vales which is statistically significant. In a previous study, skill management had a very strong positive effect, followed by performance management system with a strong positive effect and then with job evaluation with a strong positive effect on the satisfaction of youth needs based on the mean and mode scores (Taneo, et al., 2022). Skills management, job evaluation and performance management system had a higher mean value than the previous study, however the differences were not significant. Young people's interests in education, social, sports, civic, and political are enhancing their abilities to prepare them for various professions, according to a literature review (Wright et al., 2020).

The conceptual framework of recruitment and hiring had skills and experience with the most significant Chi-Square value, followed by human resource planning and then hiring through new employees in affecting the satisfaction of youth needs with Asymp. with Sig. values of 0.000 which is highly statistically significant. In a previous study, skills and experience affects the satisfaction of youth needs very strongly positively, followed by human resource planning and then by new employees with Sig. values of 0.000 which is highly statistically significant (Shah, et al., 2021). The differences between the past and present study may be attributed to the sample and participants, with the former being faculty employees. The competitive working environment fosters growth and development, equipping young professionals with advanced technologies and giving firms a competitive advantage in their respective industries, according to a literature review (Surpur, et al., 2022).

It was discovered that human resource capability affects the satisfaction of youth needs through talent acquisition, performance management, capability, compensation, equity, no discrimination, health, safety and well-being, managing risk and best practices positively. Talent acquisition enhances human resource capability by engaging young employees in key positions, motivating them to improve their output and performance (Jain, 2013; Akhtar, et al., 2018). The literature review suggests that acquiring new employees can improve overall performance and competitive advantage, particularly in organizations facing employee shortages (Heilmann, et al., 2022). However, it was stated that urban youth may not benefit due to low education and wage jobs. Additionally, young employees in international corporations face unregulated wage rates, gender inequality and group incentives, while also benefiting from profit sharing, gain sharing and knowledge sharing (Zhang, 2023). Youth employment in many countries is increasing, leading to increased unionization to address employee compensation and rights protection according to the

literature review (Pătru, 2021). Performance management systems also empower young employees to improve performance. Human resource capability enhances safety, health and well-being of young employees by implementing measures, standards and risk mitigation programmes, fostering team building, service quality and emotional attachment (Chuang, et al., 2015). Unions prioritize employee health, safety, and wellbeing, resolving issues like unfavorable job placements, dismissals, license refusals, and government service delays according to the literature (Deng & Zhou, 2022). In a previous study using content analysis it was discovered that cooperation that are state owned provide security for young employees in terms of long-term employee benefits, the nature of employment is fixed and the salary system is standardized. However, the present study had the administrators of the various youth networks who administer the youth programme of the commonwealth that is more privately oriented which get the assistance of country governments and other agencies to employ and engage young people.

Data triangulation is considered for human resource capability and its effect on the satisfaction of youth needs which indicated that the Z value was positive and there is a moderate effect on the satisfaction of youth needs with a two-sided P value of 0.05. In relation to the moderate effect, the concerns highlighted may be as a result of the contributions presented through the qualitative method. It was highlighted that employees working beyond retirement age may impact young employees' opportunities, especially in key positions and urban communities lacking educational and development opportunities may not develop talents for meaningful contributions.

It was discovered that human resource capability has a significant relationship with the satisfaction of youth needs since young employees are being impacted by organization design and cultures which affects their performance and output positively which the result of the study is supported by the organization design theory. Organization design theory coordinates and aligns

technological advances that require lateral communication which results in high performance of staff (Foss & Klein, 2023). It was highlighted that there is a positive impact of ethical values on young employees through organization design and culture but acknowledges challenges in aligning strategies with responsibilities and barriers faced by senior employees. It was highlighted that a flatter organization with human resource capability can inspire and empower young employees to improve performance and satisfy their needs. The literature review suggests that employee performance is assessed through performance management systems that align with goals and strategies that employees are empowered to achieve (Kang & Choi, 2019). However, it was stated that leadership and succession planning significantly contribute to the satisfaction of youth needs through respect, trust and positive emotions, preparing young employees for supervisory and management roles. The literature review suggests that a well-designed and facilitated organization can attract a diverse range of skilled and talented employees, particularly young ones, thereby promoting employee retention and leadership development (Bolander, et al. 2017). The result of the present study is supported by the Bass's motivational leadership theory, it was highlighted that transformational leaders are important in organizations for innovation, developing new methods, inspiring and motivating employees, especially through interactions with senior management and knowledge gained from higher responsibilities (Macit, 2016). It was stated that human resource capability ensures young employees' health and safety through organizational policies, collaboration with trade unions and evaluating internal and external environments to meet health and safety standards. The literature review suggests that a conducive workplace environment can boost employee performance, reduce turnover, and boost commitment (Mahmutović & Delić, 2022). The result of the present study is supportive of the system theory. System theory is inclusive of interdependent relationships which is reflective of an entire system which is greater in result

than the individual component parts (Heil, 2020). Additionally, it was highlighted that human resource capability aligns employee responsibilities with innovation, best practices, policies and safety requirements, guiding facilities and workplace to achieve goals and strategies, addressing environmental concerns. In relation to a previous research based on grounded theory analysis, Shayegan et al. (2022) indicated that stated that "Human resource capability drives organizations by engaging young talent and setting values-based goals, enabling increased performance and mission achievement" (p. 79).

Through methodological triangulation it was realized that human resource capability has a significant relationship with the satisfaction of youth needs based on the Pearson's correlation test which revealed a strong positive correlation between human resource capability and satisfaction of youth needs with a Sig. value of 0.000. Organization design theory, Bass's motivational leadership theory and system theory based on the qualitative results in relation to grounded theory analysis are integral in enabling human resource capability in having the significant relationship with the satisfaction of youth needs. Through the grounded theory analysis there were concerns which dealt with organization design and culture which stated that young employees may be affected by senior employees who are not align to the organization design and culture, young employees may lack exposure to supervisory and management leadership, leading to lack of motivation and alignment with organizational requirements should prioritize safety and protection for young employees.

The gaps that were discovered based on the various test to answer the research question on human resource capability in relation to how does it affect the satisfaction of youth needs and whether it has a significant relationship with the satisfaction of youth needs realized that the 1 Sample Z Test Two-sided P value was > 0.05 and there were no P values for the I Way ANOVA

Repeated Measures which is a gap in the test as compared to the other test. The grounded theory analysis approach and the content analysis indicated areas where human resource capability does not address certain issues in relation to the satisfaction of youth needs and these issues affect the significant relationship with the satisfaction of youth needs.

Research Question 2/ Hypothesis: Establishment of Youth Groups

The establishment of youth groups has a strong positive correlation with the satisfaction of youth needs with a Sig. 2-tailed value of 0.000. In a previous study establishment of youth networks had a strong positive correlation with the satisfaction of youth needs with a Sig. 2-tailed value of 0.000 (Piko, 2023). The literature review suggests that youth groups provide social and emotional support, promote communication and strengthen bonds among young people through collaborative efforts (Kelly, et al., 2022). Transformational leadership theory is evident in youth groups, but not all dimensions like influence, contingent reward and inspirational motivation are demonstrated simultaneously due to their different leadership styles (Yaghi, 2017).

Overcoming shortcomings, duty performance, cognition and faithfulness, competence, confidence, connections, character and caring, in minimizing external threats economic disorder and political disorder economic disorder, role model, supporter and policy enforcer, knowledge of services, resources and a sense of belonging have a strong positive correlation with a Sig. 2-tailed values of 0.000. In a previous study overcoming shortcomings, duty performance, cognition and faithfulness, competence, confidence, connections, character and caring, in minimizing external threats economic disorder and political disorder, role model, supporter and policy enforcer, knowledge of services, resources and a sense of belonging with a Sig. 2-tailed values of 0.000 (Kabakçı and Stockton 2022; Johnson, 2023; Courshon, 2023; Faseler- Schell, 2018). The present study results are more significant than the previous study result. The literature review reveals that

youth group members exhibit traits such as faithfulness, cognition, duty performance, and overcoming shortcomings in themselves and others (Kazan & Rybakova, 2014).

Establishment of youth groups, mental health and well-being, volunteering group with its positive effect in being helpful with the unfavorable behavior that deal with fast food, drug use and indecent sexual encounters have a very strong contribution to the satisfaction of youth needs based on the F Test value and mean square value with Sig. Values of < 0.05 except for life set, intercept and crisis services with a weak effect with Sig. Values of > 0.05. In relation to previous studies youth groups, mental health and well-being, volunteering group with its positive effect in being helpful with the unfavorable behavior that deal with fast food, drug use and indecent sexual encounters, for life set, intercept and crisis services with a strong effect on the satisfaction of youth needs based on the F Test value and mean square value with Sig. value of < 0.05 (Turgut, 2021; Tornivuori, 2022; Zulfa, et al., 2022; Atilgan and Tukel, 2021). The study results were higher in significance than the previous study results except for life set, intercept and crisis services. The literature review suggests that youth groups instill values that empower young people to participate in civic and political organizations, leading to global significance and influence (Nešković, et al., 2021).

The conceptual framework on youth empowerment had mental and behavioral health, positive cultures and safety based on the 1 Sample K-S Test have very strong positive mean, standard deviation and absolute values with Asymp. Sig. (2-tailed) values of 0,000 which is highly statistically significant. According to Samawi et al. (2022) “Mental and behavioral health, positive cultures and safety through the youth empowerment group in mobilizing and motivating young people in satisfying youth needs based on the 1 Sample K-S Test had very strong positive mean, standard deviation and absolute values with Asymp. Sig. (2-tailed) values of 0.000 which is highly

statistically significant" (pp.228 and 229). In relation to the present study positive culture had the most statistical significance, followed by mental and behavioral health and then by safety whereas for the previous study mental and behavioral health had the most statistical significance, followed by safety and then positive cultures. The present study values are higher and more significant than the previous study. The literature review highlights that positive cultures foster a sense of belonging, worth, safety, support, inclusivity and participation (Senge et al., 2008).

The conceptual framework based on the youth life skills group with the three operating variables namely development, community services and health and wellness have very strong positive mean values with health and wellness being the most statistically significant followed by development and then community services. Sánchez (2023) indicated that "The 1 Way ANOVA repeated measures had very strong mean values which were more significant for community services, followed by development and then health and wellness with no P values" (p. 67). The mean scores were higher for the previous studies were higher than the present study. In both studies, operational variables assist young people to overcome challenges which contributes to their satisfaction of youth needs. The literature review highlights that youth groups provide essential support and guidance to young people, helping them find meaningful employment (Steven et al., 2021).

The youth leadership development conceptual framework based on the operational variable preventative services, opportunity and diversity and inclusion, for opportunity and diversity it has a very strong positive relationship, with a strong positive relationship for preventative services and moderate positive relationship for inclusion with Asymp. Sig. values of 0.000. According to Evelyn and Kühner (2022) indicated that "Opportunity and diversity had a very strong positive relationship, preventative services had a strong positive relationship and inclusion had a moderate

positive relationship with Asymp. Sig. values of 0.000" (p. 11). Inclusion and preventive services were slightly lower than the previous study which have less statistical significance with opportunity and diversity for the previous study having more statistical significance than the present study. The literature review highlights the importance of fostering opportunities for young people to enhance their confidence and leadership skills through resources, relationships, support and investment (TAECF, 2017).

Supporter has a very strong positive effect, role model has a strong effect and policy enforcer has a weak effect with no P values, youth groups based on positive impact has a very strong effect, supporter has a very strong positive effect in leading to the satisfaction, role model with a strong positive effect and policy enforcer with a weak positive effect, positive impact has a very strong effect, youth groups have very strong positive effect in dealing with stress, very strong positive effect with depression and very strong positive effect with anxiety and entrepreneurial skills has a very great positive effect based on role model in relation with the satisfaction of youth needs with P values of 0.000 based on the T Test value. In relation to previous studies, supporter had a very strong positive effect, role model had a strong positive effect and policy enforcer had a weak positive effect with no P values, positive impact had a very strong effect, youth groups had a very strong effect in dealing with stress, very strong effect in dealing with depression and a very strong effect in dealing with anxiety and entrepreneurial skills had a very great positive effect based on role model with the satisfaction of youth needs with P values of 0.000 based on the T Test value (Long, 2023; Turgut, 2021; Sánchez, 2023; De La Rue, et al., 2014). The previous study variables were higher in statistical significance then the present study, except for stress, depression and anxiety. The literature review highlights the use of positive social interactions and protective interventions in youth mentoring groups to support young people (Lalayants & Saitadze, 2022).

Youth groups in terms of their ability to educate young people in humanistic values has a moderate negative effect with P value of > 0.05, experience support had a very strong positive effect and exchange support had a very strong effect on the satisfaction of youth needs with Two-Sided P values of 0.000 based on the 1 Sample Z Test. In a previous study youth groups had a moderate negative effect in educating young people in humanistic values with Two-Sided P value of > 0.05, experience support had a moderate positive effect and exchange support had moderate positive effect on the satisfaction of youth needs with Two-Sided P value of 0.000 based on the 1 Sample Z Test (Yapıcı, 2016; Santilli, et al., 2022). The present study results were more significant than the previous study results. The literature review suggests that youth groups, including young individuals, exhibit humanistic values through traits such as faithfulness, cognition, duty performance and self-overcoming shortcomings (Kazan, et al., 2014).

It was indicated that establishment of youth groups provide young people with essential skills such as communication, life, survival and conflict resolution. Bishop (2021) on training on life skills and survival skills stated that “skills are passed on to young people on positive attitudes, being assertive, critical thinking, leadership, goal setting and problem setting skills” (p. 23). However, it was stated that rural youth may not benefit from youth groups initiatives, potentially affecting their overall development. The literature review suggests that young people are trained in life skills to prevent distorted relationships and social disconnectedness through interaction and teamwork (Freire, et al., 2021). Helena et al. (2021) on healthy behavior stated that “It is based on adopting patterns in conduct through knowledge, experience and analytical processes to exhibit conduct that are positive” (p. 3256). As indicated, youth groups teach positive attitudes, assertiveness, critical thinking, leadership, goal setting and problem-solving. It was also noted that youth groups offer safe spaces for discussing sensitive issues, but may struggle with private

matters. In addition, as indicated youth groups offer resources for career development and encourage positive behaviors, but may struggle with assisting those with negative lifestyles like drug addiction. Youth groups also promote health and safety, but may not protect all young people due to limited resources and negative elements. Sommer (2005) on physical and emotional safety indicated that “It deals with the importance of creating safe environments that foster a sense of belonging, acceptance, respect and dignity, thereby promoting unlimited opportunities and development for youth.” (p. 1). The literature review highlights the importance of healthy emotional and social development for positive health and wellness, thereby reducing the risk of developing health issues in young people (Amarbayan, et al., 2021). It was indicated that youth groups prepare young people for leadership roles, but adults may influence their abilities. According to Braning (2012) on leadership “It encompasses on developing skills through planning, learning, decision making, socializing and communication to empower, build capacity, facilitate volunteerism and share experiences, thereby positively driving followers” (p. 17). The literature review suggests that young people are empowered to comprehend their environment, goals and obstacles, which can positively influence group outcomes (Epitropaki, et al., 2018).In a previous study it was indicated that young groups contribute to the satisfaction of youth needs based on a content analysis study which developed a theory on the 7 P’s of life satisfaction which is based on peace, protection, prerogative, prospects, progress, pleasures and positivity (Alam, 2020). It was concluded from this study that satisfaction of youth needs improves life standards of young people which is dependent on the 7 P’s in youth groups.

Data triangulation is conducted for the establishment of youth groups contributing to the satisfaction of youth needs which indicated that the 1 Way ANOVA test for the independent variable youth groups and the dependent variable satisfaction of youth needs resulted in a very

strong positive F value, mean and a sig. value of < 0.05 which is highly statistically significant. In the qualitative data content analysis, it was discovered that though the establishment of youth groups contribute to the satisfaction of youth needs there are however some issues that arises from youth groups. It was stated that youth groups may not benefit rural youth due to limited human resource capabilities, difficulty in discussing sensitive matters and challenges in assisting addictive lifestyle habits. It was also indicated that youth groups may also struggle to provide safety and protection in areas with illegal activities. Additionally, it was pointed out that adult involvement may limit young people from assuming leadership roles in youth groups.

Connectiveness theory encompasses social interactions through interconnected experiences based on social behavior, influence and the economic conditions that are being nurtured and managed in group settings in particular (Truett, 2023). It was highlighted that youth groups promote learning and knowledge accumulation through content and interactions, offering programmes on various subjects and workshops. However, it was stated that not all young people, especially in rural communities, benefit from these programmes. As indicated youth groups create inclusive environments for disadvantaged and vulnerable youth, implementing computer educational programmes, memory examinations and mobile assistance. The literature review suggests that youth groups are educating young people to enhance their external assets, dealing with influential associations and learning from mistakes and consequences (Sukumar, et al., 2022). The theory identified as dependency theory states that wealthy countries redirect resources from underdeveloped countries to maximize returns, leaving these countries dependent on the wealthy for survival due to lack of control over their own resources (Mwai, et al. 2014). It was stated that youth groups are empowering marginalized, disadvantaged and disadvantaged youth by facilitating their development, social and economic interests. However, as highlighted youth

groups face cultural, ethnic and language barriers, hindering their academic, professional and social progress. In some cases, it was highlighted that youth groups also motivate young people on self-esteem, confidence, self-determination and self-actualization. The literature review suggests that youth leaders should positively influence other team members, fostering motivation and commitment towards achieving team goals (Mertens et al., 2020). Social Activism Theory is unified efforts being fostered through groups that are institutionalized to remedy social problems to change existing social order which increases the world of knowledge on a particular issue (Darden, 2021). It was stated that youth groups are empowering young people to use their talents, skills and abilities to foster unity and peace, preventing sexual exploitation, gender violence and civilian casualties. However, it was indicated that youth groups are limited if they target opposing interest groups. The literature review highlights that youth groups effectively address the physical, social, and emotional needs of young people, thereby reducing exposure to abuse, violence, poverty, and health issues (Daiane et al., 2022). The grounded theory was applied in a similar study which indicated that youth groups empower, transform, emancipates, promotes capacity building and enable social participation of young people that leads to the satisfaction of youth needs (Melo, 2018). However, it was indicated through the previous research that youth groups have challenges in assisting young people that are affected by security instability, shootouts, drug trafficking and commonplace police repression.

Methodological triangulation is adopted and based on the present study establishment of youth groups have a highly significant strong positive correlation with a Sig. (2-tailed) of 0 with the satisfaction of youth needs. However, based on the qualitative analysis which used grounded theory analysis it was indicated that youth groups struggle to provide support to rural, displaced and impoverished youth, limiting their education and career opportunities. It was also highlighted

that young people face challenges in reaching culturally influenced youth, preventing them from instilling equality values. Additionally, it was indicated that conflicts and armed conflict may limit their ability to intervene on behalf of civilians, especially in high-risk situations.

The gaps that were discovered were related to the 1 Way ANOVA Test which resulted in 3 of the operational variables which is between groups and the 1 Sample Z Test resulted in 1 of the operational variables having Sig. values of > 0.05 which is a gap when compared to the various test. The Bayesian 1 Sample Binomial had no P values which is a gap in the analysis. There were no P values for the I Way ANOVA Repeated Measures which is a gap in the test as compared to the other test. The grounded theory analysis approach and the content analysis indicated areas where establishment of youth groups does not address certain issues in the satisfaction of youth needs and affects the significant relationship with the satisfaction of youth needs.

Research Question 3/ Hypothesis: Creation of Frameworks

The creation of frameworks has a strong positive correlation with the satisfaction of youth needs with a Sig. (2-tailed) value of 0.000. In a previous study creation of frameworks had a strong positive correlation with the satisfaction of youth needs with a Sig. (2-tailed) value of 0.000 (Kabakçı & Stockton, 2022). The previous study correlation was lower than that of the present study, however, both studies resulted in significant correlation between youth frameworks and satisfaction of youth needs. The literature review highlights that youth frameworks aid in decision-making, planning, design, implementation, evaluation, and services that contribute to their success (Livingstone, 2022). According to Jan et al. (2022) “McKinsey 7s Model Theory deals with the holistic view of an organization performance based on hard and soft factors which knowledge of these factors being critical to achieve the intended objectives of an organization” (p. 51). Based on the youth frameworks, the McKinsey 7s Model Theory based on the results is applied which

suggest that the youth frameworks performance is improving, processes are aligned and strategies are being implemented to achieve the outcomes.

The conceptual framework information and support consisting of mental health, unemployment and supportive environment have a perfect positive correlation with the satisfaction of youth needs safeguarded since the matrix rating scale was not applied with Sig. (2-tailed) values of 0.000. The previous study resulted in strong positive correlation for mental health, unemployment and supportive environment with Sig. (2-tailed) values of 0.000 which was highly significant (Kabakci, et al., 2019). In relation to the previous study, supportive environment had the most statistical significance, followed by unemployment and then by mental health. The literature review highlights racial and equity issues being addressed through partnerships with institutions data tracking and policy establishment to protect young people's interests (Casey, 2022).

Health promotion and youth empowerment, the five C's character, confidence, connections, competence and caring has a strong positive correlation with youth frameworks with Sig. (2-tailed) values of 0.000. In a previous study health promotion and youth empowerment, the five C's character, confidence, connections, competence and caring had a strong positive correlation with youth framework with Sig. (2-tailed) values of 0.000 (Bode, 2018; Ang, 2009). The present study results are more significant than the previous study result. The literature review highlights the importance of active participation of young people in adopting healthy lifestyles, particularly in relation to communicable and non-communicable diseases (Trisnowati, et al.,2021).

The creation of frameworks has a very strong positive influence on the satisfaction of youth needs and youth enablement and youth empowerment have a very strong positive association with youth frameworks based on the 1 Sample Z Test Value and observed test value with Sig. two-sided

P value of 0.000. In a previous study, creation of frameworks had a moderate positive influence on the satisfaction of youth needs and youth enablement had a strong positive association and youth empowerment had a very strong positive association with youth frameworks based on the 1 Sample Z Test with two-Sided P values of 0.000 (Gomez, 2023; Afthanorhan, et al., 2014). The present study result is more significant than the previous study result for creation of frameworks and youth enablement, however, for youth empowerment the previous study result was more significant than the present study result. The literature review suggests that creation of youth frameworks aid in decision-making, planning, design, implementation, evaluation and services that contribute to youth success (Livingstone, 2022).

The conceptual framework enabling environment with operational variables namely bonding, youth responsive services and youth friendly law in their facilitation of new forms of cooperation resulted in 1 Way ANOVA Repeated Measures Test values for bonding which has very strong influence, youth responsive services and youth friendly laws which have a strong influence in relation to their mode and mean values with no P values. Based on a previous study bonding had a strong influence, youth responsive services and had a moderate influence in relation with their mode and mean values which had no P values (Demir & Gümüş, 2022). Bonding in present study had more statistical significance, followed by youth responsive services and then youth friendly laws than the previous study. The literature review highlights that an enabling environment is crucial for supporting young people's economic growth, development and poverty to benefit from opportunities (Clemensson & Christensen, 2010).

The conceptual framework assets framework based on the operational variables training, formal training and higher order thinking reflected a very strong positive influence for formal training and higher order thinking skills but a moderate positive influence with training to

influence the relational and development systems that leads to the satisfaction of youth needs with Asymp. Sig. (2-tailed) value of 0.000. The previous study had similar results with the 1 Sample K-S Test values, mean and standard deviation values with Asymp. Sig. (2-tailed) value of 0.000 which is highly significant (Nalani, 2023). The previous study reflected higher statistical significance than the present study, however, the statistical significance was still based on the same order as the present study. The literature review discusses the implementation of resilient mediating measures to address issues affecting young people, such as school dropouts, substance use and violent behavior (Gomez-Baya et al., 2021).

Leading has a very strong influence, recognition has a strong influence, relevance has a moderate influence and legitimacy has a weak positive influence on the satisfaction of youth needs with Asymp. Sig. with 0.000. based on the Chi- Square test. In a previous study, the Chi- Square test values were statistically significant in that leading had a strong influence, recognition had a strong influence, relevance had a moderate influence, legitimacy had a weak positive influence on the satisfaction of youth needs with Asymp. Sig. with 0 (Tam, 2023). The previous study values were lower; however, they were in the same order of significance based on the operational variables. The literature review highlights that young people are receiving information and support through training to identify solutions and make optimal decisions to transform their lives (Casey, 2022).

The operational variables through the agency framework namely gender inequality has a very strong association, whereas climate change has a moderate association, unintended pregnancies and human immunodeficiency have very weak associations with the agency framework in assisting young people in facing challenges through the Bayesian 1 sample Binomial test based on the means and modes results. The previous study had gender inequality with a very

strong association, climate change had a strong association, unintended pregnancies and human immunodeficiency had very weak associations with the agency framework assisting young people in facing challenges (Chang, 2023). The present study mean and mode values were lower for all the previous operational variables except for unintended pregnancies which was higher than the previous study. The enabling environment framework enhances the economic, social, educational and health environments of young people, according to the literature review (Clemensson & Christensen, 2010).

The youth framework though accomplishing their mandate has a moderate association in promoting against illegal drug use by young people to reduce the drug addiction epidemic with a Two-Sided P value of 0.000. In a previous study the youth frameworks in accomplishing their mandate was moderate in promoting against illegal drug use by young people to reduce the drug addiction epidemic (Gomez, 2023). The previous study statistical test values were more significant than the present study, however, the results were not significantly different. The literature review highlights policy-based intervention in creating frameworks for mental health services, involving agencies providing treatments, counseling, case management, peer support and person-centered services (Marchand, et al., 2022). Song et al. (2023) on resource theory indicated that "In maximizing performance, resources with capabilities are being matched through knowledge through decisions to accomplish maximum return" (p. 2). The youth framework is allocating resources in ways that match their decision-making processes to satisfy the needs of young people in effort to offer assistance to young who may be influenced in the use of illegal drugs.

The youth framework through youth empowerment for opportunities for young people reflected a strong positive association with a significant mean with no F value with a Sig. of 0.000 whereas youth enablement has a very strong association with youth framework with a Sig. of 0.000

for the within groups. In the previous study youth empowerment had a very strong positive association and youth enablement had a very strong positive association in opportunities being provided through the youth frameworks with a Sig. value of 0.000 (Tam, 2023). The statistical tests were higher for the previous study than the present study. The literature review suggests that health promotion through empowerment and engagement can help young people overcome substance addiction (Trisnowati, et al. 2021).

It was highlighted that youth frameworks involve young people in government development processes, supporting their education, career advancement, skills acquisition and social inclusiveness. Lambrinou (2023) stated that “Youth development is based on policies that support the advancement of young people in areas of education, career advancement, skills acquisition and social inclusiveness” (p. 190). However, it was indicated that youth frameworks struggle to help young people facing economic, civic, social and political instability in rural and urban communities. The literature review highlights that youth friendly policies aim to directly benefit young people by preserving their rights and privileges based on acceptable behavior (Kuy, 2015). Nonetheless, it was noted that youth frameworks collaborate with country governments to improve living standards, safety, security, well-being and inclusiveness. McCalman et al. (2023) indicated that "Preventative and treatment care is provided to young people to enhance their mental and physical health, enabling them to excel in academic, social and career-driven fields" (p. 2). The literature review indicates that collaborating with young people, parents, and community organizations can enhance health knowledge, confidence and capacity to address health issues affecting young people (Green, et al., 2020). It was highlighted that youth frameworks address social, ethnic and racial issues, reduce violence and enhance self-esteem, confidence and self-worth. Ramírez et al. (2023) stated that “Continual education that incorporates training enables

higher specialized skill sets which fosters increase performance and enhances employability" (p. 2). The literature review indicates that young people are being trained and educated in skill development through the youth framework, thereby enabling them to secure meaningful employment opportunities (Som et al., 2018). In relation to the literature review based on content analysis youth frameworks empower young people to volunteer in community outreach programmes, enhancing their well-being through rehabilitation and preventative measures (Trisnowati, et al., 2021).

Data triangulation is conducted in ascertaining whether the creation of frameworks influence the satisfaction of youth needs which had a very strong positive Z test which indicated that creation of frameworks have very strong influence on the satisfaction of youth needs. In performing the qualitative analysis using content analysis, it was discovered that youth frameworks are not able to meet marginalized youth who are affected by economic, political, social, cultural barriers and civil unrest who find it challenging to get access to institutions who offer life skills and skilled based career training. Another concern is that youth frameworks are not able to reach youth especially in distant rural communities who are affected by social ills and who do not have access to amenities like the internet through human resource centers.

Based on grounded theory analysis the creation of youth frameworks and whether it had a significant influence on the satisfaction of youth needs, in that the relationship theory was considered in terms of relationship and inclusion as it relates to the rules that govern relationships. According to Whittemore (2021) on relationship rules theory "Rules are essential for maintaining and enhancing inclusiveness and if broken, these rules can negatively impact the relationship" (p. 1). The relationship rules theory applies to the youth frameworks in terms of enhancing relationships and inclusion by encouraging, motivating and connecting young people with the

wider community. It was indicated that youth frameworks help young people develop positive attitudes, work in positive environments and achieve goals in various areas. However, it was highlighted that youth frameworks struggle to reach certain communities due to criminal, illegal and violence activities, as well as cultural and custom-based barriers. The literature review highlights the advocacy for relationship and inclusion in various sectors, aiming to value and accommodate young people's diversity, ensuring access to learning facilities and opportunities (Urbani et al., 2022). According to McCleskey (2014) on transformational leadership theory “Self-interest is overlooked to achieve the outcomes that is possible by partnering with followers which drives the followers to increase their performance for overall success for the entity” (p. 2). Furthermore, it was indicated that youth frameworks aid youth in leadership by promoting decision-making, coordination, mobilization, commitment to family, friends, colleagues and communities, fostering resilience and self-confidence. The literature review indicates that exceptional leadership is promoted through the youth framework, employability assistance and skill transfer through mentorship modeling (Larsen, et al., 2015). It was highlighted that youth frameworks are collaborating with governments and employment agencies to provide skills and training for young people, promoting apprenticeships, professional building and capacity building to achieve their dreams. According to Colacchio (2023) based on grounded theory analysis “Youth frameworks are creating the avenues for safety, security, leadership and employment for young people which is established through relationships, trust, healing from distress and experiencing freedom through the satisfaction of their needs” (p. 263). The literature review suggests that young people are participating in educational programmes that are geared towards employment sectors, addressing the needs of disadvantaged youth (Faso, 2022). The youth frameworks work in

accordance with policy, practice and educational forums that leads to the satisfaction of youth needs.

Methodological triangulation is considered in ascertaining whether the creation of youth frameworks have a significant relationship with the satisfaction of youth needs which through the Pearson's correlation had a very strong positive correlation with a Sig. Two-Sided value of 0.000. The grounded theory analysis when applied supports that youth frameworks face challenges in assisting young people affected by drug use and criminal activities due to the complexity of issues. In addition, it was stated that youth frameworks also struggle to impact youth who are not accepting of diversity due to cultural practices. Additionally, it was highlighted that youth frameworks struggle to rally young people in rural, urban and closed-netted communities affected by drug trafficking and gang-related activities.

The gaps that were discovered based on the various test to answer the research question on whether the creation of frameworks influence the satisfaction of youth need and whether the creation of frameworks have a significant relationship with the satisfaction of youth needs resulted the 1 Way ANOVA Test resulted in 2 of the variables between groups having Sig. values of > 0.05 and for the within groups value there were no F values and Sig. values which is a gap when compared to the various test. The Bayesian 1 Sample Binomial had no P values which is a gap in the analysis. There were no P values for the I Way ANOVA Repeated Measures which is a gap in the test as compared to the other test. The grounded theory analysis approach and the content analysis indicated areas where creation of frameworks does not address certain issues with the satisfaction of youth needs and what affects the significant relationship with the satisfaction of youth needs.

Research Question 4/ Hypothesis: Instituting of Youth Plat-forms

Instituting of plat-forms has a strong positive correlation with the satisfaction of youth needs with a Sig. (2-tailed) value of 0.000. In a previous research institution of plat-forms had a strong positive correlation with the satisfaction of youth needs with Sig. (2-tailed) value of 0 (Greene, 2023). The previous study had a higher statistical value than the present study, however, they both had a strong correlation between the variables. According to Rossetti (2023) on Kolb's experiential learning theory "Reflective observation when applied from theories, experiences and live events increases learning that are applied through the display of certain skill sets in working environments and wider society" (p. 1032). The theory suggests that youth plat-forms are crucial in creating an environment where young people can acquire the necessary knowledge and experiences to fulfill their needs. The literature review highlights that youth platforms enhance the capabilities and skillsets of young people in various issues (MGCY, 2022).

The instituting of youth plat-forms and its effects on the satisfaction of youth needs based on the 1 Sample T test reflected a very strong positive effect with a Two-Sided P value of 0.000 which is highly significant. In relation to similar research the T test value and mean reflected a very strong positive effect of the institution of plat-form and its effect on the satisfaction of youth needs with a Two-Sided P value of 0.000 which was highly significant (Chachikul, et al., 2023). The present study result is higher in significance than the previous study results. The literature review reveals that youth platforms utilize both structured and non-structured methods for learning and capacity development for young people (Ababa, 2022).

The conceptual framework for the resilience and humanitarian youth plat-form has food and security with a very strong positive effect, wealth and peace with a very strong positive effect and sustainable urban development with a strong positive effect with Asymp. Sig. (2-tailed) of < 0.05 which is highly significant in assisting young people to overcome challenges. Mello et al.

(2019) indicated that “Food and security had a very strong positive effect on the satisfaction of youth needs, wealth and peace with a strong positive effect and sustainable urban development with a strong positive effect in assisting young people to overcome challenges” (p. 6). The present study results were slightly higher than the previous test. The literature review highlights that youth plat-forms are actively participating in humanitarian activities and programs to provide necessary aid and resilience to affected young people (Abigael & Mbah, 2022).

The conceptual framework youth social plat-form applied the 1 Way ANOVA Repeated Measures Test values resulted in youth centered services with a very strong positive effect, civil dialogue with a strong positive effect and social protection with a strong positive effect with no P values which is significant. According to Al-Darei et al. (2022) “Youth centered services had a strong positive effect, civil dialogue had a strong positive effect and social protection had a strong positive effect in enhancing the satisfaction of youth needs with no P values which is significant” (p. 709). The present study results were more significant than the previous study results. The literature review highlights that youth plat-forms enhance young people's well-being, strengthen peer relationships and promote self-expression (Berger et al., 2022).

Growth has a very strong positive effect, law as an instrument of justice has a very strong positive effect and development has a strong positive effect on the satisfaction of youth needs with no P values. In relation to the previous study growth had a very strong positive effect, law as an instrument of justice had a strong positive effect and development had a strong positive effect on the satisfaction of youth needs with no P values (Hae-Young, 2015). The previous study results were higher than the present study for development and growth whereas law as an instrument of justice is higher than the previous study result. The literature review highlights five pillars of action

advocated by peace platforms which are participation, protection, prevention, partnership and disengagement and reintegration of young people (Sevilla, 2021).

The conceptual framework for the youth economic plat-form based on the Chi-Square Test has competitive effect with very strong positive effect, governance with a strong positive effect and transaction with a strong positive effect on the satisfaction of youth needs by providing technical assistance and creating entrepreneurship opportunities with a Asymp, Sig. value of 0.000. According to Radwan (2022) “Competition effect had a very strong positive effect, governance had a strong positive effect and transaction had a strong positive effect with a Asymp, Sig. value of 0 .000” (p. 7). The previous study test values were higher for competition effect and transaction as compared to the present study, however, for governance issues it was lower. The literature review suggests that economic plat-forms help young people become aware of information and communication technology, engage in transactions, establish business relationships and protect them from fraudulent activities (Adesuyi & Gberevbie, 2022).

Bio-diversity and nature has a moderate positive effect, healthy communities has a moderate positive effect and indigenous rights has a very weak positive effect on the satisfaction of youth needs based on the Bayesian 1 Sample Binomial Test which resulted with no P value. In a previous study, Long (2023) stated that “Based on the Bayesian 1 Sample Binomial Test bio-diversity had a moderate positive effect, healthy communities had a moderate positive effect and indigenous rights had a very weak positive effect on the satisfaction of youth needs with no P values” (p. 42). The previous test values were slightly higher than the present study for both mean and mode which may be as a result of the sample difference and the demographics which for the previous study was focused on young employees. Youth plat-forms prioritize biodiversity and

nature to ensure the environment sustains essential goods and services without compromising it, according to a literature review by (Li et al., 2018).

It was stated that youth plat-forms have empowered young people to participate in civic and political organizations, but they struggle to reach unfamiliar audiences. According to Dzur (2013) "Efforts are being made to alter mindset of young people through behavioral modification and education, aiming to promote active participation in civic and political affairs" (p. 314). As indicated youth plat-forms provide avenues for young people to express themselves on human rights, freedom, tolerance and discrimination. The literature review suggests that youth plat-forms can utilize young people's solutions in social dialogue to alter unjust structures and systems (Byrne et al., 2022). In addition, it was stated that youth plat-forms help improve mental health and well-being, enabling them to pursue employment, community involvement and career development. Petersmann (2003) indicated that "Human rights and freedoms form a social contract, ensuring welfare is upheld for the common interest of all citizens" (p. 11). Governments and society collaborate with youth plat-forms to create laws supporting mental, physical and family health, promoting healthy lifestyles. The literature review highlights that youth plat-forms advocate for youth-friendly laws and policies that safeguard the rights and privileges of young people (Cadena, et al., 2022). Youth plat-forms foster healthy communities by fostering knowledge sharing and building youth confidence in advocating for their well-being, according to a literature review by (Waqa et al., 2013). Furthermore, it was highlighted that youth plat-forms with the support of country governments implement preventative methods in communities and provide academic and career-driven courses, focusing on environmentally friendly applications for disadvantaged youth. Chen (2023) stated that "Advances in information and communication have significantly improved individuals' lives by transmitting data and communicating information, ultimately affecting their

well-being and welfare" (p. 1). It was indicated that youth plat-forms provide access to devices for mobile user-friendly websites, educating young people on career development and strengthening their technological skills. The literature review highlights that youth plat-forms aim to promote the quality of the environment and sensitize young people to its importance (Soto-Cruz, et al., 2014).In a previous study based on thematic analysis according to Chachikul et al. (2023) “Youth plat-forms were established in Thailand which through content analysis indicated that the young people experienced increase in acquisition of knowledge and positive behaviors that were related to youth that were at adverse risk” (p. 65).

Data triangulation is conducted in relation to whether instituting of plat-forms affect the satisfaction of youth needs which have a 1 Sample T test which has a very strong effect on the satisfaction of youth needs which is statistically significant. However, with the content analysis, it was highlighted that young people are not able to get access to the internet to participate in online youth plat-forms on civic and political issues. It was stated that young people have low voter turnouts in matters of civil and political significance. It was highlighted that not all young people have access to technology to advance their academic, career and social interactions.

In relation to the civic voluntarism theory, Individuals are empowered to participate in civic and political matters, benefiting from resources and encouragement and contributing to their advancement through decision-making (Sekatle, et al., 2023). It was highlighted that youth plat-forms address issues like inequality, racism, violence, crime and unemployment. Furthermore, it was stated that youth plat-forms despite challenges in reaching marginalized, disadvantaged and impoverished youth, they create avenues for youth development, livelihoods, education and health through policy implementation, support from interest groups and social programmes. However, as highlighted youth plat-forms struggle to reach marginalized, disadvantaged and impoverished

youth, particularly in rural areas. Nonetheless, it was highlighted that youth plat-forms engage young people in marine pollution mitigation through clean-up campaigns, advertising, school sensitization, outreach programs, recycling and sustainable spaces. The literature review indicates that youth platforms empower young people to participate in civic and political campaigns to reduce poverty, unemployment, and diseases, providing access to resources, skills, employment and health services (Bigirimana, 2019). Liberalism theory states that individuals are free to own the factors of production driven by political groups and self-interest (Kandiyali, 2013). As indicated youth plat-forms enable governments and donor agencies to engage young people in new employment opportunities, enhance young employee capacity and create an environment where young people are more employable, adaptable and perform their roles more effectively. The literature review suggests that youth plat-forms educate young people about international companies' opportunities for expansion, resource efficiency and trade tariff avoidance (Branswell & Joseph, 2020). Wojewnik-Filipkowska et al. (2021) on stakeholder theory indicated that "Resources circular flow allows decisions by different stakeholders to create outcomes and opportunities, generating value for all involved, both directly and indirectly" (p. 202). The literature review suggests that youth plat-forms and other agencies typically promote environmental stewardship, resource efficiency and quality building development for adaptable, flexible and robust communities (Schuchert et al., 2022). Youth plat-forms in a previous study applying grounded theory analysis indicated that young people when impacted with training in enhancing their competences as it relates to technical, social and emotional bring success for the organization and the employees engaged (Kamfwa, 2023). The competences when applied creates the environment where young people can be more employable, adaptable and perform their roles more effectively.

Methodological triangulation is adopted to ascertain whether the instituting of youth plat-forms have a significant relationship with the satisfaction of youth needs. The correlation test value result indicated that the instituting of youth plat-forms have a strong positive significant relationship with Sig. (2-tailed) of 0.000 which is highly significant in the satisfaction of youth needs. However, when the grounded theory analysis was conducted it indicated that rural communities with dysfunctional youth and at-risk young people may not be reached by youth plat-form to impact their lives to satisfy their civic and political needs. Youth plat-forms found it challenging impacting young people that are not interested in the traditional political and civic activities and processes.

The gaps that were discovered based on the various test to answer the research question on whether the instituting of plat-forms affect the satisfaction of youth needs and whether the institution of plat-forms have a significant relationship with the satisfaction of youth needs. The Bayesian 1 Sample Binomial had no P values which is a gap in the analysis. There were no P values for the I Way ANOVA Repeated Measures which is a gap in the test as compared to the other test. The 1 Way ANOVA within groups had no F value and Sig. value while the between groups had Sig. values which were > 0.05 which is a gap in the analysis. The grounded theory analysis approach and the content analysis indicated areas where institution of plat-forms does not address certain issues in the satisfaction of youth needs and affects the significant relationship with the satisfaction of youth needs.

Research Question 5/ Hypothesis: Role of Youth Networks

The contribution of youth networks has a moderate positive correlation with that satisfaction of youth needs with a Sig. (2-tailed) of 0.000 which is highly significant. In a previous study, the contribution of youth networks had a moderate positive correlation with the satisfaction

of youth needs with a Sig. (2-tailed) of 0.000 (Lepojevic, et al., 2023). The present study result is slightly more significant than the previous study. The literature review highlights that youth networks are established to connect, drive change and discuss with young people to influence their needs on education, health, employment, political participation, sports and human rights (Webber, 2017).Pablo and Edirisinghe (2022) based on the actor network theory stated that "Actors facilitate innovation by modifying situations through human-non-human interaction, empowering individuals with equal access to resources and opportunities to solve issues" (p. 3). Youth networks are working towards satisfying the needs of young people through the various networks.

Youth networks has a strong positive correlation with motivational constructs with a Sig. (2-tailed) value of 0.000 which is highly significant. Based on a previous study, youth networks had a strong positive correlation with motivational constructs with a Sig. (2-tailed) value of 0.000 which is highly significant (Dahlem, 2023). The statistical result for the previous study was more significant than the present study which dealt with motivational constructs which enrolled in arts that were implemented by youth networks. The literature review suggests that there is not an established relationship between motivational constructs and youth networks (Wegemer (2021).

Youth networks has a strong positive contribution towards the satisfaction of youth needs based on the 1 Way ANOVA Test with a Sig. value of < 0.05. In a previous study, youth networks had a weak positive contribution with a Sig. of > 0.05 (Augustus, 2023). The present study result has more significance than the previous study result. The literature review suggests that youth networks significantly impact the satisfaction of youth needs, ensuring their needs are met (Wegemer, 2021).

In relation to the youth rights and democracy conceptual network based on the 1 Way ANOVA Test, it has a very weak positive collaboration effect in between groups with a very weak

positive mean square value, F value and Sig. which is < 0.05 which is insignificant. value which is insignificant. In relation to a previous study, youth rights and democracy network had a very weak positive collaboration effect in building youth capacity with a very weak positive mean square value and F value with a Sig. of > 0.05 which is insignificant (Chen, 2010). The youth rights and democracy network based on the statistical results have a significant effect on building capacity, however, in the previous study the test is more significant. The literature review suggests that youth networks are promoting shared learning and effective practices to help vulnerable young people and enhance their youth capacity (Mendizabal, 2020).

The youth sports for development and peace conceptual network in relation to 1 Way ANOVA Repeated Measures Test has restructuring life with a very strong positive contribution, response to emergencies and disasters with a strong positive contribution and social inclusion with a moderate positive contribution to the social and humanitarian needs of young people with no P values. In a previous study restructuring life had a very strong positive contribution, response to emergencies and disasters had a strong contribution and social inclusion had a moderate positive contribution to the social and humanitarian needs of young people with no P value which was significant (Paul, 2022). When compared to the previous study social inclusion is higher in significance for the present study, while restructuring life and response to emergencies and disasters was higher in significance for the previous study. The literature review highlights that youth sport for development and peace effectively keeps young people focused, transforming them into role models for the future generation (Tafadar, 2020).

The youth health network as a conceptual framework with its operational variables based on their contribution to the satisfaction of youth needs indicated from the 1 Way ANOVA Repeated Measures Test that substance use has a very strong positive effect, dental care has a very

strong positive effect, exercise and leisure activities has a strong positive effect and eating habits has a moderate positive effect in contributing to the satisfaction of youth needs with no P value. For the previous study dental care had a very strong positive effect, substance use had a very strong positive effect, exercise and leisure activities had a moderate positive effect and finally eating habits had a moderate positive effect in contributing to the satisfaction of youth needs no P. values (McCubbin, 2023). For the previous study, exercise activities, eating habits and dental care had higher significance than the present study, whereas eating habits for the present study has higher significance than the previous study. According to the literature review the youth health network is actively advocating and engaging on global health issues through individual and collective action, partnerships and collaborations (Thomson et al., 2014).

Young people lives being restructured by youth networks has a very strong positive effect, responding to emergencies has a very strong positive influence, responding to disasters has a strong positive influence, hunger are given priority has a very strong positive effect, policies to reduce poverty has a strong positive effect and ensuring income for vulnerable groups has a moderate positive effect on the satisfaction of youth needs with Asymp. Sig. of 0.000. In a previous study young people lives being restructured by youth networks had a weak positive effect, responding to emergencies had a very strong influence, responding to disasters had a strong positive influence, hunger is given priority had a very strong positive effect, policies to reduce poverty had a strong positive effect and then ensuring income for vulnerable groups had a moderate positive effect with the satisfaction of youth needs with Asymp. Sig. of 0.000 based on the Chi-Square test (Yang, et al., 2023; Ziółkowska-Weiss, 2021; Khan, 2023). The previous study results were less statistically significant for young people lives being restructured, responding to disasters and ensuring income for vulnerable groups than the present study, except for responding to emergencies, policies to

reduce policies and hunger are given priority. The literature review suggests that funds are allocated for shelters, education, health facilities, and social support for young people affected by disasters (Kvalsund, 2021). According to Frishman (2012) on social cognitive theory “Human social behavior, affecting health, self-efficacy and outcomes, relies on individual confidence, relationships and environmental factors, influenced by factors like fatigue, negative moods, financial instability and poor health” (p. 22). The youth networks are attempting to restructure young people lives through encouraging them to adopt positive behaviors.

Unemployment has a strong positive influence, discrimination has a weak positive influence and innovation has a weak positive influence in impacting through political and institutions based on the Bayesian 1 Sample Binomial with no P values. In relation to a previous study, unemployment had a strong positive influence, discrimination had a moderate positive effect and innovation had a weak positive influence with no P values which is significant (Callahan, 2015). Innovation for the present study had a higher statistical test value as compared to the previous study which values for discrimination and unemployment were higher. According to the literature review youth networks foster creativity, problem-solving skills and innovation among young people, enabling them to thrive amidst economic and political uncertainties (Shayegan, et al., 2022).

In relation to the social and humanitarian needs being met by youth networks, youth networks have a moderate positive influence on social needs whereas youth networks have moderate positive influence on humanitarian needs with Two-Sided P of 0.000 for both variables based on the 1 Sample Z Test. In a previous study youth networks had a moderate positive influence on social needs whereas youth networks had a moderate positive influence on humanitarian needs with P value of 0.000 based on the 1 Sample Z Test (Afthanorhan, et al., 2014).

However, humanitarian needs was more statistically significant for the present study whereas social needs is more statistically significant for the previous study. The literature review indicates that youth networks positively contribute to social and humanitarian needs by providing professional and social intervention to help young people address conflicts and inequalities (Hartmann & Kwauk, 2011).

Healthy life expectancy has a very strong positive dependence, freedom of choice has a strong positive dependence, high domestic product has a strong positive dependence, generosity has a moderate positive dependence and social support has a moderate positive dependence on happiness. In a previous study healthy life expectancy had a moderate positive dependency, y freedom of choice had a moderate positive dependency, high domestic product had a moderate dependency and generosity had a moderate dependency and social support had a moderate positive dependency (Sarracino, et al., 2022). The previous study values were less statistically significant than the present study results. The literature review suggests that youth are most content due to factors such as high domestic product, healthy life expectancy, social support, freedom of choice and generosity (Haerpfer, et al., 2020).

The conceptual framework for the youth rights and democracy network based on the 1 Sample K-S Test has participation with a very strong positive contribution, school to work transition has a very strong positive contribution and conscientious objection to military service has a strong positive contribution to the satisfaction of youth needs with a Asymp. Sig. (2-tailed) of 0.000. In previous research participation had a strong positive contribution, school to work transition had a strong positive contribution and conscientious objection to military service had a strong positive contribution to the satisfaction of youth needs with a Asymp. Sig. (2-tailed) of 0.000 (Easley, 2023). The previous study had less significant statistical test values than the present

study. The literature review suggests that young people are provided with opportunities to participate in programmes that prepare them for their inclusion in organizations promoting human rights and democracy (USAID, 2022).

Pablo and Edirisinghe (2022) on actor network theory stated that “Actors, without prior knowledge, rely on a prime mover to identify and assign actors to solve problems” (p. 3). The theme equality and inclusion when applying the actor network theory assumes that individuals are a part of a system which fosters equality and interaction which gives individuals equal access to resources and opportunities. As stated, youth networks collaborate with country governments to remove restrictions for young women, minority groups and marginalized individuals by promoting freedom of movement, religion, expression, rights and inclusion through sensitization campaigns and programmes. However, as indicated youth networks need to mobilize and empower young people to champion equality and inclusion efforts, particularly for those affected by discrimination. The literature review suggests that youth networks' programmes can enhance self-esteem, social competence and academic grades among young people (Gadais, 2019). Habanabakize and Paul-Francois (2018) on the Keynesian theory of employment stated that “High demand leads to increased expenditure and investment, resulting in increased consumption and further employment at a lower production cost" (p. 124). As highlighted employment can be increased through consumption and investment and youth networks can engage governments and employment agencies to invest in equipping young people with technical skills, career guidance, training and educational opportunities. It was stated that youth networks can engage governments and employment agencies to invest in equipping young people with technical skills, career guidance, training and educational opportunities, creating an environment for meaningful employment, self-awareness and achievement of dreams and aspirations. According to Moyo, et al. (2023) on the

cognitivism theory “Intellectualization through various analytical skills fosters knowledge development through feedback which provides performance related information which advances education” (p. 461). It was indicated that youth networks are addressing social, physiological, physical and economic issues affecting young people. The literature review suggests that rural areas may offer greater employment opportunities for young people transitioning from school to the workplace compared to urban areas (Nilsson, 2018). According to Ardvin Kester et al. (2022) on social cognitive theory indicated that "Reciprocal relationship between an individual and their environment, based on causation and potential intervention can modify behavior" (p. 3). Individuals are viewed in terms of their relationship with others and their environments which affects and alters their behavior. Education fosters skill development in young people, fostering traits like cooperation, empathy, ethics and conflict resolution according to the literature review (Sanford et al., 2008). Beekhoven (2002) on the rational choice theory indicated that “Individuals make decisions on a cost benefit analysis alternative within social structures where individuals take chances based on the successes of decisions or the failure of decisions” (p. 580). In addition, economical rational actors maximize their benefits and minimize their cost when engaging in any activity. Moreover, it was stated youth networks collaborate with governments to improve road safety, raise awareness about tobacco use and address mental and physiological health issues. The literature review highlights that youth networks provide young people with opportunities to participate in programs that empower them to promote human rights and democracy (USAID, 2022). However, it was discovered based on grounded theory analysis that when young people in these rural settlements have access to productive assets like land and livestock, their welfare can change due to accessing social capital that can build their financial capacity to satisfy their needs

through financial institutions and investments in the rural communities by country governments (Maitrot, 2014).

In relation to the methodological triangulation, it was indicated that the contribution of youth networks has a moderate positive correlation with the satisfaction of youth needs with a P value of 0.000 using the Pearson's correlation statistical test. However, when applying the grounded theory analysis, it was indicated that that youth networks are failing to address the restrictions faced by young women and women in civic and political matters, such as segregation, racism and gender bias. As highlighted youth networks need to focus on illiterate, disabled and drug-affected youth to improve their lives. Furthermore, as stated youth networks collaboration with governments is needed to provide employment opportunities and education in entrepreneurial training, innovation and creativity. Finally, youth networks as highlighted should address health and wellness issues, such as stress, depression and suicide prevention.

According to Dagistan (2022) on civic and political participation "Young people are avoiding civic and political activities, leading to a decrease in their interest in these matters, thereby affecting community advancement and overall wellbeing" (p. 7). It was indicated that youth networks play a crucial role in promoting civic and political participation, sustainable development and peace and security. Moreover, it was indicated that youth networks collaborate with international organizations and country governments to provide resources and educate young people on freedom of participation, equity and inclusiveness. The literature review suggests that youth networks encourage young people to participate in electoral processes, political parties and hold political positions to influence laws and policy direction (Olutola, 2020). Vasava (2018) on sustainable development indicated that "It is an improvement in the economic welfare of people that causes increase in quality of goods and services improves well-being which not exceed the

capacity of the ecosystem presently and in the future" (p. 7). It was stated that youth networks also support youth programmes related to climate change, biodiversity and land degradation, promoting sustainable development through projects like transforming biodegradable products and organic waste into eco-friendly charcoal briquettes. In addition, youth networks collaborate with country governments to reduce emissions from computing and ICT using UX design and open-space technology. The literature review highlights youth networks collaborate with government agencies to provide emergency assistance, funding shelters, education, health facilities and social support to empower young people to adopt sustainable development interventions (Kvalsund, 2021). Zvaita and Kaye (2023) on peace and security indicated that "Policies and programmes aim to promote young people's active involvement in peace, security and inclusive communities, enabling them to voice concerns and be deployed for peaceful and security purposes" (p. 8). It was stated that youth networks also create an environment for young people to participate in peace and security programmes and campaigns, bridging ethnic, religious, racial and minority groups. Youth networks are advocating for peace and security reforms by promoting country governments to enact laws and implement policies for young people, according to the literature review (UN, 2018). Content analysis was applied in previous research where a mentorship programme was established to assist young people that are refugees are being assisted to have positive experiences through programmes and therapeutic techniques to address academic challenges and emotional struggles (Comart, 2023). It was further highlighted that youth networks engage risky youth in extracurricular activities to improve their skills and collaborative efforts on community projects. Furthermore, it was stated that interventions on behalf of young people are more successful within existing entities like educational institutions, similar to the support provided by youth networks.

Data triangulation was applied to ascertain the contribution the role of youth networks has played towards the satisfaction of youth needs. The 1 Way ANOVA resulted in within group with a strong positive mean square with no F Value Sig. value which is statistically significant. However, in relation to the content analysis there were no concerns highlighted since the youth networks were providing the necessary assistance and resources to deal with issues affecting young people especially on matters like peace and security, sustainable development and in relation to civic and political participation.

The gaps that were discovered based on the various test to answer the research question on what contribution has the role of youth networks played towards the satisfaction of youth needs and whether the contribution of youth networks have a significant relationship with the satisfaction of youth needs resulted the 1 Way ANOVA test resulted in Sig. values of > 0.05 for all the variables between groups which is a gap in the analysis as compared to the other test. The Bayesian 1 Sample Binomial had no P values which is a gap in the analysis. There were no P values for the I Way ANOVA Repeated Measures which is a gap in the test as compared to the other test. The grounded theory analysis approach and the content analysis indicated areas where role of youth networks does not address certain issues in the satisfaction of youth needs and affects the significant relationship with the satisfaction of youth needs.

Research Question 6: Satisfaction of Youth Needs

The International Commonwealth Youth Programme has a strong positive effect in its contribution to the satisfaction of youth needs based on the 1 Sample T Test Two-Sided P value of 0.000 which is significant. In a previous study the International Commonwealth Youth Programme had a strong positive effect in contributing to the satisfaction of youth needs with Two-Sided P value of 0.000 (Tadesse, et al., 2022). The present T value was more statistically

significant than the previous study which may because of the sample size which was 70 for the present study. The literature review highlights that well-being and happiness significantly influence the satisfaction of youth needs, with peer communication acting as a mediator between these variables (Proctor, et al., 2008). Kusier and Paldam (2021) on life satisfaction theory stated that “Life satisfaction is the degree to which individuals assess their overall quality of life which indicates how much they appreciate their lives” (p. 1). The International Commonwealth Youth Programme contributes to the overall satisfaction of youth needs through its programmes that are reaching young people.

Youth development in relation to the 1 Sample T Test has a strong positive effect on the satisfaction of youth needs with Two-Sided P value of 0.000 which is significant. In a previous study, youth development had a moderate positive effect on the satisfaction of youth needs with Two-Sided P value of 0.000 applying the 1 Sample T Test (Moksnes, et al., 2016). The present study statistical values were statistically more significant than the present study. The literature review highlights a significant correlation between youth development and satisfaction of youth needs (Mohamad et al., 2014). Drishti and Carmichael (2022) on the bottom-up theory stated that “Life satisfaction is dependent on a range of domains which are externally provided and internally generated like family, friendship, work and leisure which are classified as groups of experiences” (p. 101). Youth development encompasses various domains of young people like their education, health, employment, family and sports that any one area like education can spill into other aspects if it affects the other domains positively.

Youth engagement based on the 1 Sample T Test statistical test indicated that social has a very strong positive relation, civic has a strong positive relation and political has a strong positive relation with Two-Sided P value of 0.000. Previous research applying the 1 Sample T Test

resulted in civic having a strong positive relation, social with a strong positive relation and political with a strong positive relation to the satisfaction of youth needs with Two-Sided P value of 0.000 (Ingram, 2022). The previous statistical results were statistically significant; however, the present study results are more statistically significant with the previous study having a different order with civic being more significant followed by social and then by political. The literature review suggests that youth engagement positively impacts their satisfaction of youth needs and enhances their effectiveness in civic, political and social initiatives (Wegemer, 2021).

The demographics conceptual framework based on the 1 Sample K-S Test indicated that socio-economic has strong positive contribution, gender has a moderate positive contribution and age has a moderate positive contribution in predicting the satisfaction of youth needs with Asymp. Sig. (2-tailed) of 0.000. In relation to a previous study the 1 Sample K-S Test was applied which reflected socio-economic with a strong positive contribution, gender with a moderate position contribution and age with a weak positive contribution with Asymp. Sig. (2-tailed) of 0 (Kelley-Warner, 2023). The previous study statistical values for gender and socio- economic have more statistical significance than the present study while age for the present study has more statistical significance. The literature review highlights a decrease in youth satisfaction with physical and psychological needs, particularly among young women, as they age (Tsouvelas et al., 2022).

The safe environment in their relation to the satisfaction of youth needs resulted in security with a very strong positive relation, procedure with a very strong positive relation and policy with a strong positive relation with Asymp. Sig. of 0.000 based on the 1 Sample K-S Test. Based on a previous study security had a very strong positive relation, policy had a very strong positive relation and procedure had a very strong positive relation with the satisfaction of youth needs with Asymp. Sig. of 0.000 based on 1 Sample K-S Test (Lesesne, 2023). The previous study had more

statistical significance than the present test. The literature review suggests that caregivers utilize a geography-specific Facebook group for providing informational and navigational support in a safe environment for young people (Kelly, et al., 2022).

The operational variables on relationships has parents with a very strong positive relation, siblings with a very strong positive relation and social support with a strong positive relation with Asymp. Sig. of 0.000 based on the 1 Sample K-S Test. In relation to a previous study parents had a very strong positive relation, siblings had a strong positive relation and social support had a strong positive relation with Asymp. Sig. of 0.000 which is significant based on the1 Sample KS Test (Clegg, 1996). The previous study statistical values are not so significant for parents and siblings but it is higher for social support. The literature review reveals that parents provide the most significant social support, followed by teachers, classmates and friends (Proctor, et al., 2009).

The conceptual framework personality as it relates to the satisfaction of youth needs based on the Bayesian 1 Way ANOVA Repeated Measures Test resulted in happiness with a strong positive relation, self-esteem with a very strong positive relation and stability with a strong positive relation with no P values. In a similar study, self-esteem had a strong positive relation, happiness with a strong positive relation and stability with a strong positive relation with no P values (Nguyen, 2021). The previous study results were less statistically significant than the present study result. The literature review based on the variables highlighted previously indicated that satisfaction of youth needs is lower in young people who do not have a stable youthful life and is adversely affected when compared to other young people (Cameron et al., 2018). Ballout (2008) on the top-down theory stated that “Individuals generally experience varying levels of life satisfaction, with those with higher satisfaction valuing life domains more positively than those with lower satisfaction” (p. 144). Based on the operational variables identified previously top-

down theory applies in this case since happiness, self-esteem and stability are manifestations of life satisfaction that individuals may display positive satisfaction or less positive satisfaction.

Based on the statistical test Bayesian 1 Way ANOVA Repeated Measures healthy lifestyle has a very strong positive relation, academic aspiration has a very strong relation and peer relations has a strong positive relation with no P values which is significant. In a previous study the Bayesian 1 Way ANOVA Repeated Measures test was applied which resulted in healthy lifestyle which had a very strong positive relation, academic aspiration had a very strong positive relation and peer relations had a strong positive relation with no P values (Layman, 2022). The previous study reflected lower statistical significance than the present study. The literature review suggests that high satisfaction of youth needs doesn't necessarily lead to increased contributions in academic aspirations, peer relations, healthy lifestyle and instruction (Proctor et al., 2010).

The conceptual framework on productivity based on the Chi Square Test were to ascertain whether they are positively related to the satisfaction of youth needs with motivation having a strong positive relation, self-efficacy with a strong positive relation, employment with a moderate positive relation and goals with a weak positive relation, with all variables except for motivation having a Asymp. Sig. of < 0.05. In relation to a previous study, with motivation having a strong positive relation, self-efficacy with a strong positive relation, employment with a moderate positive relation and goals with a weak positive relation, with all variables except for motivation having a Asymp. Sig. of < 0.05 (Frickey, 2023). The previous study statistical values were less statistically significant as compared to the present study. The literature review suggests that active young employees prioritize intrinsic goals, leading to improved health, fitness and stress reduction (Piko & Keresztes 2006).

Based on the statistical test Chi Square Test self-esteem has a very strong positive relation, self-positivity has a strong positive relation and communication has a moderate positive relation with the satisfaction of youth needs with Asymp. Sig. values of < 0.05. Based on a previous study, self-esteem had a very strong positive relation, self-positivity had a strong positive relation and open communication had a moderate positive relation with the satisfaction of youth needs with Asymp. Sig. values of < 0.05(Wang, 2022). The present study statistical values had more significance than the previous study. The literature review indicates that communication significantly contributes to the satisfaction of youth needs, with a strong correlation between self-esteem and communication (Szcze´sniak et.al., 2022).

Based on the Bayesian 1 Sample Binomial Test values educational levels has a strong positive effect, income had a moderate positive effect and then occupations had a weak positive relation with no P values. In a previous study, educational levels had a strong positive effect, income had a moderate positive effect and occupations had a weak positive relation with no P values based on the Bayesian 1 Sample Binomial Test (Long, 2023). The previous study has higher statistical significance than the previous study with the same order in statistical significance as the present study. The literature review suggests that stronger economic activity correlates with higher socioeconomic conditions, positively affecting youth needs in terms of educational levels, occupations and income (Eroglu, et al., 2009).

The International Commonwealth Youth Programme aims to foster civic and political engagement among young people by facilitating forums with government and civic organizations. According to Dudley and Gitelson (2003) on political and civic participation “It is a precondition to civic and political engagement through more and better education” (p. 265). The literature review suggests that socioeconomic benefits positively affect satisfaction of youth needs, with

higher satisfaction reported in areas with robust economic, political and civic activity (Hammami, 2022). It was highlighted that the youth programme promotes health and well-being, raising awareness about international standards and laws related to accidents, road safety and injuries. It assists young people in developing life skills, social skills and sporting skills, which impact their education, health, careers and progress. Wang et al. (2023) on health and well-being indicated that "It consist of three dimensions which deals with physical, social and mental which are evident by the absence of disease, active pursuit of fitness and a lack of depressive symptoms" (p. 2395). The literature review highlights the promotion of physical activity through club, community, sports group and other physical social activities (Vilhjalmsson & Thorlindsson, 1992). It was indicated that the youth programme partners with governments to adopt policies, invest in skilled teachers, retrofit educational facilities and advocate for education of young people. Emmanuel et al. (2020) on education and employment stated that "The various sectors namely industries, services and agriculture create the environment by providing the capacity to engage young people in employment" (p. 417). As highlighted, the youth programme advances the Decent Work Agenda Policy and Sustainable Development Goals, fostering collaboration among business sectors, employee unions and international agencies for workforce development through digital skilling. The literature review indicated that post-school youth experience higher satisfaction, reduced financial strain, increased access to education, improved well-being, and higher self-esteem (Kim-Soon, 2015). The programme also advocates for equality and inclusion, enabling marginalized, displaced, disabled and minority groups to improve the environment. Wolbring and Lillywhite (2023) on equality and inclusion indicated that "Marginalized, displaced, disabled and minority groups are offered the necessary assistance to improve the environment for their meaningful contributions" (p. 1). It was highlighted, that the youth programme implements climate change

mitigation and sustainability programmes, reducing climate change impacts in infrastructure, supply chains, manufacturing and service industries through young people and other organizations initiatives. Rybalkin et al. (2023) on sustainable development stated that “Sustainable development goals aim to address economic, societal, natural capital and political issues like pollution, social inequalities, biodiversity and environmental policies” (p. 281). The literature review highlights the need for global youth to receive social support from various cultures, demographics and social economic groups to address issues like equality and inclusion (Bi, et al., 2021). Based on a previous study, thematic analysis approach was applied as compared to the present study and it was discovered that youth programmes contribute to the satisfaction of youth needs positively. It also contributes to positive youth behavior with significant outcomes like strengthening relationships, motivating and empowering young people, strengthening continuity and consistency in performance (Wekesser, 2023).

Data triangulation was conducted to ascertain whether the International Commonwealth Youth Programme contributes to the satisfaction of youth needs. Based on the I Sample T Test Value it was indicated that the programme contributes to the satisfaction of youth needs with a strong positive contribution with strong means, F values and a P value of 0.000 which is statistically significant. Based on the thematic analysis approach, it was discovered that the programme contributes to the satisfaction of youth needs through its programmes on civic and political participation, health and well-being, sports and development, education and employment, equality and inclusion and sustainable development.

The International Commonwealth Youth Programme needs to focus on improving health and well-being, education, employment and opportunity and equality to meet the needs of young people. It was indicated that health and well-being should be prioritized, with preventative

measures and standardized healthcare provided. Elvin et al. (2023) on health and wellbeing stated that “Health and well-being is being knowledgeable of experiences that are enhanced by positive moments, positive feelings, being pleasant and exhibiting positive thoughts” (p. 3). The literature review suggests that young people are aided by fostering shared ideas and solutions to maintain their health and wellbeing (Nešković & Lazarovski, 2021). As highlighted, the youth programme should collaborate with country governments and educational institutions to make education available for young people. Nash (2023) on education stated that “Education should be available for young people despite of their income and housing needs which educational institutions should provide the necessary support” (p. 22). The literature review stated that developing higher order thinking skills enhances evaluation, analysis, judgement, critical skills and independent thinking in young people (Giancarlo et al., 2004). The programme should focus on young people affected by inequalities, limited resources and lack of opportunities through scholarships and digital access. As highlighted, the programme through collaboration between sectors should provide hands-on skill and technical training for young people. Additionally, as stated employment and opportunity should be fostered through collaboration with employment agencies, governments and educational institutions initiated by the youth programme. The programme should advocate for young people's rights, including unemployment insurance, sick leave, safety and decent wages. The literature review suggests that youth in the commonwealth are being aided in achieving improvements through education, unlimited skills, increased employment and reduced poverty (UN, 2007). In addition, it was stated that the youth programme should advance the digital economy and sustainable employment opportunities should be created through digital technology and innovative ecosystems. Finally, it was indicated that the youth programme should also address issues faced by marginalized, displaced, disabled, religious minority and lower-class minority groups. The

literature review suggests that collective identity in bonding extends beyond class and race, encompassing individualization and social networking processes that form relationships with society and institutions (Ambrosia & Massoli, 2011). A previous study using a thematic analysis approach found that programmes focusing on academic development, career skills, health information and employment were advocating for equality and inclusion to address the challenges faced by young people (Turley, 2023).

The gaps that were discovered based on the various test to answer the research question on what contribution has the role of youth networks played towards the satisfaction of youth needs and whether the contribution of youth networks have a significant relationship with the satisfaction of youth needs. The 1 Way ANOVA test resulted in Sig. values of > 0.05 for all the variables between groups and within groups had no F value and P value which is a gap in the analysis as compared to the other test. The Bayesian 1 Sample Binomial had no P values which is a gap in the analysis. The Chi-Square Test resulted in 1 of the operational variables which had a very strong positive Chi-Square value and a Sig. value of > 0.05 which is a gap in the analysis. There were no P values for the I Way ANOVA Repeated Measures which is a gap in the test as compared to the other test. The thematic analysis approach indicated areas where the International Commonwealth Youth Programme does not address certain issues as relates to the satisfaction of youth needs.

CHAPTER 5: IMPLICATIONS, RECOMMENDATIONS AND CONCLUSIONS

The International Commonwealth Youth Programme is an intergovernmental organization of the commonwealth which comprises of fifty-four commonwealth countries that support the youth programme with financial funding through grant and subvention so that the mission of the programme can be achieved which is geared towards empowering young people to participate at all levels of decision making both collectively and individually and creating the atmosphere for youth creativity and skills development at all levels (Commonwealth Youth Programme [CYP] 2002). The programme is experiencing challenges in satisfying youth needs. The needs relate to political, economic, civic, health, education, well-being, sporting and employment. Moreover, the needs are as a result of poor health care, workforce are not equitable and productive, limited educational opportunities, youth not having the requisite skills, lack of development and empowerment programmes, youth are marginalized with limited participation in civic, political and social organizations (Webber, 2017). The purpose of the research is to investigate the International Commonwealth Youth Programme and its contribution to the satisfaction of youth needs focusing on human resource capability, establishment of youth groups, creation of frameworks, instituting of plat-forms, role of youth networks, satisfaction of youth needs and the contribution of country governments involvement in partnering with the youth programme to accomplish its mandate. The achievement of the progarmme is considered for investigation and to identify the areas of the programme that need improvement in satisfying youth needs. The youth networks are emphasized indicating how the networks influence the satisfaction of youth needs as the mediating variable and the programme can be improved through human resource capability, establishment of youth groups, creation of frameworks, institution of plat-forms and the role of youth networks. A correlational, descriptive and case study design was adopted for the research

which adopts a stratified random sampling for the quantitative approach and purposive sampling for the qualitative approach with 330 participants from the youth networks with two quantitative instruments namely the online questionnaire, online survey and a qualitative instrument, the telephone interview with 330 different participants for each data collection instrument. Stratified random sampling is capable of making inferences about the commonwealth population which consists of the stratums (Arnab, 2017). In relation to limitations, the study only has participants from the youth networks who are either members of the youth networks or administrative staff with members of the youth networks being in majority and the youth that are not members of the youth networks, however, reside in the commonwealth countries are not participants in the research study who may be members of youth plat-forms, youth groups, youth frameworks and human resource capability. Another limitation is that members who are part of the youth plat-forms, youth groups, youth frameworks and engaged with a human resource capability could have contributed more to the research based on their knowledge and experience on the satisfaction of youth needs. In addition, based on some statistical test conducted for the research, there were no P values which is another limitation for the research. The ethical dimensions of the research considered participants from ages 18-45, only members and administrative staff of the youth networks were recruited, mentally unstable individuals, persons unable to read and persons who were not willing to sign the consent forms were not included in the research, however mentally persons with physical disabilities were allowed to participate in the research. Facca et al. (2020) stated that “Participants consent must be given willingly and can be withdrawn at any time with their information” (p. 5). Participants’ rights, privacy, safety and consent will be upheld based on the ethical principles and requirements in administering the three instruments. Chapter 5 relates the findings and evaluations from the research to the findings reflected in chapter 2 for the literature

review consisting of the theoretical and conceptual framework to draw to logical conclusions based on the present study results and the previous study results in the literature review in chapter 2. In addition, the study problem is examined based on the results in response of the study problem, how the results fit with the purpose of the study, is in line or not with the conceptual framework, demonstrate significance and contributes to the existing literature described in Chapter 2. The results are examined in relation to the literature review to provide potential explanations for any unexpected or conflicting results, implications for practice for the applied degree and how the findings of the research study builds on the existing research on the for the doctoral degree.

Implications

Since human resource capability has a significant relationship with the satisfaction of youth needs and affects the satisfaction of youth needs positively, the Commonwealth Youth Programme can commission its human resource capability department based on the results of the study. In relation to the human resource capability conceptual framework and its operational variables, initiatives can be implemented to improve the programme based on the level of significance of the variables on the satisfaction of youth needs which can improve the programme in satisfying youth needs. Role of youth networks has a significant relationship with the satisfaction of youth needs and can influence the satisfaction of youth needs based on the results of the study in terms of the levels of influence from the results from its conceptual framework variables and operational variables that can improve the workings of the thirteen networks to satisfy youth needs. The other independent variables namely establishment of youth groups, creation of youth frameworks, instituting of youth plat-forms, though the results of the study indicate that the variables have a significant relationship with the satisfaction of youth needs and can influence, contribute and affect respectively the satisfaction of youth needs positively. The Commonwealth Youth Programme at

present is not actively involved in establishing youth groups, creating youth frameworks and instituting youth plat-forms which may not be able to impact the programme unless they are implemented by the Commonwealth Youth Programme which is feasible in the short term. In addition, the independent variables operational variables were not ranked based on the matrix rating scale and would be challenging to implement the variables based on the level of significance for greater results. Moreover, some operational variables did not have P values to strengthen the support of the alternative hypotheses for the independent variables.

Research Question 1/ Hypothesis: Human Resource Capability

In relation to Pearson's correlation, it was indicated that human resource capability has a very strong correlation with the satisfaction of youth needs with a Sig. value of 0.000. This confirms that the alternative hypothesis that human resource capability has a significant relationship with the satisfaction of youth needs and therefore the null hypothesis should be rejected. In relation to the literature review, the statistical results indicated that human resource capability has a significant relationship with the satisfaction of youth needs (Chuang, et al., 2015). Based on the purpose of the study, human resource capability since it has a significant relationship with the satisfaction of youth needs, the International Commonwealth Youth Programme can be improved through this independent variable through empowering young people, enabling youth development and advancing the professionalization of youth work. In relation to the problem statement, since human resource capability has a significant relationship with the satisfaction of youth needs, it can foster an equitable, productive and can enhance young employee skills. Harrison (2021) based on the theory of double looping stated that "Young employees can alter their action based on management action which increases their performance" (p. 2). The results were expected, based on the previous research conducted and endorses the practice for the applied

degree since it supports the theory of double looping, it addresses the study problem and fits with the purpose of the study in identifying one of the ways to improve the International Commonwealth Youth Programme. A limitation is the matrix rating scale not being applied which resulted in the same result which is a perfect correlation, if applied would indicate the degree of statistical significance between the variables like organizational effectiveness, job satisfaction, organizational commitment and service quality for instance. Olmos-Vega et al. (2022, p.2) on reflexivity theory stated “Individuals acknowledge work through honoring themselves and others through the relational and reflective nature of tasks” (p. 2). The result supports the reflexivity theory in that young employees are successful in the workplace due to team work and individual effort. In a previous study based on the literature review in relation to the conceptual framework employee relations, employee relations had a positive statistical significance with that satisfaction of youth needs (Kapur, 2022). The present research results were more significant than the previous research on employee relations. The conceptual framework training and development based a previous study in relation to the literature review indicated that training and development had a moderate relationship with the satisfaction of youth needs (Wright, et al., 2020). The present result for training and development were more significant, however, the 1Way ANOVA Test resulted in no P values which is a potential limitation to indicate whether the alternative hypothesis can be supported. The conceptual framework of recruitment and hiring in relation to the literature review indicated that recruitment and hiring affects the satisfaction of youth needs positively (Shashidhar, 2022). The present study results were more significant in relation to recruitment and hiring. Other variables in the study were not ranked based on the matrix rating scale like organizational effectiveness, job satisfaction, organizational commitment, service quality of employees, human capital, firm innovation, positive on organizational performance, significant effect on

organizational performance, supplying of enough training material, engagement of all employees, customer focused and reduction in organization constraint which is a limitation of the of the study which did not indicate the degree of associations. The results were expected and contribute to the existing literature, endorses the practice for the applied degree due to the result building on the existing body of research on the topic.

Research Question 2/ Hypothesis: Establishment of Youth Groups

In relation to the Pearson's correlation test the establishment of youth groups has a very strong positive correlation with the satisfaction of youth needs with a Sig. 2-tailed value of 0.000. The alternative hypothesis based on the result should be accepted which is youth groups has a significant relationship with the satisfaction of youth needs and the null hypothesis should be rejected. The result responds to the study problem by addressing the social ills that young people are experiencing and aligns with the research purpose by indicating how the International Commonwealth Youth Programme can be improved in satisfying youth needs through youth groups. Based on the literature review, youth groups contributed to enhancing attribute traits, developing humanistic values, higher education, interesting jobs, high aspirations and entertaining lives which affects the satisfaction of youth needs positively (Kazan et al., 2014). The result contributes to existing literature in establishing that youth groups has a significant relationship with satisfaction youth needs through training that develops and empowers young people professionally. The result endorses to practice for the applied degree, it builds on the existing body of research on the topic. According to Yaghi (2017) on transformational leadership theory "Not all transformational leadership attributes are exhibited at once since attributes like influence, inspirational motivation and contingent reward are considered as leadership styles" (p. 243). Additionally, the result builds on the transformational leadership theory since transformational

leadership is exhibited in youth groups. Variables like faithfulness, cognition, duty performance and overcoming shortcomings for instance resulted in perfect correlation with each other and all had the same very strong positive statistical significance with youth groups since the matrix rating scale was not applied with Sig. 2-tailed values of 0.000. The non-application of the matrix rating scale is a potential limitation of the result, since the degree of correlation between the variables could have ranked the variables based on their statistical significance. In relation to the youth empowerment group conceptual framework, the present study result was more significant than the previous study result. Based on the literature review, Shahzad et al. (2019) "The youth empowerment group inspires, motivates, influences and mobilizes young people to be responsible and provides supportive environments for young people to advance their careers, educational pursuits and social involvement" (p. 205). The present study result for the conceptual framework youth life skills group had less statistical significance than the result from the literature review of the previous study, however the results indicated that it contributes to the satisfaction of youth needs. In relation to the literature review, "Young people overcome challenges through building their knowledge through life skills that allow them to exclude themselves in being engaged in non-productive activities that contributes to the satisfaction of youth needs (Sukumar, et al., 2022). Finally, the youth leadership development conceptual framework the present study result for inclusion and preventive services were lower in their significance as compared to the literature review result whereas opportunity and diversity for the present study had more statistical significance than the present study. In relation to the literature review result, youth leadership youth group was found based on previous research to contribute to the satisfaction of youth needs even if there are few research on youth leadership (Osmane, 2015). Another limitation of the present study was no P value when the Bayesian 1 Sample Binomial test was conducted to indicate

whether the alternative hypotheses can be supported. Based on the literature review, according to Kazan et al. (2014) “Youth groups are satisfying youth needs in building a supportive environment that is wholistic in attending to young people social, career, educational and health needs” (p. 820). Other variables like faithfulness, cognition, duty performance, overcoming shortcomings, confidence, competence, connections, character, caring, political disorder, economic disorder, role model, supporter, policy enforcer, resources, a sense of community belonging, knowledge of services, mental health, well-being, life set, intercept and crisis services were not ranked based on the matrix rating scale which would have indicated degrees of association. The study result respond to the research problem by addressing ways the youth groups can assist young people in meeting their various needs in life skills, survival skills, healthy behaviors, positive values, physical and emotional safety, leadership and information and communication technology which were issues highlighted and the result is aligned to the study purpose by indicating the ways the youth programme can be improved through youth groups through its various programmes. The results were expected based on the literature review, endorses the practice for the applied degree and contributes to the existing literature based on the research topic.

Research Question 3/ Hypothesis: Creation of Youth Frameworks

Based on the result, the creation of frameworks has a statistically significant correlation with the satisfaction of youth needs with a Sig. (2-tailed) value of 0.000. The alternative hypothesis which is the creation of youth frameworks has a significant relationship with the satisfaction of youth needs and has to be accepted and the null hypothesis has to be rejected. Based on the literature review, it was indicated that the creation of framework had a statistical significance with the satisfaction of youth needs with a Sig. (2-tailed) value of 0.000 (Trisnowati, et al., 2021). The result from the present study is more statistically significant than the results from the literature

review. In relation to the literature review, youth frameworks are considered as key components in satisfying youth needs (Proctor, et al., 2008). The result responds to the study problem by addressing the needs that young people need to satisfy like their educational, civic, health, political and economic needs whereas the result is in align with the research purpose by indicating the ways that youth frameworks can contribute to improving the International Commonwealth Youth Programme. According to Jan, et al. (2022) on the McKinsey 7s Model Theory "The systematic assessment of an organization performance is based on hard and soft factors in which the knowledge of the factors is key in achieving the goals of an organization" (p. 51). The result supports the McKinsey 7s Model Theory which indicates that the youth frameworks processes, operations and strategies are aligned to achieve its intended outcomes. The result was expected given the literature review and endorsed the empowerment emphasis on the creation of opportunities for active framework participation of young people. The information and support conceptual framework has a significant relationship with the satisfaction of youth needs. However, based on the literature review, information and productivity support framework though linked with the motivational framework had no evidence to suggest that it can influence the satisfaction of youth needs (Chukwuka, et al., 2018). A limitation of the present study is that the matrix rating scale was not applied which would have rank the variables based on degree of correlation with each other. The enabling environment conceptual framework resulted in a significant relationship with the satisfaction of youth needs. However, a limitation was no P value which resulted from the 1 Way ANOVA Repeated Measures Test to indicate whether the alternative hypothesis is supported. In relation to the literature review, the enabling environment framework based on a previous study have contributed to the satisfaction of youth needs (Clemensson, et al., 2010). The assets youth conceptual framework resulted in a significant relationship with the satisfaction of

youth needs. However, based on the literature review there was no evidence that there was an association between youth asset framework and the satisfaction of youth needs (Kim, et al., 2022). Other variables like health promotion, youth empowerment, competence, confidence, connections, character, caring, youth enablement and youth empowerment were not ranked based on the matrix rating scale which would have indicated the degrees of association. The study result responds to the study problem through the policy of youth development, health and well-being, training in life skills and skill sets, youth being involved in volunteering services, internal self-development in self-esteem and self-actualization, whereas the study result is aligned with the research purpose based on the youth framework contributing to the improvement of the youth programme through its mandate. The study result was expected based on the literature review and contributes to the literature review and builds on the existing body of research.

Research Question 4/ Hypothesis: Instituting of Youth Plat-forms

Instituting of plat-forms has a high statistical significance based on the Pearson's correlation with the satisfaction of youth needs with a Sig. (2-tailed) value of 0.000. The alternative hypothesis which is the instituting of plat-forms has a significant relationship with the satisfaction of youth needs has to be accepted and the null hypothesis has to be rejected. Consequently, since the Sig. 2-tailed value is at 0.000 then rejecting the null hypothesis is warranted. In relation to the literature review, it was indicated that the instituting of plat-forms had a high statistical significance with the satisfaction of youth needs with a Sig. (2-tailed) value of 0.000 (Evelia, et al., 2016). The literature review result is slightly more significant than the present study which may be different due to varying sample size. The study result responds to the research problem by addressing their sporting, political, civic, economic, education, well-being and educational needs whereas the study result aligns with the research purpose through the institution

of youth plat-form that are contributing to the improvement of the International Commonwealth Youth Programme. The youth plat-forms mandate is to empower young people by strengthening their capabilities and skillsets on a range of factors that affect them (Ababa, 2022). The study result contributes to existing literature on the research topic and supports the Kolb's experiential learning theory. Rossetti (2023) on Kolb's experiential learning theory stated that "Observation that is reflective when applying theory, live events and experience increases learning that is replicated in applying certain skills and skill sets in working environment and beyond that empowers" (p. 1032). The conceptual framework identified as youth social plat-form has a significant relationship with the satisfaction of youth needs. In relation to the literature review, based on a previous study youth social plat-form contributed to the satisfaction of youth needs by reducing travelling and communication cost (Anderson & Jiang, 2018). However, for the present study a limitation is not applying the matrix rating scale which resulted in a perfect correlation amongst the youth social plat-forms variables, if applied would have indicated the degree of correlation amongst the operational variables. The resilience and humanitarian conceptual framework based on the 1 Sample K-S Test contributed to the satisfaction of youth needs significantly. In relation to the literature review, based on a previous research resilience and humanitarian framework have developed positive attributes in young people to affect their satisfaction of youth needs positively (Manjula, et al., 2017). Another limitation was no P value when the 1 Way ANOVA Repeated Measures Test was applied for the youth social conceptual framework to confirm the alternative hypothesis for youth plat-forms having a significant relationship with the satisfaction of youth needs. The youth economic plat-form conceptual framework affected the satisfaction of youth needs positively based on the present study applying the Chi- Square Test. In relation to the literature review, the economic plat-form has affected the satisfaction of youth needs positively by

facilitating young people with technical assistance and career opportunities especially in entrepreneurship (Song, et al., 2022). The literature review result was more significant for competition effect and governance in comparison to the present study, however, for transaction it was less significant than the present study. Other variables like growth, law as an instrument of justice, development, bio-diversity and nature, healthy communities and indigenous rights have no P value which is a limitation in indicating whether to accept the null or alternative hypothesis. The results were expected and contribute to the existing literature, endorses the practice for the applied degree due to the result building on the existing body of research on the topic.

Research Question 5/ Hypothesis: Role of Youth Networks

The contribution of youth networks has a moderate statistical significance with the satisfaction of youth needs with a Sig. (2-tailed) of 0.000 based on the Pearson's correlation test. The alternative hypothesis which is the contribution of youth networks has a significant relationship with the satisfaction of youth needs has to be accepted and the null hypothesis has to be rejected. Consequently, since the Sig. 2-tailed value is at 0.000 then rejecting the null hypothesis is warranted. Based on the literature review, the contribution of youth networks had a moderate statistical significance with the satisfaction of youth needs with a Sig. (2-tailed) of 0.000 (Webber, 2017). The present study result was slightly more significant than the literature review result which were different maybe because of the sampling differences. The contribution of youth networks to the satisfaction of youth needs supports the sobel test theory since the youth networks enable young to get access to resources that solves issues that affect them through collaborating with country governments. According to Abu-Bader et al. (2021) "The sobel test theory offers a complex and deeper understanding of the relationship between the dependent and independent variable based on the mediating variable" (p. 42). The study result responds to the study problem through the

youth networks meeting the needs of young people through sports, health and well-being initiatives, in providing education opportunities and mobilizing young people to get involved in political and civil affairs. The study result is aligned with the study purpose since the youth networks as the mediating variable is key in influencing the needs of young people. Based on the 1 Way ANOVA Repeated Measures Test, the conceptual framework youth sports for development and peace network for the present study has a significant relationship with the satisfaction of youth needs, however, the result had no P value. This is a limitation of the study since the P value indicates whether the alternative hypothesis can be accepted if the P value is < 0.05. In relation to the literature review, youth sports for development and peace restructuring in a previous study was found to impact the socioeconomic development and peacebuilding that contributes to the satisfaction of youth needs (Sapkota, et al., 2021). The conceptual framework youth health network for the present study has a relationship with the satisfaction of youth needs which had no P value. In relation to the literature review, it was reported that high involvement of youth networks result in high satisfaction of youth needs which can be the case for the youth health networks, however, further research is needed to ascertain its relationship with the satisfaction of youth needs (Logie, et al., 2022). The youth rights and democracy network conceptual framework have a significant relationship with the satisfaction of youth needs based on the present study applying the 1 Sample K-S Test. In relation to the literature review, it was indicated that the youth rights and democracy network contributed to a secure and safe environment which contributed to the satisfaction of youth needs socially (Sobantu, et al., 2022). Other variables like restructure young people lives, political and institutional impact have no P values which is a limitation of the study to indicate whether to accept the alternative hypothesis. The results were expected and contribute to the

existing literature, endorses the practice for the applied degree due to the result building on the existing body of research on the topic.

Research Question 6: Satisfaction of Youth Needs

The International Commonwealth Youth Programme has a statistically significant contribution in relation to the satisfaction of youth needs based on the 1 Sample T test with Two-Sided P value of 0.000. In relation to the literature review, the programme had a statistical significance in contributing to the satisfaction of youth needs (Best & Chinta, 2021). The present study result is more significant than the literature review result which maybe as a result of the differing sample sizes and demographic differences. The study result responds to the study problem by indicating that the programme is contributing to the satisfaction of youth needs and aligns with the study purpose through the contribution that the programme continues to make to youth development, empowerment of young people, advancement of youth work and developing credible body of research for increase knowledge. Kusier and Paldam (2021) on life satisfaction theory stated that "It is the degree to which one evaluates overall quality of life which is an indication of appreciation of life" (p. 1). The study result contributes to existing literature through the contribution that the International Commonwealth Youth Programme is making to the commonwealth youth through its thirteen networks and builds into the existing body of research on the engagement and recognition of young people, through its support of country governments and for its professionalizing of youth work. The conceptual framework identified as demographics has a significant relationship with the satisfaction of youth needs with Asymp. Sig. (2-tailed) of 0.000 based on the 1 Sample K-S Test. In relation to the literature review, a previous research result indicated that demographics only contribute modestly to the satisfaction of youth needs (Proctor, et al., 2009). The personality conceptual framework for the present research has a

significant relationship with the satisfaction of youth needs with no P value based on the 1 Way ANOVA Repeated Measures Test. This is a limitation of the study since the P value indicates whether the alternative hypothesis can be accepted if the P value is < 0.05. In relation to the literature review, on the personality conceptual framework indicated that positive outcomes from personality traits were positively correlated to the satisfaction of youth needs (Proctor, et al., 2008). The present study results were more significant than the previous study. According to Ballout (2008) on the top-down theory "Individuals can be more or less satisfied based on life in general with individuals with high life satisfaction evaluating life domains more positively than those with lower life satisfaction" (p. 144). The conceptual framework productivity has a positive relationship with the satisfaction of youth needs with Asymp. Sig. of < 0.05 for all variables except for motivation. The Asymp. Sig. of > 0.05 for motivation may be a potential limitation of the study result in terms of interpretation. In relation to the literature review productivity has a positive impact on the satisfaction of youth needs when employment is conducive when goals and motivation are intrinsic in nature it contributes to higher levels in satisfaction of youth needs and with self-efficacy there is greater satisfaction of youth needs (Best, et al., 2021). Additional variables like healthy lifestyle, academic aspirations and peer relations have no P value which is a limitation of the study in determining whether to accept the alternative hypothesis. The present study result had more significance than the previous study. The results were expected and contribute to the existing literature, endorses the practice for the applied degree due to the result building on the existing body of research on the topic.

Recommendations for application

In relation the study on the International Commonwealth Youth Programme and the satisfaction of youth needs, the study can have an impact on the satisfaction of youth needs through

the various independent variables, human resource capability through its effect, youth groups with its contribution, youth frameworks with its influence, youth plat-forms with is effect and youth networks with its contribution to the satisfaction of youth needs. Action steps are needed to implement the recommendation as it human resource capability, establishment of youth groups, creation of frameworks and instituting of youth plat-forms in relation to the satisfaction of youth needs. The Commonwealth Youth Programme can be improved through human resource capability by the programme establishing a committee to assess the present structure of human resource capability and how best the structure can be enhanced through a feasibility study based on the recommendation of the study. The recommendations when implemented can be monitored and evaluated to assess the recommendations that are applicable and working as intended to contribute to the satisfaction of youth needs. The various directors, administrators and members of the youth networks should be informed about the recommendations as it relates to the role of youth networks to determine the consultation that is needed to sensitize the various stakeholders of the necessary changes and improvements that is required to make the youth networks more relevant and effective in satisfying youth needs. Consultants should be engaged for the youth networks especially the youth council network that is present in the fifty-four commonwealth countries to implement the recommendations based on their specific requirement based on the assessment. In relation to the other variables such as establishment of youth groups, creation of youth frameworks and the instituting of youth plat-forms, a feasibility committee can be established to study the incorporation and implementation of these variables as part of the Commonwealth Youth Programme to contribute to the improvement needed for the programme.

Research Question 1/Hypothesis: Human Resource Capability

Human resource capability has a very strong relationship with the satisfaction of youth needs based on the results of the study and the literature review. Therefore, human resource capability affects the satisfaction of youth needs positively. The literature review also confirmed that human resource capability has a strong relationship with employee performance and organizational performance (Chuang, et al., 2015). This means that human resource capability can improve the performance of the youth programme and its employees as well. In relation to this consistent result, the International Commonwealth Youth Programme can be significantly improved through human resource capability. Human resource capability can have an impact in the professionalism of youth work, in youth development and for youth empowerment. In addition, it can have positive effect on employee skills, equity and productivity as supported through the literature review.

The employee relations conceptual framework based on the descending order of effect had employee management with a very strong effect, grievance investigation with a strong effect and collective agreements with a strong effect on the satisfaction of youth needs based on financial stability and commitment. The variables highlighted based on level of significance can impact the equity and productivity issues that are experienced by employees to create an environment where employees can experience a sense of equity and their environments can enable them to contribute to increase service delivery and increase product output. Muthigah et al. (2022) stated that "Employee relations improve output performance and affects employee competence positively through greater efficiency and effectiveness by redesigning jobs, settling disputes in amicable ways and handling complaints with urgency" (p. 42). The literature review result in relation to the descending order of significance had employee management with a moderate effect, grievance investigation with a moderate effect and then by collective agreements with a moderate effect

(Kapur, 2022). The variables can be implemented in relation to their order of effect on the satisfaction of youth needs to have the desired impact.

The training and development conceptual framework based on the descending order of effect for the present study had skills management with a very strong effect, job evaluation with a strong effect and performance management system with a strong effect on the satisfaction of youth needs. The skills management, job evaluation and performance management system based on their level of effect can contribute to increase productivity to impact the development and training of employees by evaluating their performance that can be benchmarked with service delivery and product output targets to improve their performance. The International Commonwealth Youth Programme can implement training and development through its human resource capability to impact its staff output and service delivery positively to satisfy youth needs through the youth programme. According to Wright et al. (2020) “A safe environment in harnessing talents, skills and abilities can alleviate discrimination, inequality and harassment” (p. 972). The literature review based on the descending order of effect had skill management with a very strong effect, performance management system with a strong effect and job evaluation with a strong effect (Wright, et al, 2020). According to Anyon et al. (2018) “Development and training are inclusive of specialized areas that incorporate technological application to appraise employees on the areas of improvement that can contribute to building capacity towards increasing performance” (p. 869).

The recruitment and hiring conceptual framework in relation to the descending order of effect had skills and experience with a very strong effect, human resource planning with a very strong effect and new employees with a strong effect. Skills and experience, human resource planning and new employees based on the order of effect can address the issue of short-term employment engagement by employing personnel for longer terms with better benefits which can

reduce the unemployment level and poverty of young people. In relation to the literature review, based on the descending order of effect, had skills and experience with a very strong effect, human resource planning with a very strong effect and new employees with a strong effect (Shashidhar, 2022). The youth programme through its recruitment and hiring can apply skills and experience, human resource planning and new employees based on significance to guide engagement of staff with better employment contracts through human resource capability to impact the programme which can satisfy youth needs in terms of their employment in various institutions. Black (2022) stated that "Young employees advance the growth and performance of organizations through the talents, gifts and skills as a result of their education and learning" (p. 8).

The present study result indicated that human resource capability has a very strong relationship with the satisfaction of youth needs, job satisfaction, organizational commitment, organizational effectiveness and service quality have significant relationship, career progression system has a strong effect, human capital and firm innovation have a strong relationship, firm innovation and human capital have a very strong relationship, transformational leadership and organizational performance have a very strong relationship, effectiveness and efficiency of operation have a strong relationship, organization performance have a very strong relation, positive on organizational performance and significant effect on organizational performance have a very strong correlation, significant effect on organizational performance and positive on organization performance have a very strong correlation, engagement of all employees, customer focused, reduction in organization constraint and supplying of enough training material have a very strong effect and highly skilled staff has a strong effect with human resource capability and the satisfaction of youth needs. The literature review based on a previous study indicated that human resource capability had a very strong relationship with the satisfaction of youth needs, job

satisfaction, organizational commitment, organizational effectiveness and service quality had a positive relationship, career progression had a strong effect on skills and staff moral which in turn, firm innovation and human capital had an added value competitive advantage impact, transformational leadership and organizational performance had a strong relationship, efficiency and effectiveness of operation with is inclusive of team work had a strong effect, empowerment, skill staffing and job design had a strong relationship, organization performance had very strong correlation, significant effect on organizational performance and positive on organization performance had a very strong correlation, engagement of all employees, customer focused, reduction in organization constraint and supplying of enough training material had a strong effect with human resource capability and the satisfaction of youth needs (Chuang, et al., 2015; Cornelis, et al., 2019; Muthigah, et al., 2022, Mathushan, et al., 2022; Shayegan, et al., 2022). Human resource capability can impact young people of the programme through impacting their development, empowerment, through creating the environment for the involvement in civic, social and political affairs of their respective countries. Young people through the youth programme impacted by human resource capability can aspire to educate themselves, accomplish their dreams and aspirations and align themselves with civic and political organizations to accomplish their development goals in order to drive the much need changes to their communities and countries.

The study highlights the importance of human resource capability in achieving satisfaction of youth needs through compensation, health and safety, well-being, talent acquisition, performance management, equity and eliminating discrimination. The literature review emphasized that creativity and innovation improves human resource capability that results in positive changes in the working environment (Lattuch, 2021). It also highlights the need to address youth engagement beyond retirement age, address ethnic inequalities and eliminate discrimination.

Creativity, innovation, recruitment, hiring, employee relations and training strengthen human resource capability, contributing to the satisfaction of youth needs. According to literature review, Muthigah et al., (2022) “To add value to an organization operation human resource capability is an asset to achieve this goal” (p. 43).

The present study result indicated that human resource capability has a significant relation with the satisfaction of youth needs through leadership and succession planning, organization design and culture and facilities and workplace. Human resource capability can increase employee performance and output, can foster trust, motivation, respect and positive emotions, can safeguard the health and safety of employees through working policies, legislation, manuals and trade union intervention. In relation to the literature review, optimization, software development, product quality, compensation motivational system, team building, performance assessments self-realization and motivation through human resource capability has a significant relationship with the satisfaction of youth needs (Li, 2022). The youth programme can be improved through its human resource capability.

Research Question 2/Hypothesis: Establishment of Youth Groups

Establishment of youth groups has a very strong positive relation with the satisfaction of youth needs based on the study result and the literature review result. In relation to the literature review, youth groups contributed to tertiary education, motivating jobs, high ambitions enhancing characteristic traits, emerging humanistic values and entertaining lives which affects the satisfaction of youth needs positively (Kazan & Rybakova, 2014). Youth groups support young people in satisfying their needs and can assist in areas of employment, health, political and civic affairs, sustainable development, equality and inclusion and social affairs to impact their lives positively. The application of transformational leadership theory is aligned to the research result

through the youth groups enabling young people to adopt transformational leadership attributes like influence, motivation, inspiration and contingent compensation (Yaghi, 2017).

The youth empowerment group conceptual framework, based on the descending order of significance has positive cultures, mental and behavioral health and safety. In relation to the literature review result based on the descending order of significance, mental and behavioral health safety and positive cultures (Trisnowati, et al., 2021). According to Shahzad et al. (2019) "The youth empowerment group encourages young people to be independent, drive positive actions and end negative relationships that strengthen bad habits through education, skill training and positive friendships" (p. 205). Youth empowerment group through positive cultures, mental and behavioral health and safety can instill in young people positive attributes to change the outcome of their lives through uplifting programmes and activities that enable positive cultures amongst young people, by modifying through professional assistance the mental and behavioral health of young people and proving them with safety nets to change the course of their lives to advance their education dreams, career aspiration and social interactions for further development.

The youth life skills group conceptual framework based on the descending order of significance has health and wellness, development and community services. The literature review, based on the descending order of significance had community services, development and health and wellness (Sukumar, et al., 2022). Through the life skills group young people can be orientated in all aspects of their life to understand that they are moral, physical, mental, social and spiritual beings and through this effort young people are adopting the knowledge and training given to better their lives which is evidence by their involvement in positive ventures that have given them a new purpose and direction in their lives as they seek to make meaningful contribution to their community. The result is in line with the conceptual framework through young people getting

involved in positive activities which allows them to overcome certain bad habits and are empowered through life skill set to chart a better way in engaging in productive activities and programmes (Sukumar, et al., 2022).

The youth leadership development conceptual framework based on the descending order of significance has opportunity and diversity, preventative services and inclusion in driving the youth to achieve their aspirations thereby satisfying their youth needs. The literature review, based on the descending order of significance had opportunity and diversity, preventative services and inclusion (Epitropaki, et al., 2018). The youth leadership group can train young people to become leaders through sharing of knowledge on leadership qualities, traits and temperament to inspire young people to make positive changes in their community which has led them to adopt initiatives in their community through projects to bring much needed relief to the environs thereby preparing them to assume leadership positions as they grow in knowledge and experience. The youth leadership group is equipping young people with leadership skills and knowledge to champion management solutions to issues, to build capacity, to craft team strategy and to engage in decision making (Jok, 2022).

Based on the present study result establishment of youth groups is significant in contributing to the satisfaction of youth needs, duty performance, faithfulness, cognition, duty performance and overcoming shortcomings have a very strong relation, character, caring, confidence and competence have very strong relation, political and economic disorder have a moderate relation in reducing threat, supporter, role model and policy enforcer have a very strong relation, a sense of community belonging, knowledge of services and resources have a very strong relation, mental health and well-being have a very strong relation, fast food, indecent sexual encounters and drug use have a moderate relation, life set, intercept and crisis services have a

moderate influence, supporter, role model and policy enforcer have a strong influence, positive impact has a very strong effect, handling stress, depression and anxiety have a very strong effect, entrepreneurial skills based on role model has a very great effect, humanistic values had a moderate negative effect, knowledge through experience and exchange support have a very strong effect knowledge through experience and exchange support has a moderate effect with the establishment of youth groups and the satisfaction of youth needs. In relation to the literature review based on previous studies establishment of youth groups was significant in contributing to the satisfaction of youth needs, duty performance, cognition and overcoming shortcomings had a very strong relation, confidence, competence, character, connections and caring had a very strong relation, political disorder and economic disorder in reducing threat have a moderate relation, supporter, role model and policy enforcer had a strong contribution, a sense of community belonging and knowledge of services had a strong relation, mental health and well-being had a very strong relation, fast food, indecent sexual encounters and drug use had a moderate relation, life set, intercept and crisis services had a strong influence, supporter, role model and policy enforcer had a strong influence, positive impact had a very strong effect, handling stress, depression and anxiety had a strong effect, entrepreneurial skills had a very great effect, humanistic values had a moderate negative effect, knowledge through experience and exchange support had a moderate effect with the establishment of youth groups and the satisfaction of youth needs (Kazan, et al., 2014; Agapie, et al., 2022; Szemerszki, 2015; Kelly, et al., 2022; Takase, et al., 2019; Kocsis, 2022; Gladstone, et al., 2019; Kaza, et al., 2014). Young people can be trained professionally to take certain responsibilities in providing social services to other young people that contribute towards their development in having a sense of community belonging and purpose in serving others to improve their welfare.

Establishment of youth groups play a crucial role in fostering life skills, physical and emotional safety, leadership and information and communication technology. These skills include assertiveness, goal setting, problem-solving, positive attitudes and critical thinking (Bishop, 2021). Youth groups also promote physical and emotional safety, fostering positive emotions and transforming lives. Youth groups can also promote leadership by exposing young people to various leadership functions, building capacity among youth leaders. In relation to the literature review, information and communication technology can enhance young people's expertise in communicating their ideals to government and social institutions (Kazan, et al., 2014). However, reaching young people affected by illegal activities may be challenging due to inadequate environments and leadership challenges.

Education and training, development, empowerment and development are the areas in which youth groups are having a significant relationship in satisfying youth needs. The application of the theory of connectiveness is aligned to the result in education and training by the social interconnected experiences that impact social behavior through economic conditions (Truett, 2023). Youth groups, with government support, empower young people in education, careers, civics and politics, aligning with social activism theory. According to the literature review, youth groups contribute to solving social issues, influencing existing social order and increasing knowledge (Darden, 2021). The youth groups can empower young people socially, educationally, politically and economically. Youth groups can empower and motivate young people to excel in employment, politics and civic affairs, promoting sustainable energy, overcoming addictions and becoming entrepreneurs in the technological sector. Youth programmes aim to foster development, growth and sustainable solutions.

Research Question 3/Hypothesis: Creation of Youth Frameworks

The creation of youth frameworks has a very strong relation with the satisfaction of youth needs. In relation to the literature review the creation of youth frameworks had a very strong relation with the satisfaction of youth needs (Trisnowati, et al., 2021). The creation of youth frameworks can affect the satisfaction of youth positively through contributing to their education, health, political and civic affairs and technological advances by collaborating with country governments, institutions and agencies to provide educational scholarships, facilitate health care coverage, provide training in life skill and skill sets, sensitize young people on importance of civic and political participation and providing training in information, communication and technology. Youth frameworks have been associated in being a key factor in leading to the satisfaction of youth needs (Proctor, et al., 2008). Young people through the youth frameworks can attain higher levels of education, can be employed in sectors that fit their skill set, can be empowered to be involved in advocacy and engaged in innovative and creative forms of technology. The study result supports the McKinsey 7s Model Theory in having a knowledge of key factors in achieving the goals and objectives of an entity (Jan, et al., 2022).

The conceptual framework information and productivity support has mental health, unemployment and support environment with a perfect relation with the satisfaction of youth needs safeguarded. In relation to the literature review based on the descending order of significance had supportive environment with a very strong relation, unemployment with a very strong relation and mental health with a strong relation with the satisfaction of youth needs safeguarded (Casey, 2022). The information and support conceptual framework can address the issues relating to mental health, unemployment and supportive environment through enabling employment agencies, country governments and other institutions to engage young people in employment, to benefit from health care assistance and to get guidance and counselling professionals to strengthen young

people. Young people can become more resilient, can be engaged in long term employment and their emotional stability can be strengthen to enable them to achieve their goals and aspirations. Based on the literature review, youth frameworks esteem the wellbeing of young people very highly to ensure that they are able to achieve their dreams and aspirations (CI, 2019).

The conceptual framework enabling environment based on the descending order of significance has bonding with a very strong influence, youth responsive services with a strong influence and youth friendly laws with a strong influence on new forms of cooperation to influence that satisfaction of youth needs. In relation to the literature review based on the descending order of significance had youth responsive services with a strong influence, youth friendly laws with a moderate influence and bonding with a moderate influence on new forms of cooperation to influence the satisfaction of youth needs (Clemensson, et al., 2010). The enabling environment youth framework can instill the necessary virtues in young people to enable them to support the interest of other young people who are affected by discrimination and other forms of inequality to allow them to achieve their goals and aspiration as a way of strengthening and empowering them. As a result, young people who are affected by inequality can get the assistance from the enabling environment to access opportunities that can contribute to their long-term employment, advancement in education and a voice in advocacy that can enable them to be positive agents of change. Bleck and Lodermeier (2020) stated that “Young people are being enabled to be activists in forging for inclusiveness, freedom of choice, minority rights, ethnic equality which is facilitated through the enabling environment framework” (p. 554). Furthermore, in relation to the literature review, in creating employment and contributing to the success of the economy, the enabling environment youth framework is considered as a key factor in influencing the satisfaction of youth needs (Nade, 2021).

The assets conceptual framework in relation to influencing the relational and development systems based on the descending order of significance has formal training with a very strong influence, higher order thinking skills with a very strong influence and training with a moderate influence that leads to the satisfaction of youth needs. The literature review based on the descending order of significance had formal training with a very strong influence, higher order thinking skills with a very strong influence and training with a strong influence (Gomez-Baya, et al., 2021). Through the formal training, higher order thinking skills and training young people can continue to perform at optimal levels based on their skill sets that have been strengthen which allow them to advance their careers due to continuous improvement which have made them competent in the respective sectors. According to the literature review, the asset framework can influence youth growth and development that affects well-being positively a produces optimal outcome (Kim, et al., 2022). The labor market can expand based on innovative, creative and talented young employees that use applications, new forms of technologies and their talents to provide new services and products that generate positive returns with the growth of the digital economy to increase employment especially through entrepreneurship.

In relation to the present study result, creation of frameworks has a very strong influence on the satisfaction of youth needs, youth empowerment and health promotion have a perfect relation, five C's identified as connections, character, caring, competence and confidence have a perfect relation, youth empowerment and youth enablement have a very strong association, leading with a very strong influence, recognition has a strong influence, relevance has a moderate influence and legitimacy has a weak influence, gender inequality with a strong association, climate change with a moderate association, unintended pregnancies with a weak association and human immunodeficiency with a weak association with the creation of frameworks and the satisfaction

of youth needs. According to the literature review, creation of framework had a moderate influence on the satisfaction of youth needs , youth empowerment and health promotion had a strong relation, confidence, connections, competence, character and caring had very strong relation, youth empowerment had a very strong relation and youth enablement had a strong relation, leading had a very strong influence, recognition with a strong influence, relevance with a moderate influence and legitimacy with a weak influence, had gender inequality with a strong association, climate change with a moderate association, unintended pregnancies with a weak association and human immunodeficiency with a weak association with the creation of frameworks and the satisfaction of youth needs (Trisnowati, et al., 2021; Heck, 2009; Thew, 2018; Martin, 2022). Young people through the youth frameworks can engage in advocacy through political and civic organizations to advance the cause of the marginalized, the disadvantaged and ethnic minorities to contribute to their standard of living and their access to education, health care and amenities. This can contribute to young people becoming activists in advocating for fundamental rights and freedom for others, being political and civic affairs leaders to bring economic opportunities for the lower class that could engage them in employment to change their standard of living so that it can foster development and growth for their continued success. Additionally, youth frameworks are creating the environment for entities and donor agencies to contribute to young people advancement to satisfy their needs in education, health, careers and in civic affairs (Trisnowati, et al., 2021).

Youth frameworks play a crucial role in addressing youth needs through empowerment, engagement, development, health, well-being, life skills, education and volunteering. In relation to Lambrinou, (2023, p.190) “Youth frameworks equip young people with the necessary skills to face challenges in employment, civic matters, social ills and economic hardships." Specialized skills are developed through training and youth frameworks can conduct workshops on emotional

well-being topics. According to the literature review, McCalman et al. (2013) "Youth frameworks through the support of country governments also ensure health, well-being and physical safety, enabling their advancement in career, education and other areas" (p. 2). Additionally, youth frameworks can lead young people to positive life transformations, including career advancement, education, community service and improved health and well-being.

Youth frameworks has a significant influence on the satisfaction of youth needs in promoting relationships, inclusion, leadership and advocacy (Whittemore, 2021). In addition, youth frameworks foster leadership development, decision-making and self-accomplishment, aligning with humanism theory. According to literature review, McCleskey (2014) “Youth frameworks can foster employment and opportunities by providing training in service and production sectors, emphasizing entrepreneurship and enhancing skills" (p. 2). Young people can develop new skills through innovation and creativity, particularly in self-supportive entrepreneurship, aligning with grounded theory analysis, which emphasizes trust and relationships in safe working environments. Additionally, youth frameworks may struggle to support communities affected by social issues like drug addiction and gang wars due to cultural divides and diversity. However, youth frameworks can positively impact young people, contributing to economic development, community building and empowering them to advocate for marginalized communities.

Research Question 4 /Hypothesis: Instituting of Youth Plat-forms

The instituting of plat-forms has a very strong relation with the satisfaction of youth needs. The literature review result had the institution of plat-forms with a very strong relation with the satisfaction of youth needs (Evelia, et al., 2016). The literature review result was more significant than the research study result. The youth plat-forms can mobilize young people in terms of the

sporting interest, align them to their political preference, provide young people with education opportunities and contributing to the economic development of young people. Young people through the youth plat-form can obtain higher level of education to improve their human capacity with better compensation benefits, young people their sports interest can engage in sport as an occupation to fulfill their career goals which can improve their health, young people can be engaged at the policy level to implement initiatives based on their specialized skills and technical expertise to contribute to gross domestic product and economic growth. Youth plat-forms are involved in improving young people abilities and skills through training on a number of disciplines (Ababa, 2022). The research result is in line with the Kolb's experiential learning theory in that events that are live with experiences enhance learning through application of certain skills that empowers (Rossetti, 2023).

The conceptual framework on resilience and humanitarian plat-form based on descending order of significance has food and security with a very strong effect, wealth and peace with a very strong effect and sustainable urban development with a strong effect in assisting young people in overcoming their difficulties. According to the literature review, based on descending order of significance had food and security with a very strong effect, wealth and peace with a very strong effect and sustainable urban development with a strong effect in assisting young people in overcoming their difficulties (Mello & Andretta, 2019). Through the resilience and humanitarian plat-form young people can be assisted in ensuring their livelihoods can be maintained through the avenues that the plat-form has embarked with agencies and country governments in having young people with the basic food necessities, that they are provided with the protection through laws, through engagement of security personnel and police departments and that there are urban areas that can be used to cultivate food for sustainable efforts to continue to support the livelihoods of

countries. This can ensure that young people do not suffer from hunger and starvation, that lives through implementation of secure communities can be kept safe through police patrols and security laws and that through various sustainable projects young people can be involved in urban sustainable agriculture and renewable energy that can preserve the environment.

The conceptual framework youth social plat-form based on descending order of significance has youth centered services with a very strong relation, civil dialogue with a strong relation and social protection with a strong relation in enhancing the satisfaction of youth needs. According to the literature review result based on descending order of significance had youth centered services with a strong relation, civil dialogue with a strong relation and social protection with a strong relation (Dang, 2021). The research result is more significant than the literature review result. The youth social plat-form can enable young people through youth centered services, civil dialogue and social protection to mobilize them to benefit from the many social programmes that can equip them with the necessary knowledge to foster for social inclusion, social equity, social justice and social assistance to better their lives so that emotionally and psychological young people can be resilient in their dealing with circumstances and situations to foster their development and growth through social interaction. Young people can increase their participation in social forums which can improve the social welfare of their lives to make it more fulfilling and enriching as they interact and socialize. Through communication and information dissemination as well as incorporating youth centered services, civil dialogue and social protection have a positive effect on the satisfaction of youth needs when the negative influences are reduced and results in increase quality of life and the absent of cyberbullying (Dang, 2021).

In relation to the present study result instituting of youth plat-forms has a very strong effect, growth with a very strong effect, law as an instrument of justice with a very strong effect and

development with a strong effect, bio-diversity and nature with a moderate effect, healthy communities with a moderate effect and indigenous rights with a very weak effect on the satisfaction of youth needs. Based on the literature review, the institution of plat-forms had a moderate effect, growth had a very strong effect, law as an instrument of justice had a strong effect and development had a strong effect, bio-diversity and nature with a moderate effect, healthy communities with a moderate effect and indigenous rights with a very weak effect on the satisfaction of youth needs (Evelia, et al., 2016; Meinema, 2020; Song and Kim, 2022; Alcalá, et al., 2006). The institution of plat-forms can impact young people in the various aspects of their lives in equipping them with essential skills, by advancing the education of young people through scholarships, engaging young people in emotional intelligence training and empowering young people to contribute to the development of communities through programmes that seek to enlarge the territory of young people so that they can contribute to the establishment of centers that deal with social issues to empower young people. The youth plat-form can assist with the programmes that are socially based to reach young people in various communities that are faced with varying challenges like drug addiction, gang related activities, crime and disputes among very various fractions to give them workable solutions to bring harmony, peace and ways of fostering new relations to combat the various challenges that are unique to communities. In addition, the programmes administered by the youth plat-form have an empowerment, development, social and educational focus to reach young people in all aspects of their lives (Evelia, et al., 2016).

The instituting of plat-forms can encourage young people to participate in political and civic affairs, promoting freedom, tolerance and equality. According to Dzur (2013) “Youth plat-forms advocate for mental health and well-being, addressing issues like unemployment, civil unrest and family issues" (p. 314). According to the literature review result, youth plat-forms are

fostering to represent youth interest in areas of the environment, human rights, security, social, economic, civic, humanitarian, sustainable development and peace. Additionally, the plat-forms are motivating, mobilizing, inspiring and empowering young people to build their capability and capacity through enhancing their life skills and skill sets (Ababa, 2022). Plat-forms can also implement Information and Communication Technology to advance technological knowledge and applications. Petersmann (2003) stated that "Despite challenges like lack of devices and internet access, youth plat-forms foster interest in environmental, human rights, security, social, economic, civic, humanitarian, sustainable development and peace" (p. 11). In addition, youth plat-forms empower young people to build their capabilities and skills, leading to higher employment opportunities, improved health and sustainable development. Chen (2023) stated that "Youth plat-forms can advocate for improved living standards, welfare, equity, equality and freedom of movement" (p. 1).

Youth plat-forms can empower young people by motivating them to participate in civic, social and political affairs. In addition, youth plat-forms promote freedom of speech, expression, choice, movement, human rights and non-discrimination (Sekatle, et al., 2023). Youth plat-forms can aid in sustainable development by implementing adaptations, creating technological applications and combating climate change. According to the literature review result, young people are being assisted through training and character strengthening are given the tools to overcome challenges, adversities and stress related experiences to build resilience. Young people are being taught in overcoming challenges that are based on relationships and to assist in managing humanitarian crisis (Manjula, et al., 2014). Youth plat-forms can help vulnerable youth in urban and rural communities by providing social support, enhancing social contact and equipping them with skills for new employment opportunities. Moreover, youth plat-forms also provide training

and character strengthening to help young people overcome challenges, build resilience and manage humanitarian crises (Wojewnik-Filipkowska, et al., 2021).

Research Question 5/Hypothesis: Role of Youth Networks

Youth networks has a moderate contribution to the satisfaction of youth needs. According to the literature review result, youth network also had a moderate contribution to the satisfaction of youth needs (Webber, 2017). The research result is slightly more significant than the literature review result. Youth networks are established to influence young people satisfaction of needs by connecting, mobilizing and directing them in areas of employment, health, sports, advocacy and education (Webber, 2017). The contribution of youth networks is in line with the actor network theory in that individuals through actors can have equal access to resources to modify them to solve issues (Pablo & Edirisinghe, 2022). Youth networks can use the resources made available to it through country governments and other agencies to assist youth in the various areas of education, employment, advocacy, health and well-ness, entrepreneurship and the other areas that have established networks to focus on the particular need of young people. Young people through the implementation of the youth network programmes can find suitable employment, can be trained to increase productivity in the various sectors that young people are engaged, young people can attain higher levels of education which can add value to the occupation and the output from the result of education and through advocacy young people can bring relief to other young people to have them to experience freedom of choice, equality, equity, freedom of association and opportunity to increase their welfare and standard of living. The research result is aligned to the actor network theory in that a prime mover is needed to identify problems to engage other actors to solve problems to achieve the intended output (Pablo & Edirisinghe, 2022).

Youth human rights and democracy network has participation with a very strong positive contribution, school to work transition with a very strong positive contribution and conscientious objection to military service with a strong positive contribution to the satisfaction of youth needs. Based on the literature review result, participation had a strong positive contribution, school to work transition had a strong positive contribution and conscientious objection to military service had a strong positive contribution to the satisfaction of youth needs (Zou, et al., 2015). The literature review result is less significant than the present research result. Youth rights and democracy network can impact young people to agitate for the rights and freedom of other young people so that they can benefit from equal opportunities in terms of education, health and well-ness care, employment, to have access to social facilities and basic amenities and being able to demonstrate and voice their concerns about the disadvantages and non-inclusion they are experiencing that affect their social acceptance to build youth capacity. Young people through the rights and democracy network are empowered with the necessary resources and support to engage policy creators and other entities to ensure that young people have the privileges and access to resources to build their capacity (Landma, 2017). Young people can attain higher levels of education through agitation to equal opportunities, can get health care that can contribute to their resilience in handling stress, fatigue and illnesses to be more productive and efficient in the workplace, young people through exercising their democracy through the network can have access to amenities and facilities that can contribute to their welfare and their standard of living to build youth capacity.

Youth sports for development and peace network conceptual framework based on the descending order of significance has response to emergencies with a very strong contribution, restructuring life with a very strong contribution and social inclusion with a strong contribution to

the satisfaction of youth needs. According to the literature review result based on the descending order of significance, restructuring had a very strong contribution, respond to emergencies had a strong contribution and disasters had no evidence in contributing to the satisfaction of youth (Tafadar, 2020). The research result is more significant than the literature review result. The humanitarian and social needs of young people are being met through the avenues created through the youth sports for development and peace network based on health, education, advocacy, social integration and inclusion (Tafadar, 2020). The youth sports for development and peace network can strengthen young people to be advocates of peace through democracy by engaging in sporting programmes and activities that foster collaboration and a united effort in seeking peace and justice. Young people can settle conflict and unrest through sporting activities that foster unity and discipline in working together despite differences which contribute to employment in sporting professions and allow for sporting rules to be adhered to which has a relation to peace treaties and conventions which advocates for democracy. Young people impacted by the network can experience peace which contributes to their development and growth due to the reduction of political and civil unrest, war and conflict.

The youth health network conceptual framework based on the descending order of significance has substance use with a very strong effect, dental care with a very strong effect, exercise activities with a strong effect and eating habits with a moderate effect with their contribution to the satisfaction of youth needs. According to the literature review result, young people that are involved in youth networks that focus on health, education, advocacy and training result in high satisfaction of youth needs (Logie, et al., 2022). The literature review result based on the descending order of significance had dental care with a very strong effect, substance use with a very strong effect, exercise activities with a moderate effect and eating habits with a

moderate effect in their contribution to the satisfaction of youth needs (Logie, et al., 2022). Substance use and exercise activities has more significance for the research result than the literature review result whereas the literature review result had more significance for dental care and eating habits. Young people through the health network can get access to preventative measures and treatment alternatives so that they can be in good health to carry out their working responsibility and that they can avoid lifestyle habits like smoking and drinking alcohol that affects their health. Young people can get the necessary interventions that can avoid them from being infected by diseases through viruses and bacteria and can be treated to cure or manage diseases so that they can be healthier and able to carry out their responsibilities.

In relation to the present study results youth networks has a strong contribution towards the satisfaction of youth needs, motivational constructs have a strong relation, build youth capacity has a strong contribution, youth networks have a very strong effect in restructuring the lives of young people, emergencies have a very strong influence and disasters have a strong influence on the satisfaction of youth need. Based on the literature review, the previous study results youth networks had a strong contribution, motivational construct had no relation, build youth capacity had a strong contribution, youth networks had a strong effect in restructuring the lives of young people, emergencies had a very strong influence and disasters had a strong influence on the satisfaction of youth needs (Wegemer, 2021; Zou, et al., 2015; Kennedy, 2022; Thorpe, 2021). Youth networks can contribute to the enhancement of young people education, health and well-ness, life skills and set skills, professional careers, integration with other young people based on culture, ethnicity and religious beliefs, innovation, creativity and their originality which can advance young people in society and in the field of work. Young people through the networks can adopt healthier lifestyles that can impact their input in service delivery and product output, they

can be solution oriented to solve many issues as it relates to diseases, environmental pollution, social ills and to remove the barriers caused by discrimination, racism and indifferences due to the knowledge and the applications through training that the youth networks are administering.

Youth networks are working with governments to ensure equality and inclusion for young people by removing restrictions and enacting laws to protect their interests. Youth networks can help young people find fulfilling employment, enhance their education and address emotional needs. Youth networks can also provide scholarships through partnerships with government and donor agencies. The research result is aligned to the Keynesian theory of employment in that additional employment is created when high demand impacts additional expenditure and investment (Habanabakize & Paul-Francois, 2018). Youth networks can also address health, safety and security measures. According to the literature review youth networks positively impact youth satisfaction by implementing initiatives, connecting with them and discussing their interests and needs (Webber, 2017). Youth networks can positively impact youth satisfaction by implementing initiatives, connecting with young people and facilitating employment, civic, political and social advocacy.

The role youth networks have played in contributing to the satisfaction of youth needs is through civic and political participation. According to Dagistan (2022) “Due to lack of interest in civic and political affairs young people are being sensitized on the importance of their involvement” (p. 7). Young people can be empowered to contribute to sustainable development in land usage, ocean and water management, biodiversity and recycling. Vasava (2018) stated that “The capacity of the ecosystem should not be exceeded in contributing to the economic welfare of individuals” (p. 7). Youth networks can agitate for peace and security through programmes like Youth 360 that deal with establishing forums, providing funding, technical support and resources

to advocate for peace and security for young people. According to the literature review, Zvaita and Kaye (2023) indicated that “Young people are being deployed as ambassadors of peace and security to establish inclusive communities and societies” (p. 8). Youth networks can provide young people with political and civic participation, peace, security, sustainable development, advocacy, employment and training, enabling them to be effective employees, human rights advocates and agents of positive change in civic affairs.

Research Question 6: Satisfaction of Youth Needs

In terms of its contribution to the satisfaction of youth needs the International Commonwealth Youth Programme has a strong positive effect. According to the literature review, the programme had a strong positive effect in contributing to the satisfaction of youth needs (Best, et al., 2021). The research result is more significant than the literature review result. The programme which caters to the needs of young people supports them in thirteen areas based on the thirteen networks, moreover, young people are being engaged in development, decision making, growth and investments through the support of country governments and other agencies to satisfy the needs of young people (Belton & Seneviratne, 2017). The International Commonwealth Youth Programme can enable youth development, the advancement of young people and empower young people to emerge as knowledgeable, confident, inspiring and self-motivated individuals as they pursue their goals, dreams and aspirations. The research result is in line with the life satisfaction theory in that evaluating the overall quality of life is an indication of the appreciation of life (Kusier & Paldam, 2021). Young people can take an active role in civic and political affairs, lead out in advocacy to assist the disadvantaged and the marginalized, can be trained in life skills and skill sets to contribute to increase productivity and can engage in sustainable development efforts to impact climate change positively.

Demographics as a conceptual framework based on the descending order of significance has socio-economic with a strong contribution, gender with a moderate contribution and age with a moderate contribution in predicting the satisfaction of youth needs. According to the literature review result based on the descending order of significance had socio-economic with a strong contribution, gender with a moderate contribution and age with a weak contribution in predicting the satisfaction of youth needs (Proctor, et al., 2009). The research result is more significant than the literature review result. Demographics consisting of socio-economic, gender and age can contribute in ascertaining whether young people needs are being satisfied based on their educational level, employment levels, standard of living, their gender based on the effectiveness of human rights in contributing to equal compensation and job opportunities and age if the laws govern the entry into higher levels of education and employment, young people can be enrolled at educational institutions and employed with equitable and fair treatment in terms of institutional acceptance and employment entry and compensation to satisfy their needs. A youth workforce that is educated can contribute to increase productivity, increase economic activity, economic growth, development and overall increase in the standard of living and the welfare of young people.

The personality conceptual framework based on the descending order of significance has happiness with a very strong relation, self-esteem with a very strong relation and stability with a strong relation with the satisfaction of youth needs. According to the literature review result, based on the descending order of significance had happiness with a strong relation, self-esteem with a strong relation and stability with a strong relation with the satisfaction of youth needs (Proctor, et al., 2008). The research result is more significant than the literature review result. Proctor et al. (2008) stated that “Personality traits like happiness, self-esteem and stability had been found to have positive correlation with the satisfaction of youth needs” (p. 587). Through personality young

people can exhibit happiness, self-esteem and stability that can enable them to have a positive outlook on life to be empowered to achieve their goals and aspirations as it relates to their educational pursuits, career paths, contribution to society and to be involved in sustainable efforts to affect climate change positively. This can improve the overall well-being of young people which can result in increased welfare and increase their standard of living which can impact their families, communities and the entity that they are employed with positively. The research result supports that top-down theory in that high life satisfaction is dependent on life domains that are more positive like happiness (Ballout, 2008).

The conceptual framework productivity based on the descending order of significance has motivation with a strong relation, self-efficacy with a strong relation, employment with a moderate relation and goals with a weak relation with the satisfaction of youth needs. According to the literature review result based on the descending order of significance had motivation with a strong relation, self-efficacy with a strong relation, employment with a moderate relation and goals with a weak relation (Best, et al., 2021). The research result is more significant than the literature review result. Productivity through motivation, self-efficacy, employment and goals can empower young people to perform at optimal levels in delivery of services and product output than can enable companies through the talents, skills and creativity of young people innovate products and services to generate additional revenue, to give companies the competitive advantage and to enjoy economies of scale due to the exceptional contributions that young people make towards the success of companies. Productivity which is inclusive of the environment, the resources and the team work of employees can contribute to higher levels of satisfaction of youth needs (Best, et al., 2021).

Based on the present study results, youth development has a strong positive effect, social with a very strong relation, civic with a very strong relation and political with a strong relation, security has a very strong relation, procedure has a very strong relation and policy with a strong relation, parents has a very strong relation, siblings has a very strong relation and social support has a strong relation, healthy lifestyle has a very strong relation, academic aspirations has a very strong relation and peer relations has a strong relation, motivation has a very strong relation, self-positivity has a strong relation, open communication has a moderate relation and goals has a weak relation, educational levels has a strong effect, income has a moderate effect and occupation has a weak effect with the satisfaction of youth needs. In relation to the literature review, youth development had moderate effect, civic had a strong relation, social had a strong relation and political had a strong relation, security had a very strong relation, policy had a very strong relation and procedure had a very strong relation, parents had a very strong relation, siblings had a strong relation and social support had a strong relation, healthy lifestyle had a very strong relation, academic aspirations had a very strong relation and peer relation had a strong relation, self-esteem had a very strong relation, self-positivity had a strong relation, open communication had a moderate relation and goals had a weak relation, educational levels had a strong effect, income had a moderate effect and occupation had a weak effect in affecting positively the satisfaction of youth needs (Mohamad, et al.,2014; Joselowsky, 2007; Della-Giustina, et al., 2022; Nickerson, et al., 2004; Layman, 2022; Szcze´sniak, 2022; Eroglu, 2009). Young people through youth development, social, civic, political, self-esteem, self-positivity, open communication, healthy lifestyles, academic aspirations and peer relations can be empowered and motivated to plan and execute their goals in relation to attaining a higher educational level, being employed in a position with increased compensation benefits with higher responsibilities, exercise, diet, get enough rest,

avoid communicable and non-communicable diseases to contribute to efficiency and effectiveness in the workplace and establish relationships with peers that are healthy and wholesome that encourages involvement in positive activities and wholesome social events. The research result is in line with the well-being theory in those conscious experiences which includes positive and negative through positive emotions, relationships and engagement contributes to better health, meaning in life and a sense of belong (Harris, 2022).

The International Commonwealth Youth Programme engages young people in political and civic affairs through forums, promoting their well-being and health (Wang, et al., 2023). The programme can collaborate with country governments to enact legislation that positively impacts young people's well-being. Additionally, the programme can equip young people with social, life and sports skills, promoting equality and inclusion. Wolbring and Lillywhite (2023) on equality and inclusion stated that "The programme also supports marginalized, displaced, disabled and minority groups in environmental preservation and mitigation initiatives" (p. 1). According to the literature review, Rybalkin et al. (2023) on sustainable development stated that “Through combating issues pertaining to the environment, development, the economy and social ills, sustainable development goals which adopts biodiversity, climate change mitigation practices and social equality are implemented to ensure the welfare of others” (p. 281). Finally, the programme can support young people in political, civil, education, well-being and sports through the thirteen networks.

The International Commonwealth Youth Programme can address areas where young people are still affected, such as health and well-being, inequality, employment issues and limited resources. According to Elvin et al. (2023) on health and wellbeing "Health and wellbeing are characterized by experiences that promote a positive outlook, positive thoughts and behaviors" (p.

2). The programme can engage with governments to protect young people from harmful practices and promote road safety. It can also create new employment opportunities and sustainable development through digital industries and innovative ecosystems. The programme should also focus on developmental aspects, including political, civic, educational, health, safety and sociological aspects. According to the literature review, Ullah and Yasmin (2013) on employment and opportunity "To foster equality and equity, job related experiences should be impacted through technology advances, employee relations, free flow of capital and through the interdependency of various sectors" (p. 9). Additionally, the programme can support youth through better working conditions, sports activities, improved well-being, increased political, civil and social participation and sustainable development projects.

Recommendations for future research

In relation to the study limitations and other issues encountered during the research study the concerns are being captured in the form of recommendations for future research. An application system identified as Plus Care was applied in a mixed method approach to ascertain whether the system was assisting young people to avoid, manage Human Immunodeficiency Virus (HIV) and whether it was contributing to the social support needed for young people to satisfy their need of a healthy lifestyle (Fee, et al., 2022). A10-item Likert-Scale Positive System Usability Scale was applied that was accessed through the Plus Care System. The result of the study indicated that the use of the Plus Care System contributed to the satisfaction of young people health needs since the system gave them up to date information on their health status, it contributed to the self-efficiency in chronic disease management and quality of life of young people. Another research was on the characteristics of young people that contributed to the satisfaction of youth needs as it relates to education, interpersonal and intrapersonal characteristics (Proctor et al., 2010). Analyses of

variance (ANOVA), correlation and linear regression analyses were applied to test the hypotheses. The results indicated that the young people who scored highly on satisfaction of youth needs scored highly on education, interpersonal and intrapersonal characteristics.

Research Question 1/Hypothesis: Human Resource Capability

The conceptual framework on safe work environment and company culture should be considered for future research to ascertain their association with human resource capability and their effect on the satisfaction of youth needs since the conceptual frameworks were not included in the present research. The sample in future research can be inclusive of young people who are qualified in human resource capability.

The training and development conceptual framework based on the descending level of significance has skills management, job evaluation and performance management system with their effect on the satisfaction of youth needs with no P value. An alternative statistical test like 1 Sample T Test, 1 Sample K-S Test and the Chi Square Test can be applied other than 1 Way ANOVA repeated measures to indicate the P values of whether reject or accept a null hypothesis and alternative hypothesis in contributing to existing literature. According to Wright et al. (2020) "Training and development can improve talents, skills and abilities that mitigate against harassment, discrimination and inequality" (p. 972). Based on the literature review, in relation to the descending level of significance had skill management performance management system and job evaluation with their effect on the satisfaction of youth needs (Wright, et al., 2020).

Service quality, organizational effectiveness, organizational commitment and job satisfaction, firm innovation and human capital, transformational leadership and organizational performance, efficiency of operation and effectiveness of operation, significant effect on organizational performance and positive on organizational performance need to be ranked using

the matrix rating scale to indicate the level of association between the variables and the satisfaction of youth needs to contribute to existing literature and for implementation base on the level of association for practice. The literature review based on previous research ranked the variables to determine their level of associations and since the present study result had higher significance than the literature review result (Chuang, et al., 2015; Mathushan, et al., 2022; Shayegan, et al., 2022).

Application of alternative test like 1 Sample T Test, 1 Sample K-S Test and the Chi Square Test other than the 1 Sample Z to indicate the P values with the matrix rating scale to indicate the level of association with engagement of all employees, customer focused, supplying of enough training material and reduction in organization constraint in creating strategies and their level of association with the satisfaction of youth needs in order to contribute to existing literature and for implementation based on the level of association for practice. The literature review result based on the descending level of contribution to the satisfaction of youth needs had supplying of enough training material, reduction in organization constraint, customer focused and engagement of all employees in creating strategies which all had strong positive effects with no P value (Muthigah, et al., 2022). The P value is significant in deciding whether to reject or accept a null and alternative hypothesis.

Human resource capability base on the study result affects the satisfaction of youth needs positively through safety and well-being, managing risk, best practices, talent acquisition, compensation, equity, performance management, health and no discrimination. In relation to the literature review, Lattuch (2021) stated that “Human resource capability is being enhanced through creativity and innovation which contributes to meaningful changes in the workplace” (p. 163). The extent to which senior employees work beyond their retirement age and its impact on young employee upward mobility has to be examined and the urban and rural setting of facilitating

employment based on ethnic inequalities and qualification has to be examined in future research. According to Muthigah et al. (2022) “Human resource capability add value to organizations which is classified as an asset” (p. 43).

Leadership and succession planning, organization design, culture, facilities and workplace have a significant relation with the satisfaction of youth needs. Based on the literature review, compensation motivational system, team building, performance assessments, self- realization optimization, software development, product quality and motivation based on their effect on human resource capability has a significant relationship with the satisfaction of youth needs (Li, 2022). Continuous improvement in human resource capability and its impact on the International Commonwealth Youth Programme can be addressed for future research.

Research Question 2/Hypothesis: Establishment of Youth Groups

The conceptual framework on youth groups namely youth mentoring and youth volunteering can be considered for future research to ascertain their association with youth groups and their contribution to the satisfaction of youth needs since the conceptual frameworks were not included in the present research which can contribute to the existing body of research. Future research can incorporate young people in the sample who are members of youth groups.

The youth life skills conceptual framework based on the descending order of significance has health and wellness, development and community services in young people overcoming challenges based on the 1 Way ANOVA repeated measures test with no Sig. values. An alternative statistical test like 1 Sample T Test, 1 Sample K-S Test and the Chi Square Test can be applied other than 1 Way ANOVA repeated measures to indicate the P values of whether reject or accept a null hypothesis and alternative hypothesis in contributing to existing literature. The literature review, based on the descending order of significance had community services, development and

health and wellness with no Sig. values (Sukumar, et al., 2022). The literature review result was higher in significance than the research result.

Youth groups handling anxiety, stress and depression have a very strong relation, exchange support and sharing of knowledge have a very strong effect, crisis services, life set and intercept have a moderate relationship, fast food, drug use and indecent sexual encounters have very strong relation, supporter, role model and policy have a very strong relation, political disorder and economic disorder have a moderate relation, the five c's identified as confidence, competence, connections, character and caring have a very strong relation and faithfulness, cognition, duty performance and overcoming shortcomings have a very strong relation with the satisfaction of youth needs. The variables have a perfect relation with each other however, the variables need to be ranked by applying the matrix rating scale to indicate the level of association between the variables to contribute to existing literature and for implementation based on the level of association for practice. The literature review result had stress, depression and anxiety with very strong effect, had knowledge through experience and exchange support with a very strong relation, had crisis services, intercept and then life set with a strong relationship, had unfavorable behavior, fast food, drug use and indecent sexual encounters with very strong relation, role model with a very strong relation, supporter with a very strong relation and policy enforcer with a strong relation, political disorder and economic disorder had a moderate relation, confidence, competence, character, connections and caring had a very strong relation and faithfulness, duty performance, cognition and overcoming shortcomings had a very strong relation with the satisfaction of youth needs (Kelly, et al., 2022; Josefien, et al., 2022; Zulfa, et al., 2022; Szemerszki, 2015; Nešković and Lazarovski, 2021; Agapie, et al., 2022). The study result was more significant than the literature review result, however, the level of association between the

variables for the literature review justifies the level of association to determine significance. According to Kelly et al. (2022) “Youth groups especially web-based have resulted in less risk in relation to personal relationships as compared to in person association” (p. 4).

The establishment of youth groups based on the research result contribute to the satisfaction of youth needs through life skills and survival skills, healthy behaviors, physical and emotional safety, leadership, information and communication technology. In relation to the literature review, according to Kazan and Rybakova (2014) “Through building a supportive environment in reaching young people through programmes that encompass education, health, career, social, political and civic affairs, young people needs are being satisfied” (p. 820). Young people in rural communities not being impacted by youth groups, not having the ideal environment to deal with sensitive issues that affect young people, finding it challenging to assist young people with addictive habits and mental challenging and adults assuming leadership position in not allowing young people to assume leadership position can be addressed in future research.

Education, training, development and empowerment are being emphasized by youth groups in satisfying youth needs. The result on education and training supports the theory of connectiveness. The literature review result indicated that youth groups contribute to the satisfaction of youth needs through improving the standard of living of young people through the 7 P’s of life satisfaction (Alam, 2020). Communities affected by social ills, civic and political unrest, cultural norms and values and armed conflict that affect youth groups from reaching out to young people can be addressed in future research.

Research Question 3/Hypothesis: Creation of Youth Frameworks

The conceptual framework on contribution framework and leadership framework should be considered for future research to ascertain their association with youth frameworks and their

influence on the satisfaction of youth needs since the conceptual frameworks were not included in the present research. Future research can incorporate young people in the sample who are members of youth frameworks.

The conceptual framework enabling environment based on the descending order of significance has bonding with a very strong influence, youth responsive services with a strong influence and youth friendly laws with a strong influence in facilitating new forms of cooperation in satisfying youth needs. According to the literature review result based on the descending order of significance youth responsive services had a strong influence, youth friendly laws had a moderate influence and bonding had a moderate influence in facilitating new forms of cooperation in satisfying youth needs (Clemensson and Christensen, 2010). The research result has more significance than the literature review result. An alternative statistical test like 1 Sample T Test, 1 Sample K-S Test and the Chi Square Test can be applied other than 1 Way ANOVA repeated measures to indicate the P values of whether reject or accept a null hypothesis and alternative hypothesis in contributing to existing literature. Bleck and Lodermeier (2020) stated that "Young people are becoming activists through the enabling environment which is impacting young people to agitate for freedom rights, diversity, inclusion and equality" (p. 554).

The youth frameworks influence the satisfaction of youth needs through empowerment and engagement, health and well-being, training in skill development and volunteering. According to the literature review, Lambrinou (2023) stated that "Young people are given support to advance themselves in skill development, career paths, social inclusion and in various academic fields" (p. 190). Concerns, however were that youth frameworks were not able to satisfy the needs of young people that are displaced and marginalized and not being able to satisfy the needs of young people

in rural and urban communities that are affected by social ills through criminal and illegal activities which can be considered for future research. These areas can be researched in future studies.

In relation to the present study, youth empowerment and health promotion have a strong relation, five C's named as connections, character, caring, competence and confidence have a perfect relation, youth empowerment and youth enablement have a very strong association with the satisfaction of youth needs. The variables associated with each other need to be ranked with the matrix rating scale to determine the level of association between the variables and their relation with the satisfaction of youth needs. association with youth frameworks. Based on the literature review, youth empowerment and health promotion had a very strong relation, confidence, connections, competence, character and caring had a very strong relation, youth empowerment and youth enablement have a strong association with the satisfaction of youth needs (Trisnowati, et al., 2021; Heck, et al., 2009).

The creation of youth frameworks through relationship, inclusion, leadership, equality, human rights and freedom, employment and opportunities, entrepreneurship, safety and security have a significant relationship with the satisfaction of youth needs. According to the literature review, youth frameworks are supporting young people to improve their decision making, planning, implementing, evaluating and their service delivery (Livingstone, 2022). The result of the research study is aligned to the relationship rules theory, transformational leadership theory, humanism theory, discovery theory and grounded theory analysis which are based on relationship rules, partnership with followers and leaders, values that drive positive change and new opportunities through market and industry conditions and safe environments that build relationship and trust (Whittemore, 2021; McCleskey, 2014; Nilsson, et al., 2020; Alvarez and Barney, 2007; Colacchio, 2023). Nonetheless, youth frameworks are not able to reach young people in closed

communities who are adversely affected through drug use, gang wars, affected by culture, norms and values that are deeply rooted in communities that are challenging to remove these barriers to reach young people through diversity and inclusion which can be considered for future research.

Research Question 4/Hypothesis: Instituting of Youth Plat-forms

The conceptual framework on peace and security plat-form and environment plat-form should be considered for future research to ascertain their association with youth plat-forms and their effect on the satisfaction of youth needs since the conceptual frameworks were not included in the present research. Future research can incorporate young people in the sample who are members of youth plat-forms.

The conceptual framework youth social plat-form has youth centered services with a very strong relation, civil dialogue with a strong relation and social protection with a strong relation based on the descending order of significance applying 1 Way ANOVA repeated measures which has no P Value. An alternative statistical test like 1 Sample T Test, 1 Sample K-S Test and the Chi Square Test can be applied other than 1 Way ANOVA repeated measures to indicate the P values of whether reject or accept a null hypothesis and alternative hypothesis in contributing to existing literature. According to the literature review, youth centered services, civil dialogue and social protection with no P values (Dang, 2021). The research result is higher than the literature review result, however, the P value in terms of its significance can contribute to existing literature and during implementation for practice.

In relation to the present study, growth has a very strong effect, law as an instrument of justice has a very strong effect and development has a strong effect growth, law as an instrument of justice had a very strong effect and development had a strong effect, bio-diversity and nature had moderate effect, healthy communities with a moderate effect and indigenous rights with a very

weak effect. According to the literature review, based on a previous study growth had a very strong effect, law as an instrument of justice had a very strong effect and development had a strong effect, bio-diversity and nature had a moderate effect, healthy communities moderate and indigenous rights very weak effect (Meinema, 2020; Alcalá, et al., 2006). The present study result has more significance than the literature review result, nonetheless, the P value in terms of its significance can contribute to existing literature and during implementation for practice. Application of alternative test like 1 Sample T Test, 1 Sample K-S Test and the Chi Square Test other than the Bayesian 1 Sample Binomial Test and the 1 Way ANOVA repeated measures test to indicate the P values which is significant in deciding whether to reject or accept a null and alternative hypothesis.

Youth plat-forms through empowerment, civic and political affairs, advocacy, sustainable development significant relationship with the satisfaction of youth needs is empowering young people to be involved in civic and political participation. In relation to the literature review, youth plat-forms are strengthening relationships amongst young people so that they can have a greater impact in their empowerment, advocacy, sustainable development, civic and political affairs (Manjula, et al., 2014). The concerns that have to be addressed in future research are that youth plat-forms are not able to impact urban and rural communities that are affected adversely by social ills and the challenge in young people being involved in civic, political and social affairs.

Research Question 5/Hypothesis: Role of Youth Networks

The conceptual framework on youth council network, youth climate change network, youth ambassadors' network and youth gender equality should be considered for future research to ascertain their association with youth networks and the contribution they have made towards the

satisfaction of youth needs since the conceptual frameworks were not included in the present research.

The youth sports for development and peace network conceptual framework based on the descending order of significance has response to emergencies and disasters with a very strong contribution, restructuring life with a very strong contribution and social inclusion with a strong contribution to the satisfaction of youth needs with no P value. An alternative statistical test like 1 Sample T Test, 1 Sample K-S Test and the Chi Square Test can be applied other than 1 Way ANOVA repeated measures to indicate the P values of whether reject or accept a null hypothesis and alternative hypothesis in contributing to existing literature. According to the literature review result, restructuring had a very strong contribution, respond to emergencies and disasters had no contribution due to no indication of a contribution to the satisfaction of youth needs (Tafadar, 2020). The research result is more significant than the literature review result, however, the P value in terms of its significance can contribute to existing literature and during implementation for practice.

Youth health network conceptual framework based on the descending order of significance has substance use very strong effect, dental care with a very strong effect, exercise and leisure activities with a strong effect and eating habits with a moderate effect in contributing to the satisfaction of youth needs with no P values. An alternative statistical test like 1 Sample T Test, 1 Sample K-S Test and the Chi Square Test can be applied other than 1 Way ANOVA repeated measures to indicate the P values of whether reject or accept a null hypothesis and alternative hypothesis in contributing to existing literature. According to the literature review result based on the descending order of significance had substance use very strong effect, dental care with a very strong effect, exercise and leisure activities with a moderate effect and eating habits with a

moderate effect in contributing to the satisfaction of youth needs with no P values (Logie, et al., 2022). The literature review result for dental care and eating habits had more significance than the research result, whereas exercise and leisure and substance use are more significant than the literature review result, nonetheless the P value in terms of its significance can contribute to existing literature and application for practice.

Based on the present study result, youth networks have a very strong effect in restructuring young people lives, eating habits has a very strong effect, dental care has a strong effect, dieting has a moderate effect and exercise activities has a very weak effect, has unemployment with a strong positive influence, discrimination with a weak influence and innovation with a weak influence on the satisfaction of youth needs. Application of alternative test like 1 Sample T Test, 1 Sample K-S Test and the Chi Square Test other than the Bayesian 1 Sample Binomial Test and the 1 Way ANOVA repeated measures to indicate the P values which is significant in deciding whether to reject or accept a null and alternative hypothesis. According to the literature review based on previous study results youth networks had a very strong effect in restructuring young people lives, eating habits had a very strong effect, dental care with a strong effect, dieting with a moderate effect and exercise activities with a very weak effect, unemployment had a strong influence, discrimination had a moderate influence and innovation had a weak influence with the satisfaction of youth needs (Landma, 2017; Logie, et al., 2022; Kirakosyan, 2012). The research result is less significant than the literature review result, nonetheless, the P value in terms of its significance can contribute to existing literature and application for practice.

In relation to the present study result, youth networks have a moderate influence on social needs and a moderate influence on humanitarian needs, response to emergencies with a very strong relation and response to disasters with a very strong relation with the satisfaction of youth needs.

In relation to the research result the variables have to be ranked applying the matrix rating scale to determine the level of influence of the variables on the satisfaction of youth needs to contribute to existing literature and for implementation based on the level of association for practice. According to the literature review result, youth networks had a very strong effect in meeting humanitarian needs and a moderate effect in meeting social needs, response to emergencies had a very strong relation and response to disasters had a very strong relation (Tafadar, 2020; Kvalsund, 2012). The literature review result is less significant than the research result, however, the level of association between the variables and with youth networks is necessary for application for practice especially since the research result is more significant than the literature review result.

Research Question 6: Satisfaction of Youth Needs

The conceptual framework on physical health and relationships should be considered for future research to ascertain their association with the satisfaction of youth needs and the contribution they have made towards the International Commonwealth Youth Programme since the conceptual frameworks were not included in the present research.

The conceptual framework on personality based on the descending order of significance has happiness with a very strong relation, self-esteem with a very strong relation and stability with a strong relation with the satisfaction of youth needs with no P values. An alternative statistical test like 1 Sample T Test, 1 Sample K-S Test and the Chi Square Test can be applied other than 1 Way ANOVA repeated measures to indicate the P values of whether reject or accept a null hypothesis and alternative hypothesis in contributing to existing literature. According to the literature review result, based on the descending order of significance had happiness with a strong relation, self-esteem with a strong relation and stability with a strong relation with the satisfaction of youth needs (Proctor, et al., 2009). The research result is more significant than the literature

review result nonetheless, the P value in terms of its significance can contribute to existing literature and application for practice.

The conceptual framework productivity based on the descending order of significance has motivation with a strong relation, self-efficacy with a strong relation, employment with a moderate relation and goals with a weak relation with the satisfaction of youth needs. Motivation had a Asymp. Sig. of > 0.05 using the Chi- Square test. An alternative statistical test like 1 Sample T Test and 1 Sample K-S Test can be applied other than Chi- Square test to indicate the P values of whether reject or accept a null hypothesis and alternative hypothesis in contributing to existing literature on motivation in relation to the satisfaction of youth needs. According to the literature review result based on the descending order of significance had motivation with a strong relation, self-efficacy with a strong relation, employment with a moderate relation and goals with a weak relation (Best, et al., 2021). The research result is more significant than the literature review result nonetheless, the P value in terms of its significance can contribute to existing literature and application for practice.

Based on the present study healthy lifestyle has a very strong relation, academic aspirations has a very strong relation and peer relations has a strong relation, educational levels has a strong effect, income has a moderate effect and occupation has a weak effect, educational levels has a strong effect, income has a moderate effect and occupation has a weak effect with the satisfaction of youth needs. An alternative statistical test like 1 Sample T Test, 1 Sample K-S Test and the Chi Square Test can be applied other than 1 Way ANOVA repeated measures and the Bayesian 1 Sample Binomial Test to indicate the P values of whether reject or accept a null hypothesis and alternative hypothesis in contributing to existing literature. According to the literature review previous study result healthy lifestyle had a very strong relation, academic aspirations had a very

strong relation and peer relation had a strong relation, educational levels had a strong effect, income had a moderate effect and occupation had a weak effect (Layman, 2022; Eroglu, et al., 2009). The research result is more significant than the literature review result nonetheless, the P value in terms of its significance can contribute to existing literature and application for practice.

Conclusions

The research was conducted to ascertain whether the International Commonwealth Youth Programme contributes to the satisfaction of youth needs and the opportunities for improvements, human resource capability can affect, establishment of youth groups influence, creation of youth frameworks contribute, institution youth plat-forms affect and role of youth networks influence the satisfaction of youth needs. The research can have a positive impact on youth development in the commonwealth in the long term since the results indicate the levels of significance of the variables in affecting, influencing and contributing to the satisfaction of youth needs which can be implemented for continued growth in youth development. The areas identified for improvement for the youth programme can assist the facilitators and administrators in developing better programmes on health and well-being, education and employment, civic and political participation, equality and inclusion and sustainable development to better serve young people to achieve long term development and growth.

Research Question 1/Hypothesis: Human Resource Capability

Human resource capability has a very strong relation with the satisfaction of youth needs which confirm the alternative hypothesis that human resource capability has a significant relationship with the satisfaction of youth needs as a result, the null hypothesis is rejected. The research result is in line with the application of the system theory through the interdependence of system parts which is inclusive of employees which result in optimization of organizational

performance which increases capacity (Hui Lai, et al., 2017). The literature review result reinforced the present study result which confirmed the very same strong relationship. The result confirms that human resource capability can contribute to increase productivity, strengthen equity and can enable skill development (Chuang, et al., 2015). Human resource capability has a very strong relation with the satisfaction of youth needs. The literature review result confirmed that human resource capability had a very strong relation with the satisfaction of youth needs (Chuang, et al., 2015). The research result was less significant, however, the result was still consistent with the literature review result. Additionally, the literature review result confirmed how challenging it was to duplicate human resource capability because of its unique components like skills, talents, experiences which contributes to continued growth of organizations (Chuang, et al., 2015). The conceptual framework employee relations based on the study results indicated that employee management has a very strong effect, grievance investigation has a strong effect and collective agreements has a strong effect on the satisfaction of youth needs. Additionally, based on the literature review result, employee management, grievance investigation and collective agreements affect profitability and productivity positively had a moderate effect on the satisfaction of youth needs (Maheshwari, et al.,2020). The study result is more significant than the literature review result. The training and development conceptual framework has skills management with a very strong effect, job evaluation with a strong effect and performance management system with a strong effect with the satisfaction of youth needs. In relation to the literature review result had skills management with a very strong effect, performance management system with a strong effect and job evaluation with a strong effect with the satisfaction of youth needs (Wright, et al., 2020). The present study result is more significant than the literature review result. The recruitment and hiring conceptual framework has skills and experience with a very strong effect, human resource

planning with a very strong effect and new employees with a strong effect with the satisfaction of youth needs. In relation to the literature review skills and experience had a very strong effect, human resource planning had a strong effect and new employees had a strong effect with the satisfaction of youth needs (Black, 2022). The present study result for skills and experience and human resource planning was more significant than the literature review result whereas the literature review result for new employees was more significant than the present study result. The result of the research study supports the organizational design theory through the interconnectedness of component parts that comprise a system (Cornelis, et al., 2019). Operational variables like job satisfaction, organizational commitment, organizational effectiveness, service quality, career progression system, human capital, firm innovation, human capital, transformational leadership, organizational performance, effectiveness and efficiency of operation, organization performance positive on organizational performance, significant effect on organizational performance, engagement of all employees, customer focused, reduction in organization constraint, supplying of enough training material and highly skilled have a positive relation with the satisfaction of youth needs. Human resource capability can alter employee action through skill development which in turn can increase employee performance which is supported by the double looping theory (Harrison, 2021). The literature review based on previous studies indicated that job satisfaction, organizational commitment, organizational effectiveness, service quality, career progression, firm innovation, human capital, transformational leadership, organizational performance, efficiency and effectiveness of operation, empowerment, skill staffing, job design, organization performance, significant effect on organizational performance, positive on organization performance, engagement of all employees, customer focused, reduction in organization constraint, supplying of enough training material had a strong relation with the

satisfaction of youth needs (Chuang, et al., 2015; Cornelis, et al., 2019; Muthigah, et al., 2022; Mathushan, et al., 2022; Shayegan, et al., 2022). The research result indicated that human resource capability affects the satisfaction of youth needs positively through well-being, talent acquisition, best practices, compensation, performance management, equity, through eliminating discrimination health and safety. Employment conditions, health, equity education and development can enhance the satisfaction of youth needs. Addressing discrimination, supporting rural and urban youth and addressing ethnic inequalities can also contribute to the satisfaction of youth needs. The research study result indicated that human resource capability has a significant relationship with the satisfaction of youth needs through organization design and culture, facilities and workplace, leadership and succession planning and organization design. Human resource capability can increase motivation, respect and affirmative emotions, safeguard the health and safety of employees, employee performance and output, can foster trust through working legislation, trade union intervention, manuals and policies. Based on the literature review, product quality, compensation motivational system, self- realization team building, optimization, software development, performance assessments and motivation through human resource capability has a significant relationship with the satisfaction of youth needs (Li, 2022). In response to the research problem human resource capability can contribute to young people that are underprivileged in getting through with education and employment opportunities that can strengthen their skills and keep them in secure forms of employment. The result demonstrate significance through young people being empowered to advance their development, professionalism and increase their knowledge through human resource capability. Human resource capability can alter employee action through skill development which in turn can increase employee performance which is supported by the double looping theory (Harrison, 2021). The result contributes to literature and

to practice through human resource capability empowering young people to achieve based on their goals to advance their development and growth.

Research Question 2/Hypothesis: Establishment of Youth Groups

The establishment of youth groups has a very strong relation with the satisfaction of youth needs which confirmed the alternative hypothesis that youth groups have a significant relationship with satisfaction of youth needs. The literature review result indicated that the establishment of youth groups had a very strong relation with the satisfaction of youth needs (Kazan, et al., 2014). The research result is higher in significance than the previous study result. The study result is aligned to the transformational leadership theory which asserts not all transformational leadership attributes are manifested the same time but are manifested based on the situation which may require inspiring, motivating and influencing (Yaghi, 2017). In relation to the literature review, the attributes, values, career advancement and educational attainment were impacted by youth groups to enable young people to impactful in making a valuable contribution to their community which led to the satisfaction of their needs (Kazan, et al., 2014). The conceptual framework youth empowerment group has positive cultures, mental and behavioral health and safety with a very strong relation with the satisfaction of youth needs. In relation to the literature review result mental and behavioral health, safety and positive cultures had a strong relation with the satisfaction of youth needs (Trisnowati, et al., 2021). The research result is more significant than the literature review result. The result supports the connectiveness theory which asserts that information from entities and other mediums are used to acquire knowledge which aids in development through channels of motivation and empowerment (Herlo, 2017). The youth life skills group based on the conceptual framework has health and wellness, development and community in overcoming challenges with a very strong relation with the satisfaction of youth needs. The literature review

result had community services, development and health and wellness in overcoming challenges with a significant relation with the satisfaction of youth needs (Sukumar, et al., 2022). The research result is lower in significance than the literature review result. Additionally, the research result aligns with the dependency theory in which an entity is reliant on another which drives interdependence through control of the resources by the supportive entity (Mwai, et al., 2014). The conceptual framework on youth leadership development group has opportunity and diversity, preventative services and inclusion to motivate young people to achieve their aspirations in satisfying their needs. The literature review result, based on the descending order of significance had opportunity and diversity, preventative services and inclusion to motivate young people to achieve their aspirations in satisfying their needs (Epitropaki, et al., 2018). The research result for inclusion and preventative services is more significant than the literature review result whereas the opportunity and diversity had more significance than the research result. Based on the present study result establishment of youth groups, duty performance, overcoming shortcomings, faithfulness, cognition, duty performance and overcoming shortcomings, character, caring, confidence and competence, political and economic disorder, supporter, role model and policy enforcer, a sense of community belonging, knowledge of services and resources, mental health and well-being, fast food, indecent sexual encounters and drug use, life set, intercept and crisis services, supporter, role model and policy enforcer, positive impact, handling stress, depression and anxiety, entrepreneurial skills based on role model has a very great effect, knowledge through experience and exchange support, knowledge through experience and exchange support have positive relations with the establishment of youth groups and the satisfaction of youth needs whereas humanistic values had a moderate negative effect with the satisfaction of youth needs. In relation to the literature review based on previous studies establishment of youth groups, duty

performance, cognition and overcoming shortcomings, confidence, competence, character, connections and caring, political disorder and economic disorder, supporter, role model and policy enforcer, a sense of community belonging and knowledge of services, mental health and well-being, fast food, indecent sexual encounters and drug use, life set, intercept and crisis services, supporter, role model and policy enforcer, positive impact, handling stress, depression and anxiety, entrepreneurial skills, knowledge through experience and exchange support had a strong relation with the establishment of youth groups and the satisfaction of youth needs, whereas humanistic values had a moderate negative effect with the satisfaction of youth needs (Kazan, et al., 2014; Agapie, et al., 2022; Szemerszki, 2015; Kelly, et al., 2022; Takase, et al., 2019; Kocsis, 2022; Gladstone, et al., 2019; Kaza, et al., 2014). In relation to youth groups contributing to the satisfaction of youth needs, training in survival skills and life skills, healthy behaviors, leadership, information and technology are highlighted as themes that are related to youth groups in contributing to the satisfaction of youth needs. However, the concerns were that young people in rural communities are not able to be impacted by youth groups, discussing sensitive matters are not convenient in youth group settings, youth groups not being able to support young people that addicts and suffering with mental instability and adults in youth groups being barriers to young people assuming leadership positions. Education and training, development and empowerment were the areas highlighted in relation to youth groups which has a significant relationship with the satisfaction of youth needs. The research result was supported by the social activism theory which confirms that unified efforts contribute to resolving social issues to influence existing social order to impact lives positively through the wealth of knowledge (Darden, 2021). The research result responds to the study problem through the youth group implementing its mandate to contribute to the improvement of the youth programme by satisfying youth needs. The research result

demonstrates significance by the youth groups empowering young people to develop themselves wholistically to emerge as agents of positive change and contributes to the existing literature by establishing that youth groups empower young people to make valuable contributions to their development. In relation to the literature review, the attributes, values, career advancement and educational attainment were impacted by youth groups to enable young people to impactful in making a valuable contribution to their community which led to the satisfaction of their needs (Kazan, et al., 2014).

Research Question 3/Hypothesis: Creation of Youth Frameworks

The creation of youth frameworks has a very strong relation with the satisfaction of youth needs which confirmed the alternative hypothesis that youth frameworks have a significant relation with satisfaction of youth needs. In relation to the literature review result, the creation of frameworks has a very strong relation with the satisfaction of youth needs (Trisnowati, et al., 2021). The research study result is slightly more significant than the literature review result. Youth frameworks, based on the literature review are pivotal in satisfying youth needs (Proctor, et al., 2008). The research result supports the McKinsey 7s Model Theory in that the performance of entities are based on soft and hard factors in achieving the goals of entities (Jan & Zavodna, 2022). The conceptual framework information and support have unemployment, support environment and mental health with a perfect relation with the satisfaction of youth needs safeguarded. In relation to the literature review result had supportive environment with a very strong relation, unemployment with a very strong relation and mental health with a strong relation with the satisfaction of youth needs safeguarded (Casey, 2022). Supportive environment was higher in significance for the literature review result as compared to unemployment and mental health with higher significance for the research study than the literature review. The research result is aligned

to the transformational leadership theory in that contributing to followers through a leader effort is transformational in nature to inspire followers to achieve set goals (Kennelly, 2023). The conceptual framework enabling environment has bonding with a very strong influence, youth responsive services with a strong influence and youth friendly laws with a strong influence in their facilitation of new forms of cooperation leading to the satisfaction of youth needs. According to the literature review result had bonding with a strong influence, youth responsive services had a moderate influence and youth friendly laws had a moderate influence in their facilitation of new forms of cooperation leading to the satisfaction of youth needs (Clemensson, et.al., 2010). The research study result is more significant than the literature review result. The research result is aligned with the discovery theory in that new avenues that arise from market conditions contribute to the new products and services that satisfy the needs of stakeholders (Nilsson, et al., 2020). The conceptual framework assets have formal training with a very strong influence, higher order thinking skills with a very strong influence and training with a moderate influence on relational and development systems that leads to the satisfaction of youth needs. The literature review result had formal training with a very strong influence, higher order thinking skills with a very strong influence and training with a moderate influence on relational and development systems that leads to the satisfaction of youth needs (Gomez-Baya, et al., 2021). The literature review result was more significant than the research result. The research result aligns to the relationship theory in that rules regulate relationships and when the rules are broken the relationship is broken as well (Whittemore, 2021). The creation of frameworks influence the satisfaction of youth needs through empowerment and engagement, health and well-being, self-actualization and self-esteem and training. The literature review indicated that the youth frameworks based on their policy provide opportunities and the necessary resources to support young people to provide the avenues with

support from donor agencies and country governments. There are some areas that youth frameworks are not able to reach like the displaced and marginalized who reside in rural and urban communities that are affected by social ills and lack basic amenities. The creation of youth frameworks has a significant influence on the satisfaction of youth through relationship and inclusion, leadership, equality and human rights, employment and opportunity, skills development and entrepreneurship. However, youth frameworks are not able to reach young people that are involved in gang and criminal related activities. In addition, there are cultural, norm and value barriers that can make it challenging for youth framework to reach young people who are appose to diversity and inclusion. The research result is aligned with the resource theory in that resources are matched with capabilities to experience maximum returns through decision making (Zhang & Li, 2023). The research result responds to the research problem to satisfy the needs of young people in terms of their advocacy in civic affairs, their enrollment in education institution, their contribution to economic development and their active participation in youth arm of political parties. The research result demonstrate significance through young people that are graduating from higher forms of education, the professions young people are employed in at supervisory and management levels and the changes in policy and laws as a result of young people advocating for equality, equity, freedom of movement and against discrimination. The research result contributes to the existing literature and to practice through the creation of youth frameworks that satisfy the needs of young people through the programmes implemented to enable the development and empowerment of young people. In addition, the research result is aligned with the grounded theory analysis in that environments that are safe through relationships result in meeting the needs of all involved (Alvarez and Barney, 2007; Colacchio, 2023).

Research Question 4/Hypothesis: Instituting of Youth Plat-forms

Instituting of plat-forms has a very strong relation with the satisfaction of youth needs which confirmed the alternative hypothesis that youth plat-forms have a significant relation with the satisfaction of youth needs. According to the literature review, the institution of plat-forms had a very strong relation with the satisfaction of youth needs (Evelia, et al., 2016). The research review result was slightly less significant with the literature review result. The research result is aligned to the civic voluntarism theory in that the factors of production are converted to valuable resources which is due to development of people that contribute to their welfare (Sekatle & Selepe, 2023). Youth social plat-form conceptual framework has youth centered services, civil dialogue and social protection with a very strong relation with the satisfaction of youth needs. According to the literature review social protection had a very strong relation, youth centered services had a very strong relation and civil dialogue had a very strong relation with the satisfaction of youth needs (Dang, 2021). The research result is more significant than the literature review result. The research result is aligned to Kolb's experiential learning theory in that reflective observation when applying theory, experiences and live events contribute to learning that is applied in skill application which is empowering (Rossetti, 2023). The conceptual framework resilience and humanitarian plat-form has food and security with a very strong effect, wealth and peace with a very strong effect and sustainable urban development with a strong effect in assisting young people in overcoming challenges to positively affect their satisfaction of youth needs. According to the literature review, food and security had a very strong effect, wealth and peace with a strong effect and sustainable urban development with a strong effect in assisting young people in overcoming challenges to positively affect their satisfaction of youth needs. The research review result is more significant than the literature review result. The research result is aligned to the liberalism theory in that social order and improvements to one's life that is driven by self and group interest is

accomplished through freedom and social fairness (Kandiyali, 2013). The conceptual framework on youth economic plat-form has competitive effect with a very strong impact, governance with a strong impact and transaction with a strong impact in advancing careers and creating entrepreneurship opportunities and providing technical assistance to positively affect the satisfaction of youth needs. According to the literature review competition effect had a very strong effect, governance with a strong effect and transaction with a strong effect in advancing careers and creating entrepreneurship opportunities and providing technical assistance to positively affect the satisfaction of youth needs (Songet, et al., 2022). The research result is less significant than the literature review result, however, transaction was less significant for the literature review result. In relation to the present study result institution of plat-forms, growth, law as an instrument of justice and development, bio-diversity and nature and healthy communities has a strong effect on the satisfaction of youth needs and whereas indigenous rights have a very weak effect on the satisfaction of youth needs. Based on the literature review, the institution of plat-forms, growth, law as an instrument of justice and development, bio-diversity and nature, healthy communities with a strong effect on the satisfaction of youth needs and indigenous rights with a weak effect on the satisfaction of youth needs (Evelia, et al., 2016; Meinema, 2020; Song, et al., 2022; Alcalá, et al., 2006). The youth plat-forms are strengthening young people interest in mental health and well-being, educated on safety, traffic laws and defensive driving, political, civic and social affairs, e-courses based on Information and Communication Technology (ICT) devices that are environmentally and user friendly in order to have them to contribute to the development of their respective communities and country. However, young people are finding it challenging to access devices and the internet to be involved in programmes and activities launched by the youth plat-forms to participate in political, civic and social affairs, young people are absent from active

participation in social, political and civic matters because of lack of interest and young people find it challenging to advance their education, careers and social relations. The research result is aligned to the stakeholder theory in that other stakeholders other than employees, managers and shareholders add value to resources in a circular way rather than only those who benefit from the resources directly (Al-Nasser Mohammed, et al., 2017). According to the literature review result, young people are being represented by youth plat-forms on matters that deal with human rights, security, sustainable development, security, peace and humanitarian needs. Moreover, the youth plat-forms are motivating, mobilizing and empowering young people in increasing their skills, capabilities and capacity (Ababa, 2022). Youth plat-forms have a significant relationship with the satisfaction of youth needs in mobilizing young people to play an active role in social, civic and political affairs that promote rights, freedom, justice, equality, equity and inclusion and in sustainable development. There were some concerns as it relates youth plat-forms not being able to reach urban and rural communities that are affected by crime, violence and illegal drugs and young people not being involved in advocacy to improve their welfare and standard of living. According to the literature review result, young people are receiving from the youth plat-forms relevant training in skill sets and life skills, are getting emotional and physiological assistance to combat stress, depression and in overcoming challenges through being resilient (Manjula, et al., 2014). The research result responds to the study problem by youth plat-forms contributing to the education, well-being, civic, economic educational, sporting and political needs of young people. Youth plat-forms are responsible to mobilize and motivate young people to develop their physical, social and intellectual capability and capacity to effect positive change (Ababa, 2022). The research result demonstrates significance, contributes to existing literature and contribute to practice through the young people that have received educational scholarships, contributed from

training in skill sets that pertain to their profession, engaged young people in sporting programmes that fostered peace and security so that young people can overcome the problems with conflict, embarked on health and well-ness initiatives to improve the health and well-ness of young people and sensitizing young people to make positive changes to be active in political, civic and social affairs to aid in their development and growth in contributing to micro and macro development.

Research Question 5/Hypothesis: Role of Youth Networks

The contribution of youth networks has a moderate relation with the satisfaction of youth needs. In relation to the literature review result the contribution of youth networks had a moderate relation with the satisfaction of youth needs (Webber, 2017). The research result is slightly more significant than the literature review result. The research result is in line with the actor network theory in that youth networks are able to get access to resources through working with country governments and other agencies to resolve issues that affect young people (Pablo, et al., 2022). The conceptual framework youth sports for development and peace network has response to emergencies with a very strong contribution, restructuring life with a very strong contribution and social inclusion with a strong contribution to the satisfaction of youth needs. In relation to the literature review result restructuring life had a very strong contribution, respond to emergencies and disasters had a strong contribution and there was no result for inclusion because of no evidence of its contribution to the satisfaction of youth needs (Tafadar, 2020). The research result is more significant than the literature review result. The conceptual framework youth health network has substance use with a very strong effect, dental care with a very strong effect, exercise activities with a strong effect and eating habits with a moderate effect with their contribution to the satisfaction of youth needs. According to the literature review had dental care with a very strong effect, substance use with a very strong effect, exercise activities with a moderate effect and eating

habits with a moderate effect in their contribution to the satisfaction of youth needs (Logie, et al., 2022). Dental care and eating habits based on the literature review are more significant than the research result whereas substance use and exercise activities for the present study are more significant than the literature review result. The research result is in line with the cognitivism theory in that knowledge is required in performing task which consist of retrieving and receiving information so that the task can be done perfectly (Moyo, et al., 2023). The youth rights and democracy network conceptual framework has participation with a very strong contribution, school to work transition with a very strong contribution, conscientious objection to military service with a strong contribution to the satisfaction of youth needs. The literature review had participation with a strong contribution, school to work transition with a strong contribution and conscientious objection to military service with a strong contribution (Sobantu, et al., 2022). The research result is more significant than the literature review result. The research result supports the social cognitive theory in that behavior can be altered based on the relationship between an individual and their environment which can alter the behavior (Ardvin, et al., 2022). In relation to the present study results, motivational constructs, youth networks build youth capacity, youth networks in restructuring the lives of young people, emergencies and disasters have a strong relation with the satisfaction of youth needs. Based on the literature review, the previous study results, motivational constructs, youth networks build youth capacity, youth networks in restructuring the lives of young people, emergencies and disasters had a strong relation with the satisfaction of youth needs whereas motivational construct had no relation with the satisfaction of youth needs (Wegemer, 2021; Zou, et al., 2015; Kennedy, 2022; Thorpe, 2021). The research results were more significant than the literature review result. The research result supports the rational choice theory in that a cost benefit analysis alternative is used to make decisions in which

chances are taken based on the success or failure of the decision (Beekhoven, et al., 2002). Youth networks empower and inspire young people to realize their dreams and aspirations through civic, political and social affairs involvement, sustainable development, peace and security, academic pursuits, employment in fields of interest, in advocacy and sustainable development. The study result supports the Keynesian theory of Employment in that employment is possible due to demand contributing to additional expenditure and investment that drives lower cost of production down which generates further employment (Habanabakize, et.al., 2018). Youth networks should tackle issues like disability, drug abuse and displacement, collaborate with governments for employment, education and mental health support and partner with country governments to implement preventative road safety measures and to deal with social ills affecting young people. In relation to the literature review, youth networks are operationalized to influence the satisfaction of youth needs (Webber, 2017). The research result responds to the research problem through the youth networks implementing measures to satisfy youth needs based on health care, educational opportunities, sports development, training and empowerment. The research result demonstrates significance, contributes to existing literature and contribute to practice by the youth networks fulfilling their mandate in providing the support to young people that are experiencing higher levels of education, their health and well-ness are being improved, their advocacy is reaching other young people for them to have access to equal rights and opportunities, young people are being empowered to transform their communities, their sustainable projects and initiatives are contributing to climate change positively.

Research Question 6: Satisfaction of Youth Needs

The International Commonwealth Youth Programme has a strong positive effect based on its contribution to the satisfaction of youth needs. In relation to the literature review, the

programme had a strong positive effect in contributing to the satisfaction of youth needs (Best, et al., 2021). The study result is more significant than the literature review result. The research result is in line with the life satisfaction theory in that evaluating the overall quality of life is an indication of the appreciation of life (Kusier, et.al., 2021). The conceptual framework demographics has socio-economic with a strong contribution, gender with a moderate contribution and age with a moderate contribution in predicting the satisfaction of youth needs. In relation to the literature review result had socio-economic with a strong contribution, gender with a moderate contribution and age with a weak contribution in predicting the satisfaction of youth needs (Proctor, et.al., 2009). The research result is more significant than the literature review result. The research result is aligned with the well-being theory in those conscious experiences which includes positive and negative through positive emotions, relationships and engagement contributes to better health, meaning in life and a sense of belonging (Harris, 2022). The conceptual framework personality has happiness with a very strong relation, self-esteem with a very strong relation and stability with a strong relation with the satisfaction of youth needs. In relation to the literature review result, had happiness with a strong relation, self-esteem with a strong relation and stability with a strong relation with the satisfaction of youth needs (Proctor, et al., 2008). The research result is more significant than the literature review. The research result is aligned with the top-down theory in that high life satisfaction is dependent on life domains that are more positive like happiness (Ballout, 2008). The productivity conceptual framework has motivation with a strong relation, self-efficacy with a strong relation, employment with a moderate relation and goals with a weak relation with the satisfaction of youth needs. In relation to the literature review result had motivation with a strong relation, self-efficacy with a strong relation, employment with a moderate relation and goals with a weak relation (Best, et.al.,2021). The research result is more significant

than the literature review result. Youth development, social, civic, political, security, procedure, policy, parents, siblings, social support, healthy lifestyle, academic aspirations, peer relations, motivation, self-positivity, open communication, goals, educational levels, income and occupation have a positive relation with the satisfaction of youth needs. In relation to the literature review, youth development civic, social and political, security, policy and procedure, parents, siblings and social support, healthy lifestyle, academic aspirations and peer relation, self-esteem, self-positivity, open communication and goals, educational levels and income had a strong relation with the satisfaction of youth needs whereas occupation had a weak relation with the satisfaction of youth needs (Mohamad, et al.,2014; Joselowsky, 2007; Della-Giustina, et al., 2022; Nickerson, et al., 2004; Layman, 2022; Szcze´sniak, 2022; Eroglu, 2009). The International Commonwealth Youth Programme contributes to young people participating in political and civic affairs, health and well-being, sports and development, developing requisite skills, education and employment opportunities, equality and inclusion and sustainable development in satisfying their needs. The International Commonwealth Youth Programme need to focus on areas where young people are still affected in getting their needs satisfied like health and well-being, road safety and adherence to traffic laws, employment and opportunities, rights and equality, technology ecosystem and the environment. According to Ullah et al. (2013) on employment and opportunity “To foster equality and equity, job related experiences should be impacted through technology advances, employee relations, free flow of capital and through the interdependency of various sectors” (p. 9). The youth programme with the assistance of country governments can focus on creating new employment opportunities and sustainable development through technology. The intervention by the youth programme is necessary in assisting the disabled youth, those that are marginalized and part of ethnic and religious minority since they are at risk. Based on the literature review it was confirmed

that youth programmes like the International Commonwealth Youth Programme are key in contributing to the satisfaction of youth needs (Macura, 2023). The research result responds to the research problem through the contribution to the satisfaction of youth needs that the programme is making in various areas like education, health and well-ness, political and civic affairs, advocacy and sustainable development. The research result demonstrates significance, contributes to existing literature and contribute to practice through the thirteen networks the youth programme is administering that focuses on all aspects of youth life as it relates to correspondent, health, democracy, education, youth rights, gender equality and planners for instance.

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APPENDICES

Appendix A

Data Collection Summary

Type of Survey (i.e., Questionnaire or Interview or Both)	***To be completed by the student*** *Online survey, online questionnaire and Telephone Interview* ……..
Distribution Method (i.e. Hand Administered/ online, face to face etc)	***To be completed by the student*** *Online on the Survey Monkey Website and through Skype and Zoom* ……..
Date survey was issued/ commences	***To be completed by the student*** *18.05.2023* ……..
Number of respondents participated	***To be completed by the student*** *Three hundred and thirty* ……..
Type of respondents (i.e. Students of secondary education, accountants etc)	***To be completed by the student*** *Administrative staff and youth members of the youth networks* ……..
Location of respondents	***To be completed by the student*** *Respective Countries and Networks* ……..
Date survey was completed/ ended	***To be completed by the student*** *11.06.2023* ……..

Data Collection Details

Research Questions for Online Survey	**Data Summary**
Section 1 Demographics	
Question 1. Please indicate your gender?	Respondents- 159 males and 171 females

Question 2. Age?	18-24- 60 participants, 25-31- 122 participants, 32-38 – 88 participants and 39-45 – 60 participants
Question 3. Which commonwealth region you hold membership?	Africa- 54 participants, Asia- 54 participants, Caribbean and Americas- 54 participants, Europe- 54 participants, Pacific- 54 participants, International- 40 participants and Regional 20 participants
Question 4. Please indicate which youth network you hold membership?	CYC- 275 members, CSA- 5 members, CYCN- 5 members, CAYE- 5 members, CYSDP- 5 members, CHRDN- 5 members, CYPAN- 5 members, CYHN- 5 members, CC 5 members, CCYDN- 5 members, CYSUN- 5 members and CYGEN- 5 members
Section 2. Satisfaction of Youth Needs	
Queston 5. Are high levels of satisfaction of youth needs related to academic aspirations, peer relations and healthy lifestyle?	**Highly related**- Academic Aspirations -88, Peer Relations- 43 and Healthy Lifestyle 193 **Moderately related**- Academic Aspirations -197, Peer Relations- 23 and Healthy Lifestyle 109 **Slightly related**- Academic Aspirations-45, Peer Relations- 256 and Healthy Lifestyle 109 **Not so related -** Academic Aspirations-0, Peer Relations- 7 and Healthy Lifestyle 1 **Not at all related -** Academic Aspirations-0, Peer Relations- 1 and Healthy Lifestyle 0
Question 6. Does self-positivity, self-esteem and open communication relate to the satisfaction of youth needs?	**Strongly agree**- Self Positivity- 94, Self Esteem- 228, Open Communication- 4 **Agree**- Self Positivity- 213, Self Esteem- 96, Open Communication- 3

	Somewhat agree- Self Positivity- 23, Self Esteem- 5, Open Communication- 269 **Somewhat disagree-** Self Positivity- 0, Self Esteem- 0, Open Communication- 43 **Strongly disagree-** Self Positivity- 0, Self Esteem- 0, Open Communication-10
Question 7. Is relationship connected to parents, siblings and social supported related to the satisfaction of youth needs?	**Strongly agree**- Parents- 188, Siblings- 126, Social Support- 4 **Agree**- Parents- 128, Siblings- 181, Social Support- 13 **Somewhat agree-** Parents- 9, Siblings- 17, Social Support- 301 **Somewhat disagree-** Parents- 4, Siblings- 4, Social Support- 13 **Strongly disagree-** Parents- 0, Siblings- 3, Social Support- 0
Question 8. Does youth development have a significant effect on the satisfaction of youth needs?	**Significant effect-** 169 participants **Moderate effect**- 148 participants **Neutral effect**- 13 participants **No effect**- 0
Question 9. Is youth engagement significant and related (Civic, Political and Social) to the satisfaction of youth needs?	**Highly related**- Civic - 95, Political - 53 and Social 181 **Moderately related**- Civic- 187, Political- 32 and Social- 108 **Slightly related**- Civic- 48, Political s- 238 and Social- 44 **Not so related-** Civic- 0, Political- 3 and Social- 1 **Not at all related-** Civic - 0, Political - 0 and Social- 0
Section 3. Role of Youth Networks	Role
Question 10. Do youth networks affect civic behaviour, motivation and perception of inequities positively?	Civic Behaviour-38, Motivation- 148, Perception of Inequities- 144

Question 11. Are the youth networks having the intended impact for youth work and fostering common learning with good practice to address vulnerable young people?	Yes – 325 No- 5
Question 12. Are the youth networks fostering common learning with good practice to address vulnerable youth?	Strongly agree- 236, Agree- 88, Neither agree nor disagree- 1, Disagree- 5 and Strongly disagree- 0
Question 13. Are the youth networks having challenges in carrying out their functions and are their potential are underutilized?	Extremely likely- 15, Very likely- 40, Somewhat likely- 93, Not so likely-57 and Not at all likely- 125
Question 14. Do youth networks affect civic behaviour, motivation and perception of inequities positively?	Strongly agree- 148, Agree- 178, Neither agree nor disagree- -4, Disagree- 0, Strongly disagree- 0
Question 15. Are youth networks able to identify and activate the support to assist young people faced with social issues?	Strongly agree- 171, Agree- 150, Disagree- 9, Disagree- 0, Strongly disagree- 0
Question 16. Are the youth networks operating with clearly defined goals, follow specific functions, there exist continuity, institutional memory and there exist evaluation of youth network efficiency and effectiveness?	Strongly agree- 218, Agree- 106, Somewhat agree- 4, Disagree- 2, Strongly disagree- 0
Section 4: Creation of Frameworks	
Question 17. Whether youth enablement and empowerment through opportunities are being fostered adequately for young people through the youth frameworks?	Strongly agree- 115, Agree- 212, Neither agree nor disagree - 3Disagree- 0, Strongly disagree- 0
Question 18. Whether the youth frameworks are accomplishing their mandate in promoting against illegal drug use by young people to reduce the drug addiction epidemic?	Somewhat more effective- 19, About as effective- 72, Somewhat less effective- 173, Much less effective- 66
Question 19. Is there a correlation between health promotion and youth empowerment that is promoted by the youth framework?	Extremely likely- 173, Very likely- 136, Somewhat likely- 14, Not so likely-4, Not at likely 3
Question 20. Whether youth enablement and empowerment through opportunities are being fostered adequately for young people through the youth frameworks?	Strongly agree- 125, Agree- 191, Neither agree nor disagree- 14, Disagree- 0, Strongly disagree-0
Question 21. Are the five C's named competence, confidence, connections, character and caring of youth development being influenced by the youth framework?	Strongly agree- 205, Agree- 119, Neither agree nor disagree- 3 Disagree- 3, Strongly disagree-0
Section 5: Instituting of Plat-Form	
Question 22. Can the youth plat-form influence the satisfaction of needs of young people positively?	Strongly agree- 233, Agree- 92, Somewhat agree- 4, Neither agree

	nor disagree- 0, Disagree 1, Strongly disagree- 0
Question 23. Are young people perception about the youth plat-form positive and do young people find information through the plat-form in satisfying their needs?	Very satisfied- 181, Somewhat satisfied- 141, Neither satisfied-1, Somewhat dissatisfied- 7, Very dissatisfied- 0
Question 24. Is there flexibility messaging through plat-forms on security, health and welfare to impact young people positively?	Very flexible- 182, Somewhat flexible- 136, Neither flexible or inflexible- 2, Somewhat inflexible- 9, Very inflexible -0
Question 25. Does youth user experience of online plat-forms beneficial, cost-effective and have positive effects on physical and psychosocial health?	Strongly agree- 139, Agree- 178, Neither agree nor disagree- 7, Disagee-5, Strongly disagree-0
Question 26. Is the peace and security plat-form through development, law as an instrument of justice and growth affect the satisfaction of youth needs?	Strongly agree- 238, Agree- 86, Somewhat agree- 5, Neither agree nor disagree- 0, Disagee-5, Strongly disagree-0
Question 27. Are young people perception about the youth plat-form positive and do young people find information through the plat-form in satisfying their needs?	Very satisfied- 180, Somewhat satisfied- 146, Neither satisfied nor dissatisfied- 0, Somewhat dissatisfied- 3, Very dissatisfied- 1
Question 28. Is the youth plat-form on peace and security flexible in seeking to sensitize young people and country governments on the regulations and laws that act as instruments of justice for young people in particular?	Very flexible- 179, Somewhat flexible- 145, Neither flexible- 2, Somewhat inflexible- 4, Very inflexible- 0
Question 29. Is preserving the environment through the environment plat-form facilitating engagement in careers for young people that deal with the environment so that they can make a significant impact in safeguarding natural habitats and implementing environmental initiatives?	Strongly agree- 165, Agree- 157, Neither agree and nor disagree- 2, Disagree- 6, Strongly disagree- 0
Section 6: Establishment of Youth Groups	
Question 30. Do youth groups have a positive impact on youth that address issues that affect them negatively?	Strongly agree- 198, Agree- 125, Neither agree and nor disagree- 1, Disagree- 6, Strongly disagree- 0
Question 31. Are youth groups able to educate young people in humanistic values?	Strongly agree- 115, Somewhat agree- 203, Neither agree nor disagree- 5, Disagree- 6, Strongly disagree- 1
Question 32. Do youth groups impact young people in influencing them to exhibit attributes like faithfulness, cognition, duty performance and overcoming shortcomings in oneself and others?	Extremely likely- 118, Very likely- 144, Somewhat likely- 57, Not so likely- 10, Not at all likely- 1

Question 33. Do youth groups support the mental health and well-being of young people?	Strongly agree- 197, Agree- 127, Neither agree or disagree- 0, Disagree- 5, Strongly disagree-0
Question 34. Can young people ease of their social pressures and mental loads by participating in youth groups that share knowledge through experiences and exchange support?	Extremely likely- 160, Very likely- 157, Somewhat likely- 10, Not so likely- 3, and Not all likely- 0
Question 35. Are youth who possess higher levels of the five C's (competence, confidence, connections, character and caring) demonstrating greater resistance to negative peer influence?	Strongly agree- 200, Agree- 119, Somewhat agree- 6, Neither agree nor disagree- 0, Disagree- 5, Strongly disagree - 0
Question 36. Do youth groups deal with issues that may arise from stress, depression and anxiety thereby leading to the satisfaction of youth needs?	Strongly agree- 194, Agree- 128, Neither agree nor disagree- 1, Disagree- 7, Strongly disagree- 0
Question 37. Is the intercept through the volunteering group helpful with the unfavorable behaviors that deal with fast-food consumption, drug use and indecent sexual encounters?	Strongly agree- 129, Somewhat agree- 194, Neither agree nor disagree-0, Disagree- 6, Strongly disagree- 0
Question 38. Do youth groups minimize external factors like economic and political disorders to affect moral values of young people adversely in displacing them?	Extremely likely- 18, Very likely- 87, Somewhat likely- 98, Not so likely- 119, Not at all likely- 8
Question 39. Is the youth mentoring group through role model, supporter, policy enforcer contributing to the satisfaction of youth needs?	Extremely likely- 107, Very likely- 167, Somewhat likely- 43, Not so likely- 13, Not at all likely- 0
Question 40. Is role model through the youth mentoring group been able to impact young people in exhibiting entrepreneurial skills for instance that have had positive outcomes like transforming their lives and fostering economic growth?	Strongly agree- 197, Agree- 129, Neither agree nor disagree-0, Disagree- 4, Strongly Disagree-0
Question 41. Are youth groups that are web-based, geography-specific and supportive influence knowledge of services, resources and sense of community belonging that leads to the satisfaction of youth needs?	Strongly agree- 156, Agree- 161, Neither agree nor disagree-7, Disagree- 6, Strongly Disagree-0
Question 42. Do youth volunteering group through life set, intercept and crisis services influence the satisfaction of youth needs?	Extremely likely- 159, Very likely- 146, Somewhat likely- 16, Not so likely- 9, Not at all likely- 0
Section 7. Human Resource Capability	
Question 43. Does human resource capability influence organizational effectiveness, job satisfaction organizational commitment and service quality of employees to lead to the satisfaction of youth needs?	Extremely likely- 152, Very likely- 163, Somewhat likely- 13, Not so likely- 2, Not at all likely- 0

Question 44. Can human resource capability through career progression system increase staff's morale thereby leading to the satisfaction of youth needs?	Strongly agree- 200, Agree- 127, Neither agree nor disagree-0, Disagree- 3, Strongly Disagree-0
Question 45. Are human resource capability practices significantly positively related to human capital and can it positively affect firm innovation to lead to the satisfaction of youth needs?	Strongly agree- 227, Agree- 100, Neither agree nor disagree-0, Disagree- 3, Strongly Disagree-0
Question 46. Do human resource capability practices have a positive and significant effect on the transformational leadership and organizational performance?	Strongly agree- 222, Agree- 106, Neither agree nor disagree-2, Disagree- 0, Strongly Disagree-0
Question 47. Can human resource capability through customer focused, reduction in organizational constraints, engagement of all employees in creating strategies and supplying of enough training material contribute to the satisfaction of youth needs?	Extremely likely- 49, Very likely- 162, Somewhat likely- 117, Not so likely- 2, Not at all likely- 0
Question 48. To meet the efficiency and effectiveness of the operations of various aspects of organizations should human resource planning especially for young people be strategically coordinated?	Extremely likely- 173, Very likely- 146, Somewhat likely- 9, Not so likely- 2, Not at all likely- 0
Question 49. Can human resource capability by engaging highly skilled staff to achieve high levels of performance enhance the satisfaction of youth needs?	Strongly agree- 208, Agree- 119, Neither agree nor disagree- 0, Disagree- 3, Strongly Disagree-0
Question 50. Can human resource capability have a significant positive influence on organizational performance that leads to the satisfaction of youth needs?	Strongly agree- 222, Agree- 107, Neither agree nor disagree- 0, Disagree- 1, Strongly Disagree-0
Question 51. Do human resource capability practices have a positive and significant effect on the organizational performance?	Strongly agree- 279, Agree- 50, Neither agree nor disagree- 0, Disagree- 1, Strongly Disagree-0

Research Questions for Online Questionnaire	**Data Summary**
Section 1 Demographics	
Question 1. Please indicate your gender?	Respondents- 159 males and 171 females
Question 2. Age?	18-24- 89 participants, 25-31- 117 participants, 32-38 – 77 participants and 39-45 – 47 participants
Question 3. Which commonwealth region you hold membership?	Africa- 54 participants, Asia- 54 participants, Caribbean and Americas- 54 participants, Europe- 54 participants, Pacific- 54 participants, International- 40

	participants and Regional 20 participants
Question 4. Which commonwealth region you hold membership?	CYC- 275 members, CSA- 5 members, CYCN- 5 members, CAYE- 5 members, CYSDP- 5 members, CHRDN- 5 members, CYPAN- 5 members, CYHN- 5 members, CC 5 members, CCYDN- 5 members, CYSUN- 5 members and CYGEN- 5 members
Section 2. Satisfaction of Youth Needs	
Question 5. Whether the International Commonwealth Youth Programme contributes to the satisfaction of youth needs?	Always- 41, Most of the time- 222, About half the time- 66, Once in a while- 1, Never- 0
Question 6. How does human resource capability affect the satisfaction of youth needs?	Very positively- 127, Somewhat positively- 200, Neutral- 3, Somewhat negatively- 0, Very negatively- 0
Question 7. Can the establishment of youth groups contribute toward the satisfaction of youth needs?	Extremely likely- 96, Very likely- 205, Somewhat likely- 29, Not so likely- 0, Not at all likely- 0
Question 8. Does the creation of frameworks influence the satisfaction of youth needs?	Extremely likely- 70, Very likely- 207 Somewhat likely- 52, Not so likely- 0, Not at all likely- 0
Question 9. How can instituting plat-forms affect the satisfaction of youth needs?	Very positively- 101, Somewhat positively- 227, Neutral-1, Somewhat negatively- 1, Very negatively- 0
Question 10. What contribution has the role of youth networks played towards the satisfaction of youth needs?	Highly significant- 151, About as significant- 178, Not significant- 1, Somewhat less significant- 0, Much less significant- 0
Question 11. Does human resource capability have a significant relationship with the satisfaction of youth needs?	Extremely likely- 227, Very likely- 98, Somewhat likely- 5, Not so likely- 0, Not at all likely- 0
Question 12. Do establishments of youth groups have a significant relationship with the satisfaction of youth needs?	Extremely likely- 98, Very likely- 205, Somewhat likely- 27, Not so likely- 0, Not at all likely- 0
Question 13. Does creation of frameworks have a significant relationship with the satisfaction of youth needs?	Extremely likely- 96, Very likely- 199, Somewhat likely- 35, Not so likely- 0, Not at all likely- 0

Question 14. Does institution of plat-forms have a significant relationship with the satisfaction of youth needs.?	Extremely likely- 108, Very likely- 192, Somewhat likely- 30, Not so likely- 0, Not at all likely- 0
Question 15. Does the contribution of youth networks have a significant relationship with the satisfaction of youth needs?	Extremely likely- 214, Very likely- 108, Somewhat likely- 7, Not so likely- 0, Not at all likely- 0
Question 16. How strong does demographics like age, gender, socio-economic contribute to the prediction of the satisfaction of youth needs?	Age- 89, Gender- 105, Socio-economic - 136
Question 17. Are personality outcomes (happiness, self-esteem, stability) related to the satisfaction of youth needs?	**Highly related**- Happiness-191, Self-esteem- 59 and Stability- 80 **Moderately related**- Happiness-112, Self-esteem- 129 and Stability- 89 **Somewhat related**- Happiness-26, Self-esteem- 142 and Stability- 161 **Not so related** – Happiness- 0, Self-esteem- 0 and Stability- 0 **Not at all related** - Happiness- 0, Self-esteem- 0 and Stability- 0
Question 18. Is productivity (employment, goals, motivation, self-efficacy) positively related to the satisfaction of youth needs?	**Highly positively related**- Employment -44, Goals- 32, Motivation- 156 and Self-efficacy - 97 **Moderately positively related**- Employment -12, Goals- 34, Motivation- 158 and Self-efficacy - 126 **Somewhat positively related**- Employment -55, Goals- 175, Motivation- 14 and Self-efficacy - 86 **Not so related** – Employment - 219, Goals- 87, Motivation- 0 and Self-efficacy – 13 **Not at all related**- Employment - 1, Goals- 1, Motivation- 0 and Self-efficacy - 0

Question 19. Do socioeconomic factors like educational levels, occupations and income affect the satisfaction of youth needs?	**Highly positively affected**- Educational levels- 239, Occupations- 62 and Income- 29 **Moderately positively affected**- Educational levels- 25, Occupations- 263 and Income- 42 **Positively affected**- Educational levels-66, Occupations- 5 and Income- 259 **Not affected-** Educational levels- 0, Occupations- 0 and Income- 0 **Not at all affected-** Educational levels- 0, Occupations- 0 and Income- 0
Question 20. Is a safe work environment (security, procedure and policy) related to the satisfaction of their needs?	**Highly related**- Security- 174, Procedure- 34 and Policy- 122 **Very related**- Security- 100, Procedure- 197 and Policy- 33 **Moderately related**- Security- 56, Procedure- 99 and Policy- 175 **Not very related**- Security- 0, Procedure- 0 and Policy- 0 **Not at all related**- Security- 0, Procedure- 0 and Policy- 0
Section 3: Role of Youth Networks	
Question 21. Is the sports for development and peace network (social inclusion, restructuring life and response to emergencies and disasters) contributing to the satisfaction of youth needs?	**Extremely likely**- Social inclusion- 43 Restructuring life- 194, Response to emergencies and disasters- 93 **Very likely**- Social inclusion- 210 Restructuring life- 95, Response to emergencies and disasters- 24 **Somewhat likely**- Social inclusion- 76 Restructuring life- 41, Response to emergencies and disasters- 212 **Not so likely**- Social inclusion- 0 Restructuring life- 0, Response to emergencies and disasters- 0 **Not at all likely**- Social inclusion- 0 Restructuring life- 0, Response to emergencies and disasters- 0

Question 22. Are the youth networks able to restructure young people lives?	Yes – 295 No- 34
Question 23. Are the social and humanitarian needs being met by the youth networks?	Yes – 291 No- 39
Question 24. Is happiness dependent on high domestic product, healthy life expectancy, social support, freedom of choice and generosity?	**Highly dependent**- High domestic product-1, Healthy life expectancy- 174, Social Support- 8, Freedom of choice- 147, Generosity- 0 **Very dependent**- High domestic product- 171, Healthy life expectancy- 101, Social Support- 23, Freedom of choice- 10, Generosity- 25 **Moderately dependent**- High domestic product- 74, Healthy life expectancy- 28, Social Support- 41, Freedom of choice- 169, Generosity- 18 **Dependent**- High domestic product- 22, Healthy life expectancy- 18, Social Support- 62, Freedom of choice- 4, Generosity- 223 **Not dependent**- High domestic product- 62, Healthy life expectancy- 9, Social Support- 196, Freedom of choice- 0, Generosity- 63
Question 25. Is there a positive relation with respond to emergencies, disasters and the youth rights and democracy network with its influence?	Yes – 289 No- 41
Question 26. Do youth sports for development and peace network (social inclusion, restructuring life and response to emergencies and disasters) contribute to the social and humanitarian needs of young people?	**Strongly agree**- Social inclusion- 48, Restructuring life- 193, Response to emergencies and disasters- 89 **Moderately agree**- Social inclusion- 192, Restructuring life- 108, Response to emergencies and disasters – 29 **Agree**- Social inclusion- 89, Restructuring life- 29, Response to emergencies and disasters- 212

	Disagree- Social inclusion- 0, Restructuring life- 0, Response to emergencies and disasters- 0 **Strongly disagree**- Social inclusion- 0, Restructuring life- 0, Response to emergencies and disasters- 0
Question 27. Are the youth rights and democracy network collaborating on common issues to build youth capacity?	Yes- 291 No- 39
Question 28. Is there a relation with respond to emergencies, disasters and the sports for development and peace network with its influence on the satisfaction of youth needs?	**Highly related**- Emergencies- 291, Disasters- 43 **Somewhat related**- Emergencies- 39, Disasters- 270 **Neutral**- Emergencies- 4, Disasters- 17 **Somewhat negatively related**- Emergencies- 0, Disasters- 0 **Very negatively related**- Emergencies- 0, Disasters- 0
Question 29. Does the health network (exercise activities, eating habits, dental care and dieting) adopt policies for youth to get easier access to health care due to the social issues that young people experience?	**Highly adopt policies**- Exercise activities- 23, Eating habits - 1, Dental care - 182, Dieting- 124 **Moderately adopt policies**- Exercise activities - 25, Eating habits - 2, Dental care - 137, Dieting - 166 **Somewhat adopt policies**- Exercise activities- 28, Eating habits - 8, Dental care – 9, Dieting - 32 **Not adopt policies**- Exercise activities - 5, Eating habits - 313, Dental care - 0, Dieting- 7 **Not at all adopt policies**- Exercise activities - 0, Eating habits - 0, Dental care - 0, dieting- 0
Question 30. Are there relationships between youth networks and motivational constructs?	Yes – 295 No- 35
Question 31. Is youth rights and democracy network (school to work transition, conscientious objection to military service and participation) contributing to the satisfaction of youth needs?	**Extremely likely**- School to work transition -86, Conscientious objection to military service- 91, Participation- 153

	Very likely- School to work transition - 215, Conscientious objection to military service- 30, Participation - 85 **Somewhat likely**- School to work transition- 29, Conscientious objection to military service -208, Participation - 92 **Not so likely**- School to work transition- 0, Conscientious objection to military service - 0, Participation - 1 **Not at all likely**- School to work transition- 0, Conscientious objection to military service- 0, Participation - 0
Question 32. Is the health network (exercise activities, eating habits, dental care and substance use) contributing to the satisfaction of youth needs?	**Extremely likely**- Exercise activities- 22, Eating habits- 1, Dental care- 32, Substance use- 274 **Very likely**- Exercise activities- 22, Eating habits- 3, Dental care- 263, Substance use- 40 **Somewhat likely**- Exercise activities- 283, Eating habits- 9, Dental care- 33, Substance use- 4 **Not so likely**- Exercise activities- 3, Eating habits- 313, Dental care- 2, Substance use- 9 **Not at all likely**- Exercise activities- 0, Eating habits- 3, Dental care- 0, Substance use- 1
Question 33. Is social assistance through the gender equality network advocating for policies to reduce poverty, ensuring income for vulnerable groups and hunger are given priority to ensure that gender equality is maintained?	**Extremely likely**- Policies to reduce poverty- 30, Ensuring income for vulnerable groups- 0, Hunger are given priority to ensure that gender equality is maintained- 300 **Very likely**- Policies to reduce poverty- 296, Ensuring income for vulnerable groups- 6, Hunger are given priority to ensure that gender equality is maintained- 28

	Somewhat likely- Policies to reduce poverty- 4, Ensuring income for vulnerable groups- 187, Hunger are given priority to ensure that gender equality is maintained- 4 **Not so likely**- Policies to reduce poverty- 0, Ensuring income for vulnerable groups- 87, Hunger are given priority to ensure that gender equality is maintained- 0 **Not at all likely**- Policies to reduce poverty- 0, Ensuring income for vulnerable groups- 48, Hunger are given priority to ensure that gender equality is maintained- 0
Question 34. Are political and institutional impact through the youth ambassador network having an influencing impact on young people in innovation, discrimination and unemployment?	**Highly influential**- Innovation- 134, Discrimination- 46, Unemployment- 149 **Very influential**- Innovation- 27, Discrimination- 157, Unemployment- 145 **Moderately influential**- Innovation- 168, Discrimination- 126, Unemployment- 35 **Not influential**- Innovation- 0, Discrimination- 0, Unemployment- 0 **Not at all influential**- Innovation- 0, discrimination- 0, unemployment- 0
Section 4: Creation of Frameworks	
Question 35. Does assets youth framework (training, formal training and higher order thinking skills) influence the relational and development systems that eventually leads to the satisfaction of youth needs?	**Strongly agree**- Training- 1, Formal training- 160, Higher order thinking skills- 169 **Agree**- Training- 6, Formal training- 169, Higher order thinking skills- 155 **Neutral**- Training- 323, Formal training- 1, Higher order thinking skills- 0

	Disagree- Training- 0, Formal training- 0, Higher order thinking skills- 0, **Strongly disagree**- Training- 0, Formal training- 0, Higher order thinking skills- 0
Question 36. Does the information and support framework (mental health, unemployment and supportive environment) intervene in matters that affect young people to ensure the satisfaction of youth needs are safeguarded?	Extremely likely- 131 Very likely- 162 Somewhat likely- 35 Not so likely- 2 Not likely- 0
Question 37. Does the enabling environment youth framework (bonding, youth responsive services and youth friendly laws) facilitate new forms of cooperation that are normally fostered amongst governments, social institutions and corporations to influence the satisfaction of youth needs?	**Strongly agree**- Bonding- 185, Youth responsive services- 63, Youth friendly laws- 82 **Agree**- Bonding- 91, Youth responsive services- 136, Youth friendly laws- 103 **Neither agree nor disagree**- Bonding- 54, Youth responsive services- 131, Youth friendly laws- 145 **Disagree**- Bonding- 0, Youth responsive services- 0, Youth friendly laws- 0 **Strongly disagree**- Bonding- 0, Youth responsive services- 0, Youth friendly laws- 0
Question 38. Does agency framework through the youth framework related to young people relevance, recognition, leading and legitimacy to address many issues that youth experience?	**Highly related**- Relevance- 7, Recognition- 30, Leading- 293, Legitimacy- 0 **Very related**- Relevance- 59, Recognition- 254, Leading- 9, Legitimacy- 8 **Moderately related**- Relevance- 250, Recognition- 37, Leading- 25, Legitimacy- 18 **Not so related**- Relevance- 13, Recognition- 9, Leading- 3, Legitimacy- 303 **Not at all related**- Relevance- 1, Recognition- 0, Leading- 0, Legitimacy- 1

Question 39. Is the agency framework through the youth framework able to assist young people to face challenges like climate change, gender inequality, unintended pregnancies and human immunodeficiency virus caused by risky behaviors and poor decisions?	**Extremely likely**- Climate change- 83, Gender inequality- 231, Unintended pregnancies- 3, Human immunodeficiency virus- 13 **Very likely**- Climate change- 68, Gender inequality- 93, Unintended pregnancies- 7, Human immunodeficiency virus- 162 **Moderately likely**- Climate change- 23, Gender inequality- 5, Unintended pregnancies- 178, Human immunodeficiency virus- 124 **Not so likely**- Climate change- 156, Gender inequality-, Unintended pregnancies-, Human immunodeficiency virus- **Not at all likely**- Climate change-, Gender inequality-, Unintended pregnancies-, Human immunodeficiency virus-
Section 5: Instituting of Plat-Form	
Question 40. Does the resilience and humanitarian youth plat-form (wealth and peace, food security and sustainable urban development) assist young people in overcoming challenges which affects their satisfaction of youth needs positively?	**Highly positive**- Wealth and peace- 56, Food security- 245, Sustainable urban development- 29 **Somewhat positive**- Wealth and peace- 226, Food security- 84, Sustainable urban development- 20 **Neutral**- Wealth and peace- 48, Food security- 1, Sustainable urban development- 281 **Somewhat negative**- Wealth and peace- 0, Food security- 0, Sustainable urban development- 0 **Very negative**- Wealth and peace- 0, Food security- 0, Sustainable urban development- 0
Question 41. Does the social youth plat-form (youth centered services, civil dialogue and social protection) enhance the satisfaction of youth needs?	**Highly enhances**- Youth centered services- 149, Civil

	dialogue- 115, Social protection- 65 **Moderately enhances**- Youth centered services- 132, Civil dialogue- 83, Social protection- 115 **Somewhat enhances**- Youth centered services- 49, Civil dialogue- 132, Social protection- 149 **Neutral**- Youth centered services- 0, Civil dialogue- 0, Social protection- 0 **Neither enhance or enhance**- Youth centered services- 0, Civil dialogue- 0, Social protection- 0
Question 42. Does the economic youth plat-form (competition effect, governance issues and transaction) through advancing careers, providing technical assistance and creating entrepreneurship opportunities affect the satisfaction of youth needs positively?	**Extremely likely**- Competition effect- 89, Governance issues- 153, Transaction- 88 **Very likely**- Competition effect- 197, Governance issues- 65, Transaction- 68 **Somewhat likely**- Competition effect- 44, Governance issues- 112, Transaction- 174 **Not so likely**- Competition effect- 0, Governance issues- 0, Transaction- 0 **Not at all likely**- Competition effect- 0, Governance issues- 0, Transaction- 0
Question 43. Is the environment plat-form on biodiversity and nature, healthy communities and indigenous rights affecting the satisfaction of youth needs?	**Extremely likely**- Biodiversity and nature- 156, Healthy communities- 146, Indigenous rights- 28 **Very likely**- Biodiversity and nature- 51, Healthy communities- 180, Indigenous rights- 99 **Moderately likely**- Biodiversity and nature- 123, Healthy communities- 4, Indigenous rights- 201

	Not so likely- Biodiversity and nature- 0, Healthy communities- 0, Indigenous rights- 2 **Not at all likely**- Biodiversity and nature- 0, Healthy communities- 0, Indigenous rights- 0
Section 6: Establishment of Youth Groups	
Question 44. Has the youth empowerment group (mental and behavioral health, positive cultures and safety) mobilized and motivated young people to meet their goals, aspirations as it relates to their social, economic and educational pursuits in an effort to satisfy their needs?	**Extremely likely**- Mental and Behavioural health - 38, Positive cultures- 139, Safety - 153 **Very likely**- Mental and Behavioural health - 175, Positive cultures- 83, Safety - 72 **Somewhat likely**- Mental and Behavioural health - 117, Positive cultures- 107, Safety - 104 **Not so likely**- Mental and Behavioural health - 0, Positive cultures- 0, Safety - 0 **Not at all likely**- Mental and Behavioural health - 0, Positive cultures- 0, Safety - 0
Question 45. Has the life skills group (development, community services, health and wellness) by inspiring young people to overcome challenges contributed to the satisfaction of youth needs?	**Strongly agree**- Development- 105 Community services- 80, Health and wellness- 145 **Agree**- Development- 165 Community services- 61, Health and wellness- 103 **Somewhat agree**- Development- 60 Community services- 189, Health and wellness- 80 **Disagree**- Development- 0 Community services- 0, Health and wellness- 1 **Strongly disagree**- Development- 0 Community services- 0, Health and wellness- 0
Question 46. Has the leadership development group (preventative services, opportunity and diversity and inclusion) through motivation, inspiration and encouragement in young people achieving their goals led to the satisfaction of youth needs?	**Agree**- Preventative services- 69, Opportunity and diversity- 206, Inclusion- 54

	Somewhat agree- Preventative services- 208, Opportunity and diversity- 61, Inclusion- 61 **Neither agree nor disagree**- Preventative services- 53, Opportunity and diversity- 62, Inclusion- 215
Question 47. Is the youth mentoring group through role model, supporter and policy enforcer contributing to the satisfaction of youth needs?	**Highly contributing**- Role model-160, Supporter-170, Policy enforcer- 0 **Modestly contributing**- Role model- 167, Supporter- 142, Policy enforcer- 21 **Contributing**- Role model- 3, Supporter-18, Policy enforcer- 308 **Neither contributing or contributing**- Role model-0, Supporter-0, Policy enforcer- 0 **Not contributing**- Role model- 0, Supporter-0, Policy enforcer- 1
Section 7: Human Resource Capability	
Question 48. Does the human resource capability for employee relations (collective agreements, grievance investigation and employee management) through financial stability and commitment affect the satisfaction of youth needs?	**Extremely likely**- Collective agreements - 61, Grievance investigation – 30, Employee management - 239 **Very likely**- Collective agreements - 180, Grievance investigation - 110, Employee management - 40 **Somewhat likely**- Collective agreements - 89, Grievance investigation - 190, Employee management - 51 **Not so likely**- Collective agreements - 0, Grievance investigation - 0, Employee management - 0 **Not at all likely**- Collective agreements - 0, Grievance investigation - 0, Employee management - 0

Question 49. Does training and development (performance management system, job evaluation and skills management) affect the satisfaction of youth needs in a positive way?	**Very positive**- Performance management system-71 Job evaluation-14, Skills management- 245 **Somewhat positive**- Performance management system- 208, Job evaluation- 77, Skills management- 45 **Neutral-** Performance management system-51 Job evaluation- 239, Skills management- 40 **Not very positive**- Performance management system-0 Job evaluation-0, Skills management-0 **Not at all positive**- Performance management system-0, Job evaluation-0, Skills management-0
Question 50. Is recruitment and hiring through new employees, skills and experience and human resource planning affect the satisfaction of youth needs?	**Greatly agree-** New employees-13, Skills and experience-249, Human resource planning- 68 **Moderately agree-** New employees- 35, Skills and experience- 71, Human resource planning- 224 **Agree-** New employees- 272, Skills and experience-10, Human resource planning- 37 **Neither agree nor disagree-** New employees- 22, Skills and experience-0, Human resource planning- 3 **Disagree-** New employees- 0, Skills and experience-0, Human resource planning- 0

Research Questions for Telephone Interview and Guide	**Data Summary**
Section 1 Demographics	

Question 1. Please indicate your gender?	Respondents- 163 males and 167 females
Question 2. Age?	18-24- 84 participants, 25-31- 83 participants, 32-38 – 82 participants and 39-45 – 81 participants
Question 3. Which commonwealth region you hold membership?	Africa- 54 participants, Asia- 54 participants, Caribbean and Americas- 54 participants, Europe- 54 participants, Pacific- 54 participants, International- 40 participants and Regional 20 participants
Question 4. Please indicate which youth network you hold membership?	CYC- 275 members, CSA- 5 members, CYCN- 5 members, CAYE- 5 members, CYSDP- 5 members, CHRDN- 5 members, CYPAN- 5 members, CYHN- 5 members, CC 5 members, CCYDN- 5 members, CYSUN- 5 members and CYGEN- 5 members
Section 2. Satisfaction of Youth Needs	
Question 5. Is the International Commonwealth Youth Programme contributing to the satisfaction of youth needs**?**	
Question 6. What are the areas that need improvement for the International Commonwealth Youth Programme to meet the satisfaction of youth needs?	
Section 3: Role of Youth Networks	
Question 7. Does the contribution of youth networks have a significant relationship with the satisfaction of youth needs?	
Question 8. What contribution has the role of youth networks played towards the satisfaction of youth needs?	
Section 4: Creation of Frameworks	
Question 9. Does creation of frameworks have a significant relationship with the satisfaction of youth needs?	
Question 10. Does the creation of frameworks influence the satisfaction of youth needs?	
Section 5: Instituting of Plat-Form	
Question 11. How can instituting plat-forms affect the satisfaction of youth needs?	

Question 12. Does institution of plat-forms have a significant relationship with the satisfaction of youth needs?	
Section 6: Establishment of Youth Groups	
Question 13. Can the establishment of youth groups contribute toward the satisfaction of youth needs?	
Question 14. Does establishments of youth groups have a significant relationship with the satisfaction of youth needs?	
Section 7: Human Resource Capability	
Question 15. How does human resource capability affect the satisfaction of youth needs?	
Question 16. Does human resource capability have a significant relationship with the satisfaction of youth needs?	

Instruments

Online Survey

Introduction

My name is Dale Malcolm Joseph and I am a student pursuing the Doctorate of Business Administration with the Unicaf University in Zambia. I am conducting a research study on the International Commonwealth Youth Programme and the satisfaction of youth needs.

The data collected will be kept confidential and is only for academic purposes.

Your time and contribution to this study is highly appreciated. Please note that there are no right or wrong answers and therefore you are requested to give your immediate impression.
Thank you!

This online survey requires you to tick the appropriate scale in regard to the statements below.

Section 1. Demographics (please tick appropriately).

Question 1. Please indicate your gender?

- Male
- Female

Question 2. Age?

- 18-24
- 25-31
- 32-38

- 39-45

Question 3. Which commonwealth region you hold membership?

- Africa
- Asia
- Caribbean and Americas
- Europe
- Pacific
- International
- Regional

Question 4. Please indicate which youth network you hold membership?

- Commonwealth Youth Council (CYC)
- Commonwealth Students Association (CSA)
- Commonwealth Youth Climate Change Network (CYCN)
- Commonwealth Alliance of Young Entrepreneurs (CAYE)
- Commonwealth Youth Sport for Development and Peace (SDP) Working Group (CYSDP)
- Commonwealth Human Rights and Democracy Network (CHRDN)
- Commonwealth Youth Peace Ambassadors Network (CYPAN)
- Commonwealth Youth Health Network (CYHN)
- Commonwealth Correspondents (CC)
- Commonwealth Children and Youth Disability Network (CCYDN)
- Commonwealth Youth for Sustainable Urbanisation Network (CYSUN)
- Commonwealth Youth Gender Equality Network (CYGEN)

Section 2. Satisfaction of Youth Needs

Queston 5. Are high levels of satisfaction of youth needs related to academic aspirations, peer relations and healthy lifestyle?

	Academic aspirations	Peer relations	Healthy lifestyle
Highly related			
Moderately related			
Slightly related			
Not so related			
Not at all related			

Question 6. Does self-positivity, self-esteem and open communication relate to the satisfaction of youth needs?

	Self-positivity	Self-esteem	Open communication
Strongly agree	○	○	○
Agree	○	○	○
Somewhat agree	○	○	○
Somewhat disagree	○	○	○
Strongly disagree	○	○	○

Question 7. Is relationship connected to parents, siblings and social supported related to the satisfaction of youth needs?

	Parents	Siblings	Social Support
Strongly agree	○	○	○
Agree	○	○	○
Somewhat agree	○	○	○
Somewhat disagree	○	○	○
Strongly disagree	○	○	○

Question 8. Does youth development have a significant effect on the satisfaction of youth needs?

- ○ Significant effect
- ○ Moderate effect
- ○ Neutral effect
- ○ No effect

Question 9. Is youth engagement significant and related (Social, Civic and Political) to the satisfaction of youth needs?

	Social	Civic	Political
Highly related	○	○	○
Moderately related	○	○	○
Slightly related	○	○	○
Not so related	○	○	○
Not at all related	○	○	○

Section 3. Role of Youth Networks

Question 10. Do youth networks affect civic behaviour, motivation and perception of inequities positively?

Civic behaviour	Motivation	Perception of inequities
○	○	○

Question 11. Are the youth networks having the intended impact for youth work and fostering common learning with good practice to address vulnerable young people?

- ○ Yes
- ○ No

Question 12. Are the youth networks fostering common learning with good practice to address vulnerable youth?

- ○ Strongly agree
- ○ Agree
- ○ Neither agree nor disagree
- ○ Disagree
- ○ Strongly disagree

Question 13. Are the youth networks having challenges in carrying out their functions and are their potential are underutilized?

- ○ Extremely likely
- ○ Very likely
- ○ Somewhat likely
- ○ Not so likely
- ○ Not at all likely

Question 14. Do youth networks affect civic behaviour, motivation and perception of inequities positively?

- ○ Strongly agree
- ○ Agree
- ○ Neither agree nor disagree
- ○ Disagree
- ○ Strongly disagree

Question 15. Are youth networks able to identify and activate the support to assist young people faced with social issues?

- ○ Strongly agree
- ○ Agree
- ○ Neither agree nor disagree
- ○ Disagree
- ○ Strongly disagree

Question 16. Are the youth networks operating with clearly defined goals, follow specific functions, there exist continuity, institutional memory and there exist evaluation of youth network efficiency and effectiveness?

- Strongly agree
- Agree
- Somewhat agree
- Disagree
- Strongly disagree

Section 4: Creation of Frameworks

Question 17. Whether youth enablement and empowerment through opportunities are being fostered adequately for young people through the youth frameworks?

- Strongly Agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree

Question 18. Whether the youth frameworks are accomplishing their mandate in promoting against illegal drug use by young people to reduce the drug addiction epidemic?

- Somewhat more effective
- About as effective
- Neither effective or effective
- Somewhat less effective
- Much less effective

Question 19. Is there a correlation between health promotion and youth empowerment that is promoted by the youth framework?

- Extremely likely
- Very likely
- Somewhat likely
- Not so likely
- Not at all likely

Question 20. Whether youth enablement and empowerment through opportunities are being fostered adequately for young people through the youth frameworks?

- Strongly Agree
- Agree
- Neither agree nor disagree

- Disagree
- Strongly disagree

Question 21. Are the five C's named competence, confidence, connections, character and caring of youth development being influenced by the youth framework?

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree

Section 5: Instituting of Plat-Form

Question 22. Can the youth plat-form influence the satisfaction of needs of young people positively?

- Strongly agree
- Agree
- Somewhat agree
- Neither agree nor disagree
- Disagree
- Strongly disagree

Question 23. Are young people perception about the youth plat-form positive and do young people find information through the plat-form in satisfying their needs?

- Very satisfied
- Somewhat satisfied
- Neither satisfied nor dissatisfied
- Somewhat dissatisfied
- Very dissatisfied

Question 24. Is there flexibility messaging through plat-forms on security, health and welfare to impact young people positively?

- Very flexible
- Somewhat flexible
- Neither flexible or inflexible
- Somewhat inflexible
- Very inflexible

Question 25. Does youth user experience of online plat-forms beneficial, cost-effective and have positive effects on physical and psychosocial health?

- Strongly agree

- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree

Question 26. Is the peace and security plat-form through development, law as an instrument of justice and growth affect the satisfaction of youth needs?

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree

Question 27. Are young people perception about the youth plat-form positive and do young people find information through the plat-form in satisfying their needs?

- Very satisfied
- Somewhat satisfied
- Neither satisfied nor dissatisfied
- Somewhat dissatisfied
- Very dissatisfied

Question 28. Is the youth plat-form on peace and security flexible in seeking to sensitize young people and country governments on the regulations and laws that act as instruments of justice for young people in particular?

- Very flexible
- Somewhat flexible
- Neither flexible or inflexible
- Somewhat inflexible
- Very inflexible

Question 29. Is preserving the environment through the environment plat-form facilitating engagement in careers for young people that deal with the environment so that they can make a significant impact in safeguarding natural habitats and implementing environmental?

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree

Section 6: Establishment of Youth Groups

Question 30. Do youth groups have a positive impact on youth that address issues that affect them negatively?

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree

Question 31. Are youth groups able to educate young people in humanistic values?

- Strongly agree
- Somewhat agree
- Neither agree nor disagree
- Disagree
- Strongly disagree

Question 32. Do youth groups impact young people in influencing them to exhibit attributes like faithfulness, cognition, duty performance and overcoming shortcomings in oneself and others?

- Extremely likely
- Very likely
- Somewhat likely
- Not so likely
- Not at all likely

Question 33. Do youth groups support the mental health and well-being of young people?

- Strongly agree
- Agree
- Neither agree or disagree
- Disagree
- Strongly disagree

Question 34. Can young people ease of their social pressures and mental loads by participating in youth groups that share knowledge through experiences and exchange support?

- Extremely likely
- Very likely
- Somewhat likely
- Not so likely
- Not at all likely

Question 35. Are youth who possess higher levels of the five C's (competence, confidence, connections, character and caring) demonstrating greater resistance to negative peer influence?

- Strongly agree

- Agree
- Somewhat agree
- Neither agree nor disagree
- Disagree
- Strongly disagree

Question 36. Do youth groups deal with issues that may arise from stress, depression and anxiety thereby leading to the satisfaction of youth needs?

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree

Question 37. Is the intercept through the volunteering group helpful with the unfavorable behaviors that deal with fast-food consumption, drug use and indecent sexual encounters?

- Strongly agree
- Somewhat agree
- Neither agree nor disagree
- Disagree
- Strongly disagree

Question 38. Do youth groups minimize external factors like economic and political disorders to affect moral values of young people adversely in displacing them?

- Extremely likely
- Very likely
- Somewhat likely
- Not so likely
- Not at all likely

Question 39. Is the youth mentoring group through role model, supporter, policy enforcer contributing to the satisfaction of youth needs?

- Extremely likely
- Very likely
- Somewhat likely
- Not so likely
- Not at all likely

Question 40. Is role model through the youth mentoring group been able to impact young people in exhibiting entrepreneurial skills for instance that have had positive outcomes like transforming their lives and fostering economic growth?

- Strongly agree
- Agree
- Neither agree or disagree
- Disagree
- Strongly disagree

Question 41. Are youth groups that are web-based, geography-specific and supportive influence knowledge of services, resources and sense of community belonging that leads to the satisfaction of youth needs?

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree

Question 42. Do youth volunteering group through life set, intercept and crisis services influence the satisfaction of youth needs?

- Extremely likely
- Very likely
- Somewhat likely
- Not so likely
- Not at all likely

Section 7. Human Resource Capability

Question 43. Does human resource capability influence organizational effectiveness, job satisfaction organizational commitment and service quality of employees to lead to the satisfaction of youth needs?

- Extremely likely
- Very likely
- Somewhat likely
- Not so likely
- Not at all likely

Question 44. Can human resource capability through career progression system increase staff's morale thereby leading to the satisfaction of youth needs?

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree

- Strongly disagree

Question 45. Are human resource capability practices significantly positively related to human capital and can it positively affect firm innovation to lead to the satisfaction of youth needs?

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree

Question 46. Do human resource capability practices have a positive and significant effect on the transformational leadership and organizational performance?

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree

Question 47. Can human resource capability through customer focused, reduction in organizational constraints, engagement of all employees in creating strategies and supplying of enough training material contribute to the satisfaction of youth needs?

- Extremely likely
- Very likely
- Somewhat likely
- Not so likely
- Not at all likely

Question 48. To meet the efficiency and effectiveness of the operations of various aspects of organizations should human resource planning especially for young people be strategically coordinated?

- Extremely likely
- Very likely
- Somewhat likely
- Not so likely
- Not at all likely

Question 49. Can human resource capability by engaging highly skilled staff to achieve high levels of performance enhance the satisfaction of youth needs?

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree

- Strongly disagree

Question 50. Can human resource capability have a significant positive influence on organizational performance that leads to the satisfaction of youth needs?

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree

Question 51. Do human resource capability practices have a positive and significant effect on the organizational performance?

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree

Online Questionnaire

Introduction

My name is Dale Malcolm Joseph and I am a student pursuing the Doctorate of Business Administration with the Unicaf University in Zambia. I am conducting a research study on the International Commonwealth Youth Programme and the satisfaction of youth needs.

The data collected will be kept confidential and is only for academic purposes.

Your time and contribution to this study is highly appreciated. Please note that there are no right or wrong answers and therefore you are requested to give your immediate impression.

Thank you!

This Online questionnaire requires you to answer yes or no/tick the appropriate scale in regard of the statements below.

Section 1. Demographics (please tick appropriately)

Question 1. Please indicate your gender.

- Male
- Female

Question 2. Age?

- 18-24
- 25-31
- 32-38
- 39-45

Question 3. Which commonwealth region you hold membership?

- Africa
- Asia
- Caribbean and Americas
- Europe
- Pacific
- International
- Regional

Question 4. Please indicate which youth network you hold membership?

- Commonwealth Youth Council (CYC)
- Commonwealth Students Association (CSA)
- Commonwealth Youth Climate Change Network (CYCN)
- Commonwealth Alliance of Young Entrepreneurs (CAYE)
- Commonwealth Youth Sport for Development and Peace (SDP) Working Group (CYSDP)
- Commonwealth Human Rights and Democracy Network (CHRDN)
- Commonwealth Youth Peace Ambassadors Network (CYPAN)
- Commonwealth Youth Health Network (CYHN)
- Commonwealth Correspondents (CC)
- Commonwealth Children and Youth Disability Network (CCYDN)
- Commonwealth Youth for Sustainable Urbanisation Network (CYSUN)
- Commonwealth Youth Gender Equality Network (CYGEN)

Section 2: Satisfaction of Youth Needs

Question 5. Whether the International Commonwealth Youth Programme contributes to the satisfaction of youth needs?

- Always
- Most of the time
- About half the time
- Once in a while

- Never

Question 6. How does human resource capability affect the satisfaction of youth needs?

- Very positively
- Somewhat positively
- Neutral
- Somewhat negatively
- Very negatively

Question 7. Can the establishment of youth groups contribute toward the satisfaction of youth needs?

- Extremely likely
- Very likely
- Somewhat likely
- Not so likely
- Not at all likely

Question 8. Does the creation of frameworks influence the satisfaction of youth needs?

- Extremely likely
- Very likely
- Some-what likely
- Not so likely
- Not at all likely

Question 9. How can instituting plat-forms affect the satisfaction of youth needs?

- Very positively
- Somewhat positively
- Neutral
- Somewhat negatively
- Very negatively

Question 10. What contribution has the role of youth networks played towards the satisfaction of youth needs?

- Highly significant
- About as significant
- Not significant
- Somewhat less significant
- Much less significant

Question 11. Does human resource capability have a significant relationship with the satisfaction of youth needs?

- Extremely likely
- Very likely
- Somewhat likely
- Not so likely
- Not at all likely

Question 12. Do establishments of youth groups have a significant relationship with the satisfaction of youth needs?

- Extremely likely
- Very likely
- Somewhat likely
- Not so likely
- Not at all likely

Question 13. Does creation of frameworks have a significant relationship with the satisfaction of youth needs?

- Extremely likely
- Very likely
- Some-what likely
- Not so likely
- Not at all likely

Question 14. Does institution of plat-forms events have a significant relationship with the satisfaction of youth needs?

- Extremely likely
- Very likely
- Somewhat likely
- Not so likely
- Not at all likely

Question 15. Does the contribution of youth networks have a significant relationship with the satisfaction of youth needs?

- Extremely likely
- Very likely
- Somewhat likely
- Not so likely
- Not at all likely

Question 16. How strong does demographics like age, gender, socio-economic contribute to the prediction of the satisfaction of youth needs?

Age	Gender	Socio-economic
○	○	○

Question 17. Are personality outcomes (happiness, self-esteem, stability) related to the satisfaction of youth needs?

	Happiness	Self-esteem	Stability
Highly related	○	○	○
Moderately related	○	○	○
Somewhat related	○	○	○
Not so related	○	○	○
Not at all related	○	○	○

Question 18. Is productivity (employment, goals, motivation, self-efficacy) positively related to the satisfaction of youth needs?

	Employment	Goals	Motivation	Self-efficacy
Highly positively related	○	○	○	○
Moderately positively related	○	○	○	○
Somewhat positively related	○	○	○	○
Not so related	○	○	○	○
Not at all related	○	○	○	○

Question 19. Do socioeconomic factors like educational levels, occupations and income affect the satisfaction of youth needs?

	Educational levels	Occupations	Income
Highly positively affected	○	○	○
Moderately positively affected	○	○	○
Positively affected	○	○	○
Not Affected	○	○	○
Not at all affected	○	○	○

Question 20. Is a safe work environment (security, procedure and policy) related to the satisfaction of their needs?

	Security	Procedure	Policy
Highly related	○	○	○

	Security	Procedure	Policy
Very related			
Moderately related			
Not very related			
Not at all related			

Section 3: Role of Youth Networks

Question 21. Is the sports for development and peace network (social inclusion, restructuring life and response to emergencies and disasters) contributing to the satisfaction of youth needs?

	Social inclusion	Restructuring life	Response to emergencies and disasters
Extremely likely			
Very likely			
Somewhat likely			
Not so likely			
Not at all likely			

Question 22. Are the youth networks able to restructure young people lives?

- Yes
- No

Question 23. Are the social and humanitarian needs being met by the youth networks?

- Yes
- No

Question 24. Is happiness dependent on high domestic product, healthy life expectancy, social support, freedom of choice and generosity?

	High domestic product	Healthy life expectancy	Social support	Freedom of choice	Generosity
Highly dependent					
Very dependent					
Moderately dependent					
Dependent					

	High domestic product	Healthy life expectancy	Social support	Freedom of choice	Generosity
Not dependent					

Question 25. Is there a positive relation with respond to emergencies, disasters and the youth rights and democracy network with its influence?

- Yes
- No

Question 26. Do youth sports for development and peace network (social inclusion, restructuring life and response to emergencies and disasters) contribute to the social and humanitarian needs of young people?

	Social inclusion	Restructuring life	Response to emergencies and disasters
Strongly Agree			
Moderately agree			
Agree			
Disagree			
Strongly disagree			

Question 27. Are the youth rights and democracy network collaborating on common issues to build youth capacity?

- Yes
- No

Question 28. Is there a relation with respond to emergencies, disasters and the sports for development and peace network with its influence on the satisfaction of youth needs?

	Emergencies	Disasters
Highly related		
Somewhat related		
Neutral		
Somewhat negatively related		
Very negatively related		

Question 29. Does the health network (exercise activities, eating habits, dental care and dieting) adopt policies for youth to get easier access to health care due to the social issues that young people experience?

	Exercise activities	Eating habits	Dental care	Dieting
Highly adopt policies	○	○	○	○
Moderately adopt policies	○	○	○	○
Somewhat adopt policies	○	○	○	○
Not adopt policies	○	○	○	○
Not at all adopt policies	○	○	○	○

Question 30. Are there relationships between youth networks and motivational constructs?

○ Yes

○ No

Question 31. Is youth rights and democracy network (school to work transition, conscientious objection to military service and participation) contributing to the satisfaction of youth needs?

	School to work transition	Conscientious objection to military service	Participation
Extremely likely	○	○	○
Very likely	○	○	○
Somewhat likely	○	○	○
Not so likely	○	○	○
Not at all likely	○	○	○

Question 32. Is the health network (exercise activities, eating habits, dental care and substance use) contributing to the satisfaction of youth needs?

	Exercise activities	Eating habits	Dental care	Substance use
Extremely likely	○	○	○	○
Very likely	○	○	○	○
Somewhat likely	○	○	○	○
Not so likely	○	○	○	○
Not at all likely	○	○	○	○

Question 33. Is social assistance through the gender equality network advocating for policies to reduce poverty, ensuring income for vulnerable groups and hunger are given priority to ensure that gender equality is maintained?

	Policies to reduce poverty	Ensuring income for vulnerable groups	Hunger are given priority to ensure that gender equality is maintained
Extremely likely			
Very likely			
Moderately likely			
Not so likely			
Not at all likely			

Question 34. Are political and institutional impact through the youth ambassador network having an influencing impact on young people in innovation, discrimination and unemployment?

	Innovation	Discrimination	Unemployment
Highly influential			
Very influential			
Moderately influential			
Not Influential			

Section 4: Creation of Frameworks

Question 35. Does assets youth framework (training, formal training and higher order thinking skills) influence the relational and development systems that eventually leads to the satisfaction of youth needs?

	Training	Formal Training	Higher order thinking skills
Strongly agree			
Agree			
Neutral			
Disagree			
Strongly disagree			

Question 36. Does the information and support framework (mental health, unemployment and supportive environment) intervene in matters that affect young people to ensure the satisfaction of youth needs are safeguarded?

- Extremely likely
- Very likely
- Somewhat likely

- Not so likely
- Not likely

Question 37. Does the enabling environment youth framework (bonding, youth responsive services and youth friendly laws) facilitate new forms of cooperation that are normally fostered amongst governments, social institutions and corporations to influence the satisfaction of youth needs?

	Bonding	Youth responsive services	Youth friendly laws
Strongly agree			
Agree			
Neither agree nor disagree			
Disagree			
Strongly disagree			

Question 38. Does agency framework through the youth framework related to young people relevance, recognition, leading and legitimacy to address many issues that youth experience?

	Relevance	Recognition	Leading	Legitimacy
Highly related				
Very related				
Moderately related				
Not so related				
Not at all related				

Question 39. Is the agency framework through the youth framework able to assist young people to face challenges like climate change, gender inequality, unintended pregnancies and human immunodeficiency virus caused by risky behaviors and poor decisions?

	Climate change	Gender inequality	Unintended pregnancies	Human immunodeficiency virus
Extremely likely				
Very likely				
Moderately likely				
Not so likely				
Not at all likely				

Section 5: Instituting of Plat-Form

Question 40. Does the resilience and humanitarian youth plat-form (wealth and peace, food security and sustainable urban development) assist young people in overcoming challenges which affects their satisfaction of youth needs positively?

	Wealth and peace	Food security	Sustainable urban development
Highly positive	○	○	○
Somewhat positive	○	○	○
Neutral	○	○	○
Somewhat negative	○	○	○
Very negative	○	○	○

Question 41. Does the social youth plat-form (youth centered services, civil dialogue and social protection) enhance the satisfaction of youth needs?

	Youth centered services	Civil dialogue	Social protection
Highly enhances	○	○	○
Moderately enhances	○	○	○
Somewhat enhances	○	○	○
Neutral	○	○	○
Neither enhance or enhance	○	○	○

Question 42. Does the economic youth plat-form (competition effect, governance issues and transaction) through advancing careers, providing technical assistance and creating entrepreneurship opportunities affect the satisfaction of youth needs positively?

	Competition effect	Governance issues	Transaction
Extremely likely	○	○	○
Very likely	○	○	○
Somewhat likely	○	○	○
Not so likely	○	○	○
Not at all likely	○	○	○

Question 43. Is the environment plat-form on biodiversity and nature, healthy communities and indigenous rights affecting the satisfaction of youth needs?

	Biodiversity and nature	Healthy communities	Indigenous rights
Extremely likely	○	○	○

	Biodiversity and nature	Healthy communities	Indigenous rights
Very Likely	○	○	○
Moderately likely	○	○	○
Not so likely	○	○	○
Not at all likely	○	○	○

Section 6: Establishment of Youth Groups

Question 44. Has the youth empowerment group (mental and behavioural health, positive cultures and safety) mobilized and motivated young people to meet their goals, aspirations as it relates to their social, economic and educational pursuits in an effort to satisfy their needs?

	Mental and behavioural health	Positive cultures	Safety
Extremely likely	○	○	○
Very likely	○	○	○
Somewhat likely	○	○	○
Not so likely	○	○	○
Not at all likely	○	○	○

Question 45. Has the life skills group (development, community services, health and wellness) by inspiring young people to overcome challenges contributed to the satisfaction of youth needs?

	Development	Community services	Health and wellness
Strongly agree	○	○	○
Agree	○	○	○
Somewhat agree	○	○	○
Disagree	○	○	○
Strongly disagree	○	○	○

Question 46. Has the leadership development group (preventative services, opportunity and diversity and inclusion) through motivation, inspiration and encouragement in young people achieving their goals led to the satisfaction of youth needs?

	Preventative services	Opportunity and diversity	Inclusion
Agree	○	○	○
Somewhat agree	○	○	○
Neither agree nor disagree	○	○	○

	Preventative services	Opportunity and diversity	Inclusion
Disagree			
Strongly disagree			

Question 47. Is the youth mentoring group through role model, supporter and policy enforcer contributing to the satisfaction of youth needs?

	Role model	Supporter	Policy enforcer
Highly contributing			
Modestly contributing			
Contributing			
Neither contributing or contributing			
Not contributing			

Section 7: Human Resource Capability

Question 48. Does the human resource capability for employee relations (collective agreements, grievance investigation and employee management) through financial stability and commitment affect the satisfaction of youth needs?

	Collective agreements	Grievance investigation	Employee management
Extremely likely			
Very likely			
Somewhat likely			
Not so likely			
Not at all likely			

Question 49. Does training and development (performance management system, job evaluation and skills management) affect the satisfaction of youth needs in a positive way?

	Performance management system	Job evaluation	Skills management
Very positive			
Somewhat positive			
Neutral			
Not very positive			
Not at all positive			

Question 50. Is recruitment and hiring through new employees, skills and experience and human resource planning affect the satisfaction of youth needs?

	New employees	Skills and experience	Human resource planning
Greatly agree	○	○	○
Moderately agree	○	○	○
Agree	○	○	○
Neither agree nor agree	○	○	○
Disagree	○	○	○

Telephone Interviews

Introduction

My name is Dale Malcolm Joseph and I am a student pursuing the Doctorate of Business Administration with the Unicaf University in Zambia. I am conducting a research study on the International Commonwealth Youth Programme and the satisfaction of youth needs.
The data collected will be kept confidential and is only for academic purposes.

Your time and contribution to this study is highly appreciated. Please note that there are no right or wrong answers and therefore you are requested to give your immediate impression.

Thank you!

This telephone interview requires you to answer the questions by giving explanations in regard of the statements below.

Section 1. Demographics (please tick appropriately).

Question 1. Please indicate your gender.

○ Male
○ Female

Question 2. Age?

○ 18-24
○ 25-31
○ 32-38

- 39-45

Question 3. Which commonwealth region you hold membership?

- Africa
- Asia
- Caribbean and Americas
- Europe
- Pacific
- International
- Regional

Question 4. Please indicate which youth network you hold membership.

- Commonwealth Youth Council (CYC)
- Commonwealth Students Association (CSA)
- Commonwealth Youth Climate Change Network (CYCN)
- Commonwealth Alliance of Young Entrepreneurs (CAYE)
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- Commonwealth Human Rights and Democracy Network (CHRDN)
- Commonwealth Youth Peace Ambassadors Network (CYPAN)
- Commonwealth Youth Health Network (CYHN)
- Commonwealth Correspondents (CC)
- Commonwealth Children and Youth Disability Network (CCYDN)
- Commonwealth Youth for Sustainable Urbanisation Network (CYSUN)
- Commonwealth Youth Gender Equality Network (CYGEN)

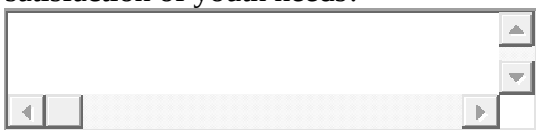
Section 2: Satisfaction of Youth Needs

Question 5. Is the International Commonwealth Youth Programme contributing to the satisfaction of youth needs?

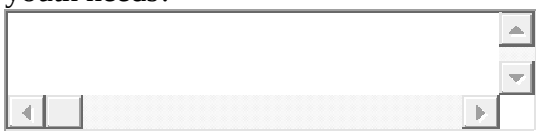
Question 6. What are the areas that need improvement for the International Commonwealth Youth Programme to meet the satisfaction of youth needs?

Section 3: Role of Youth Networks

Question 7. Does the contribution of youth networks have a significant relationship with the satisfaction of youth needs?

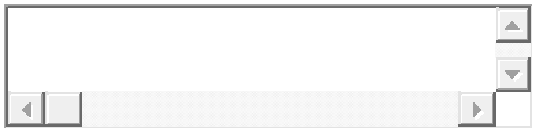


Question 8. What contribution has the role of youth networks played towards the satisfaction of youth needs?



Section 4: Creation of Frameworks

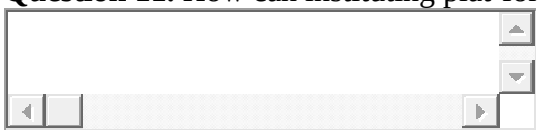
Question 9. Does creation of frameworks have a significant relationship with the satisfaction of youth needs?



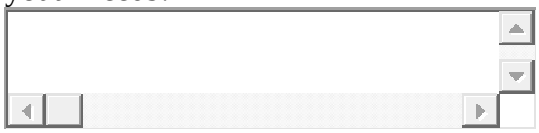
Question 10. Does the creation of frameworks influence the satisfaction of youth needs?

Section 5: Instituting of Plat-Form

Question 11. How can instituting plat-forms affect the satisfaction of youth needs?



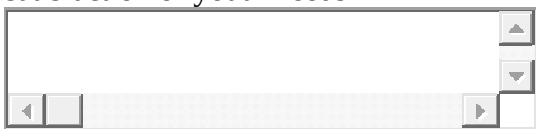
Question 12. Does institution of plat-forms have a significant relationship with the satisfaction of youth needs?



Section 6: Establishment of Youth Groups

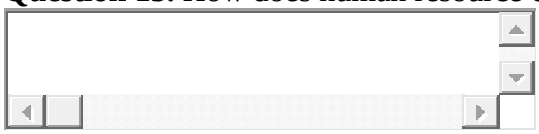
Question 13. Can the establishment of youth groups contribute toward the satisfaction of youth needs?

Question 14. Does establishments of youth groups have a significant relationship with the satisfaction of youth needs

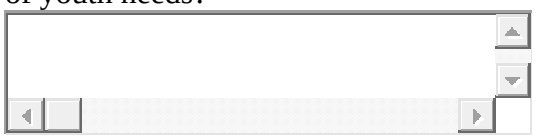


Section 7: Human Resource Capability

Question 15. How does human resource capability affect the satisfaction of youth needs?



Question 16. Does human resource capability have a significant relationship with the satisfaction of youth needs?



Appendix B: Useful Resources

Figure 16

Sample Frame-Population and Sample p.633

Population of Youth Networks is

- 1,100 - comprise of the 54 youth council networks with 900, 4 regional networks with 67 and 8 international network with 133. 900 + 67 + 133 = 1,100

Sample of Youth Networks

- 330- comprise of 270 partricipants from the youth council networks from the 54 commonwealth countries, 20 participants from the regional youth network and 40 participants from the international youth network. 270 + 20+ 40 = 330
- 30 % of 1,100 = 330

Sample Size Calculation:

$$n = \frac{z^2 \times \hat{p}(1-\hat{p})}{\varepsilon^2}, \quad n = \frac{1.98206^2 \times 0.30(1-0.30)}{0.05^2} = 330$$

Figure 17

Power Analysis Statistical Test- Population and Sample p.633

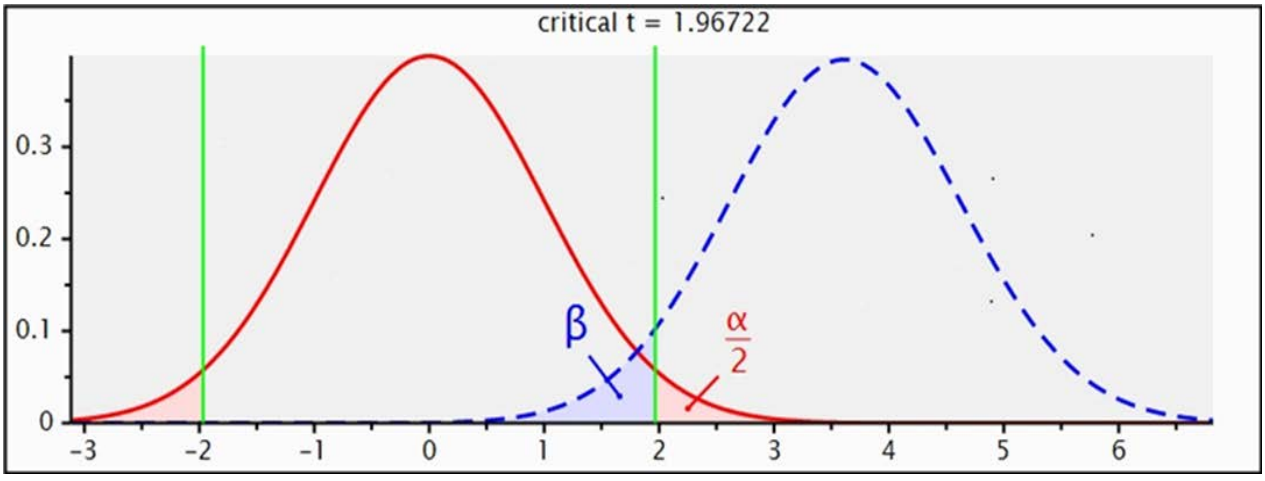


Figure 18

Two Tail test to Calculate Sample - Population and Sample p.634

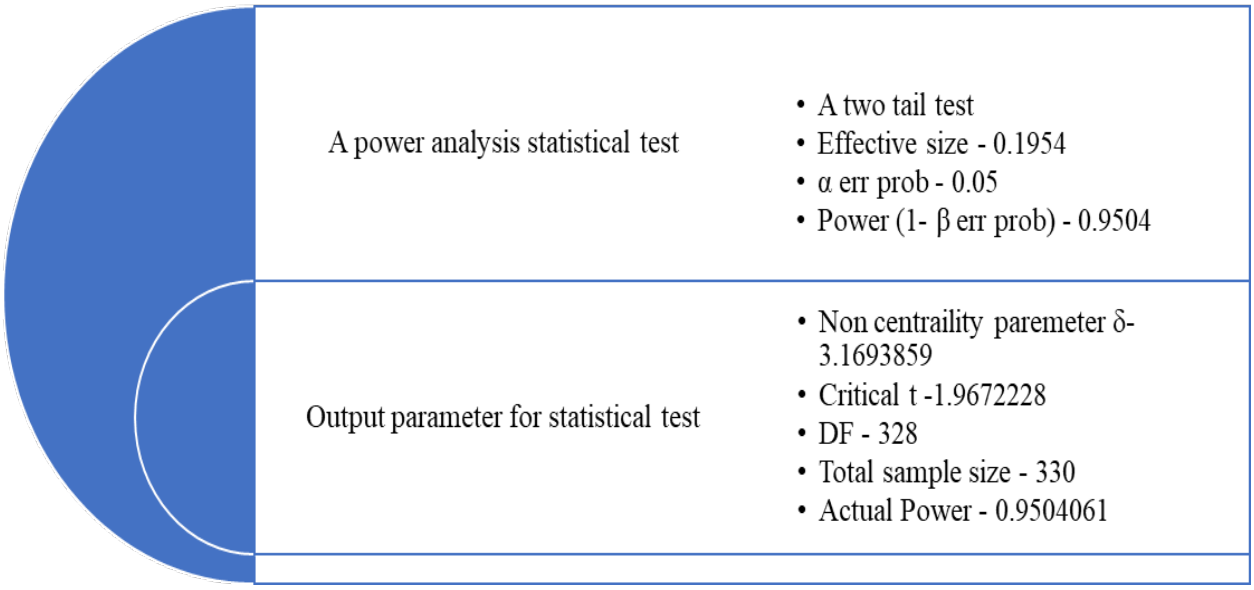


Figure 19

Detailed Sample Frame for Sampling p.634

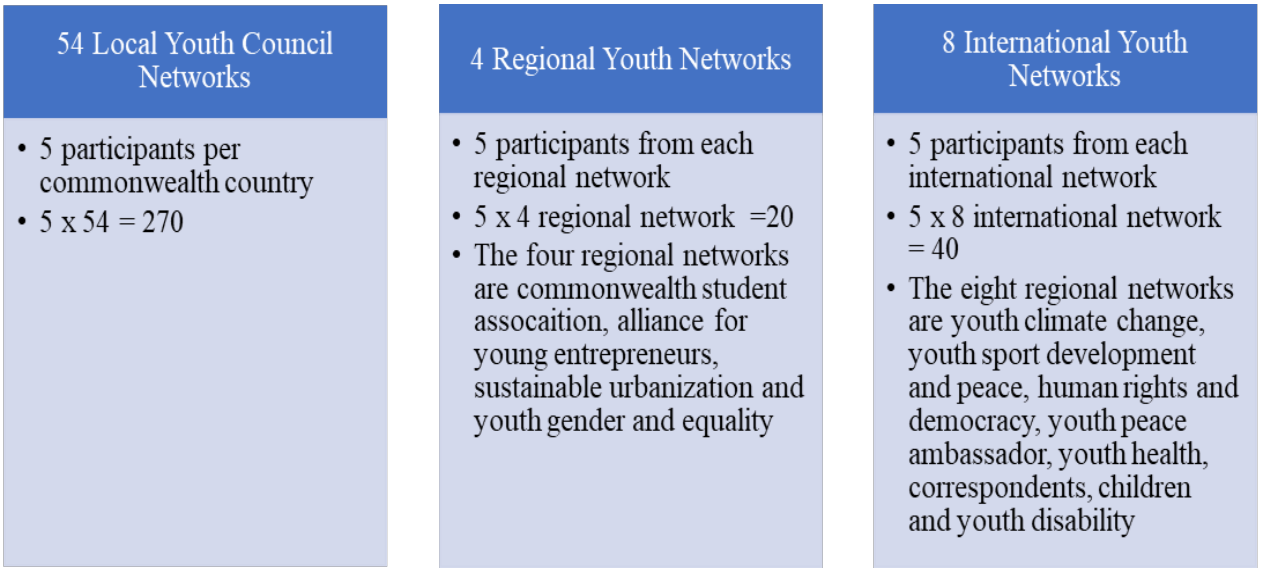


Figure 20

Detailed Sample Frame for Purposive Sampling – Sample p.635

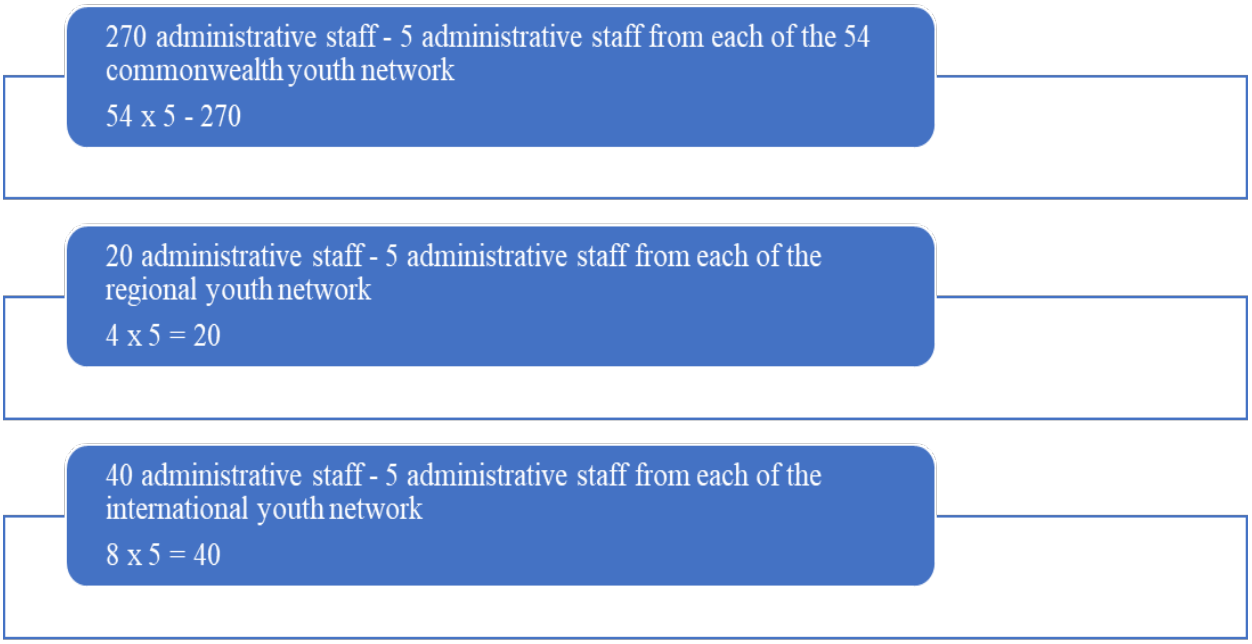


Figure 21

Human Resource Capability Statistical Test Online Questionnaire Instrument p.636

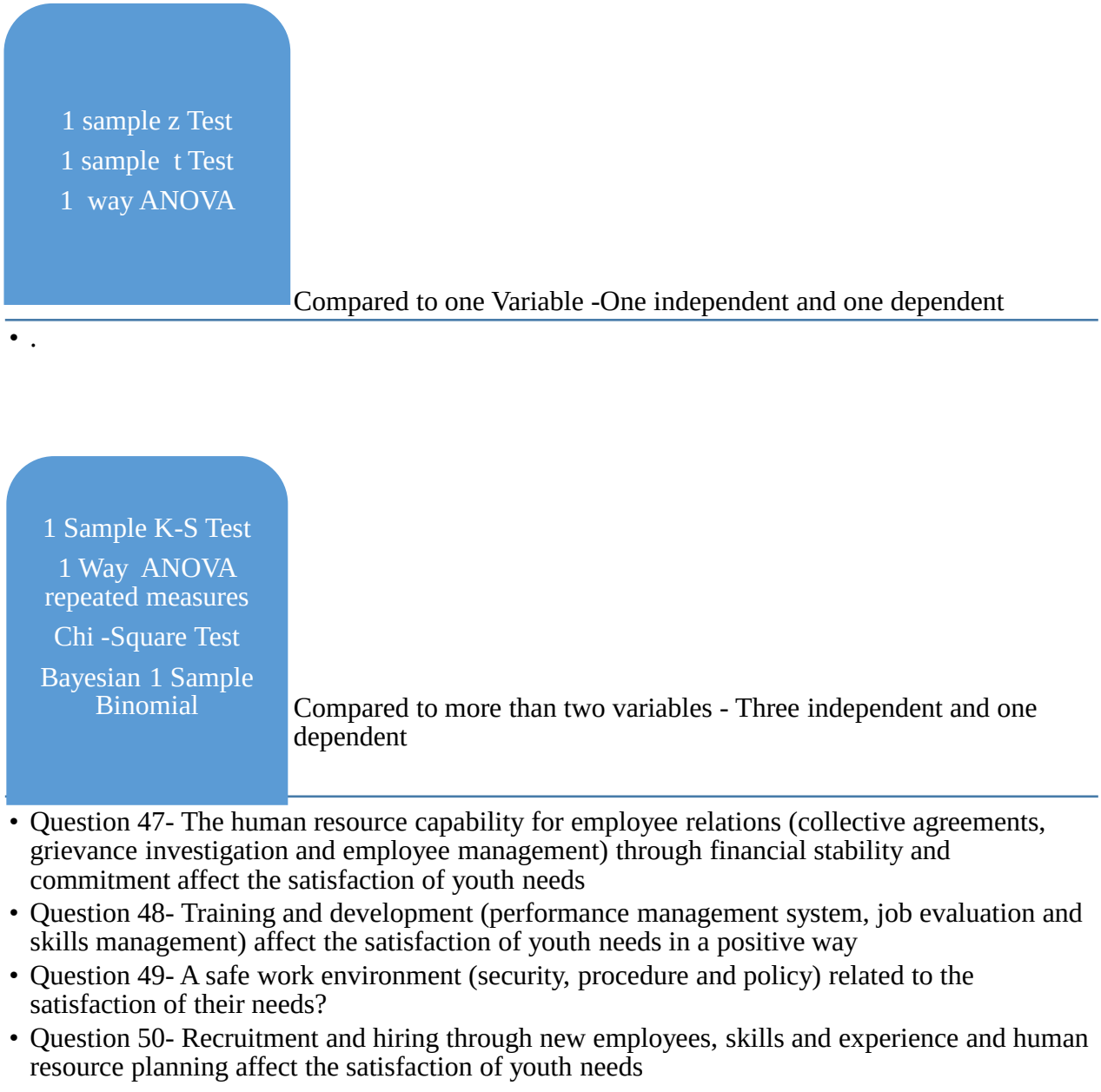


Figure 22

Human Resource Capability Statistical Test Online Survey Instrument p.637

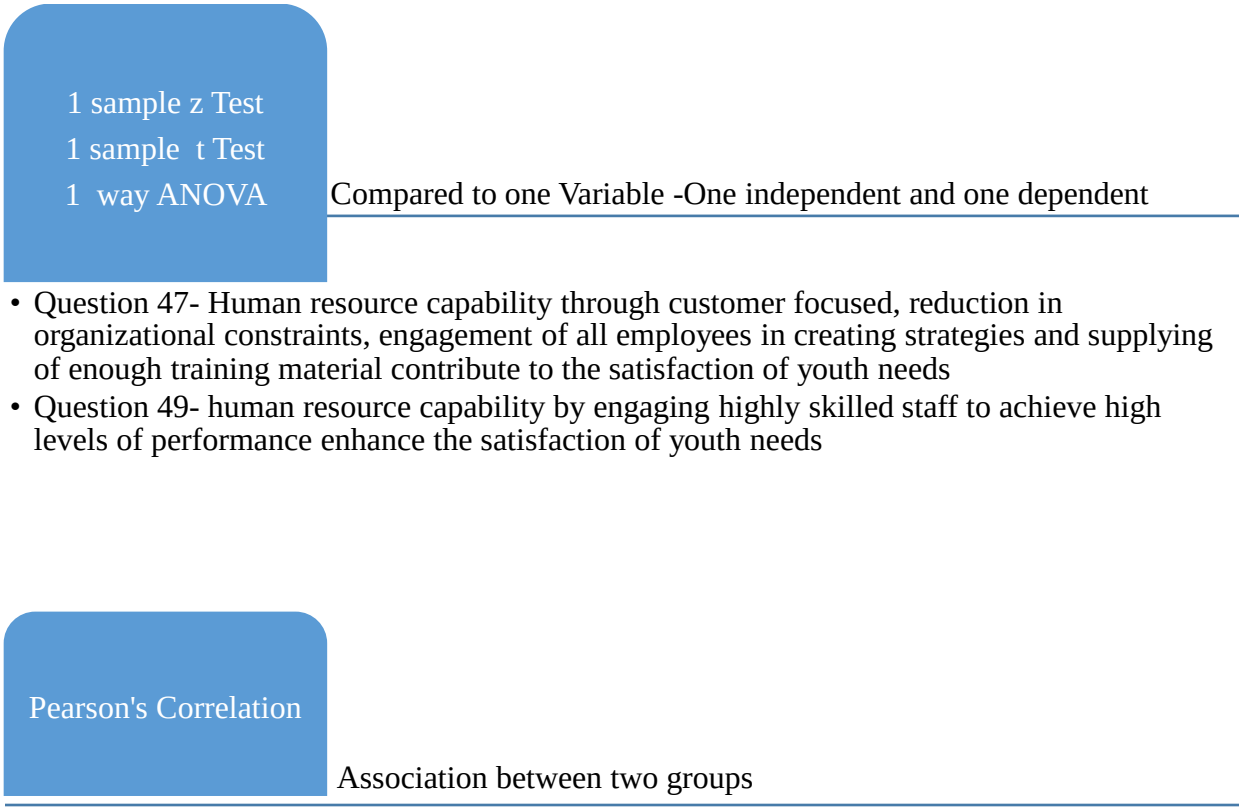
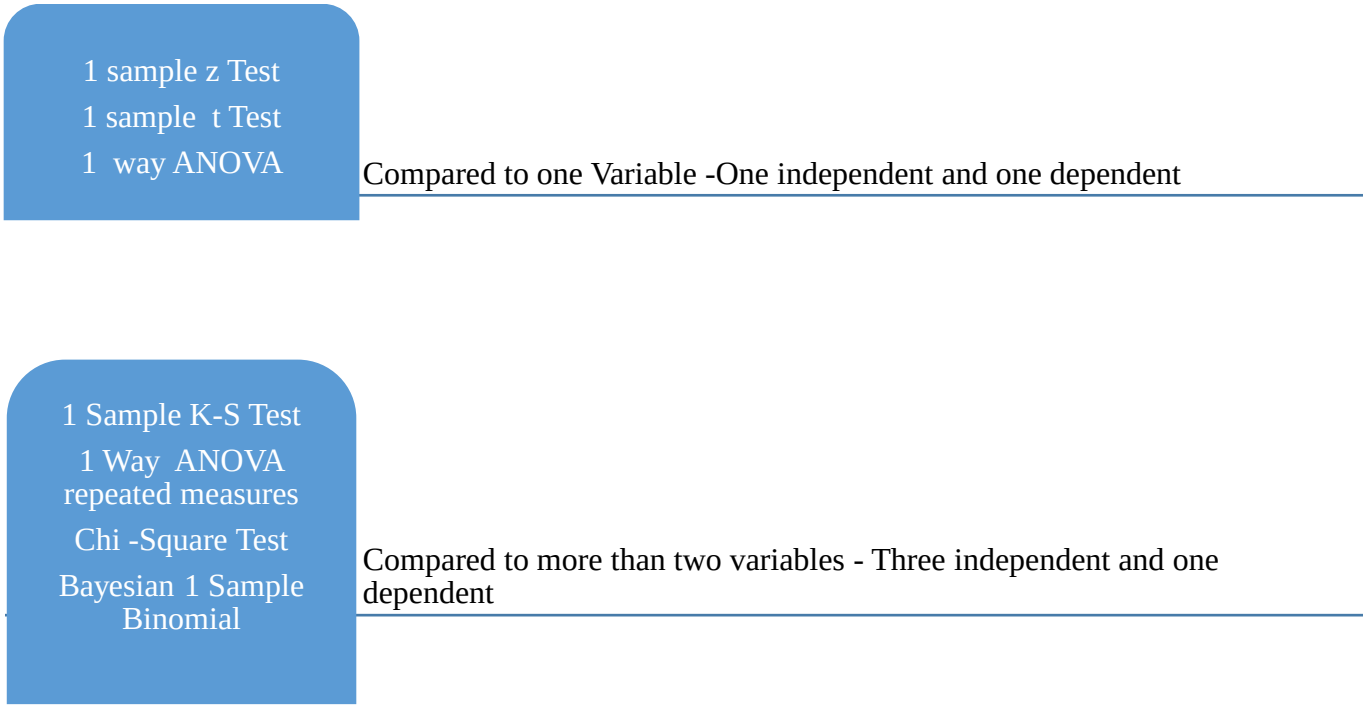


Figure 23

Youth Groups Statistical Test Online Questionnaire Instrument p.638



- Question 44-youth empowerment group (mental and behavioural health, positive cultures and safety) mobilized and motivated young people to meet their goals, aspirations as it relates to their social, economic and educational pursuits in an effort to satisfy their needs
- Question 45-Life skills group (development, community services, health and wellness) by inspiring young people to overcome challenges contributed to the satisfaction of youth needs
- Question 46- leadership development group (preventative services, opportunity and diversity and inclusion) through motivation, inspiration and encouragement in young people achieving their goals led to the satisfaction of youth needs

Figure 24

Youth Groups Statistical Test Online Survey Instrument p.639

1 sample z Test
1 sample t Test
1 way ANOVA

Compared to one Variable -One independent and one dependent

- Question 30-Youth groups have a positive impact on youth that address issues that affect them negatively
- Question 31- Youth groups able to educate young people in humanistic values
- Question 33 - Youth groups support the mental health and well-being of young people
- Question 34- Young people ease of their social pressures and mental loads by participating in youth groups that share knowledge through experiences and exchange support
- Question 36 - Youth groups deal with issues that may arise from stress, depression and anxiety thereby leading to the satisfaction of youth needs
- Question 37- The intercept through the volunteering group helpful with the unfavorable behaviors that deal with fast-food consumption, drug use and indecent sexual encounters?
- Question 40- Role model through the youth mentoring group been able to impact young people in exhibiting entrepreneurial skills for instance that have had positive outcomes like transforming their lives and fostering economic growth
- Question 42 - Youth volunteering group through life set, intercept and crisis services influence the satisfaction of youth needs

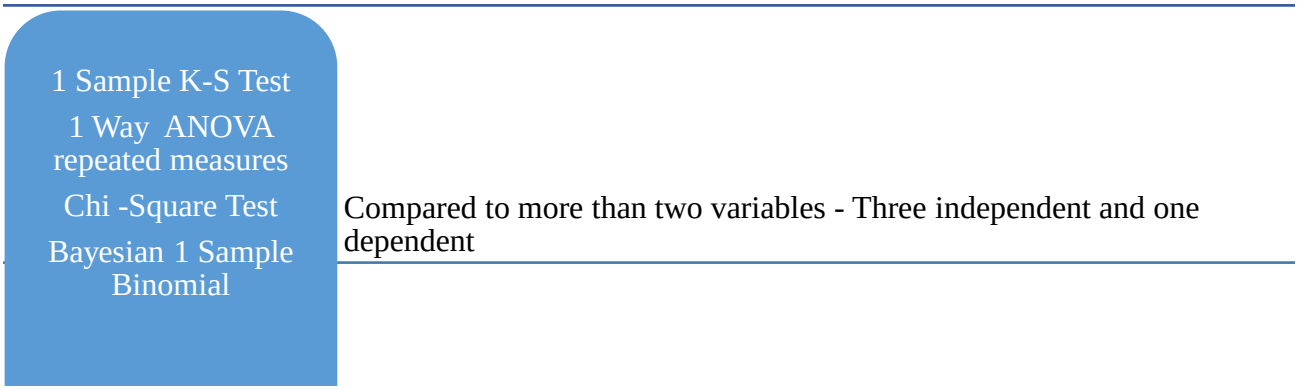
Pearson's Correlation

Association between two groups

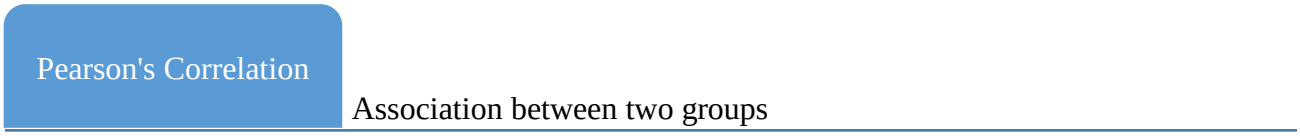
- Question 32- Youth groups impact young people in influencing them to exhibit attributes like faithfulness, cognition, duty performance and overcoming shortcomings in oneself and others
- Question 35 - Youth who possess higher levels of the five C's (competence, confidence, connections, character and caring) demonstrating greater resistance to negative peer influence
- Question 38 - Youth groups minimize external factors like economic and political disorders to affect moral values of young people adversely in displacing them
- Question 39- The youth mentoring group through role model, supporter, policy enforcer contributing to the satisfaction of youth needs
- Question 41- Are youth groups that are web-based, geography-specific and supportive influence knowledge of services, resources and sense of community belonging that leads to the satisfaction of youth needs

Figure 25

Youth Frameworks Statistical Test Online Questionnaire Instrument p.640



- Question 35- Assets youth framework (training, formal training and higher order thinking skills) influence the relational and development systems that eventually leads to the satisfaction of youth needs
- Question 37- The enabling environment youth framework (bonding, youth responsive services and youth friendly laws) facilitate new forms of cooperation that are normally fostered amongst governments, social institutions and corporations to influence the satisfaction of youth needs
- Question 38 - Agency framework through the youth framework related to young people relevance, recognition, leading and legitimacy to address many issues that youth experience
- Question 39- Agency framework through the youth framework able to assist young people to face challenges like climate change, gender inequality, unintended pregnancies and human immunodeficiency virus caused by risky behaviors and poor decisions



- Question 36- The information and support framework (mental health, unemployment and supportive environment) intervene in matters that affect young people to ensure the satisfaction of youth needs are safeguarded

Figure 26

Youth Frameworks Statistical Test Online Survey Instrument p.641

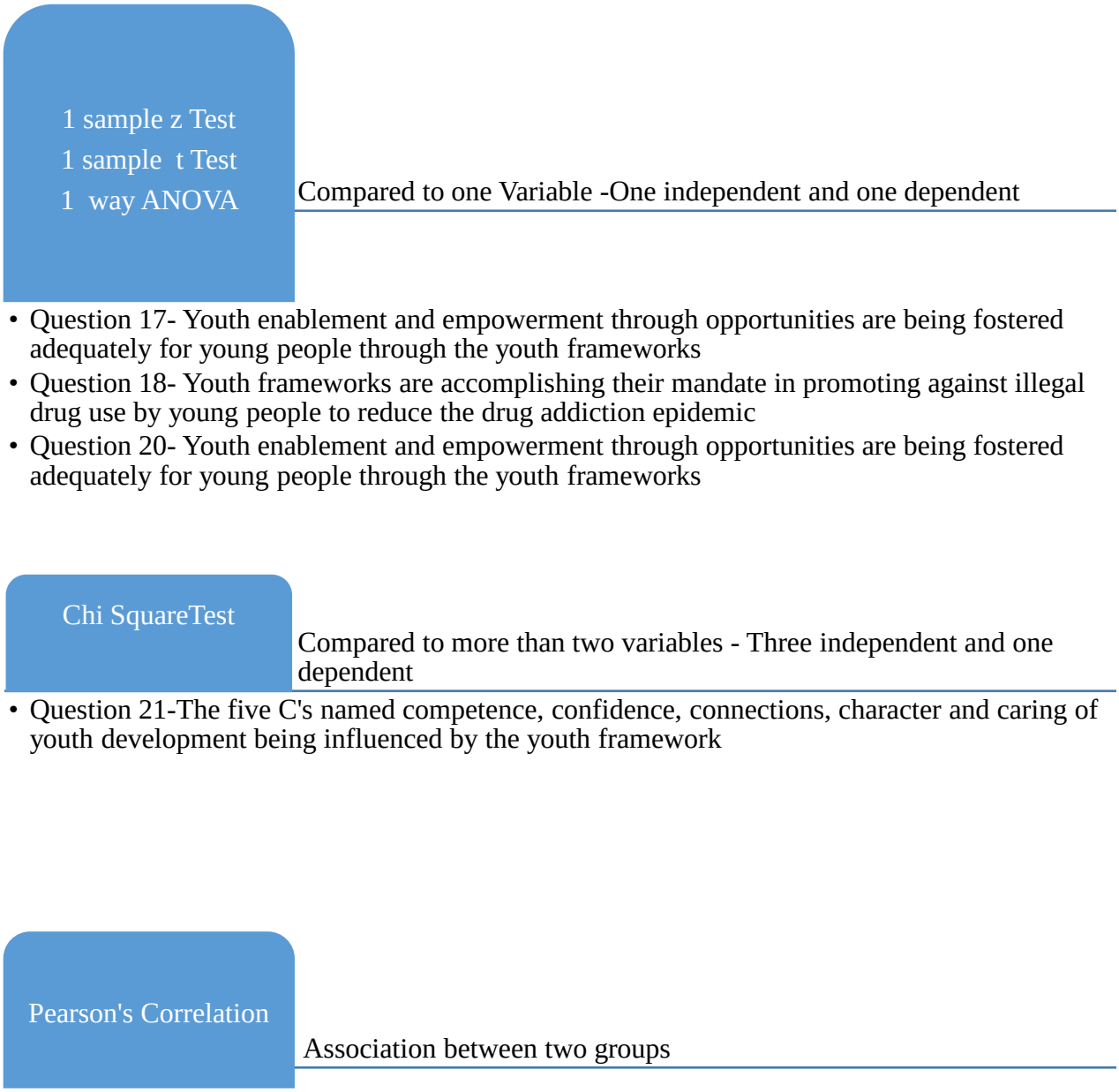


Figure 27

Youth Plat-forms Statistical Test Online Questionnaire Instrument p.642

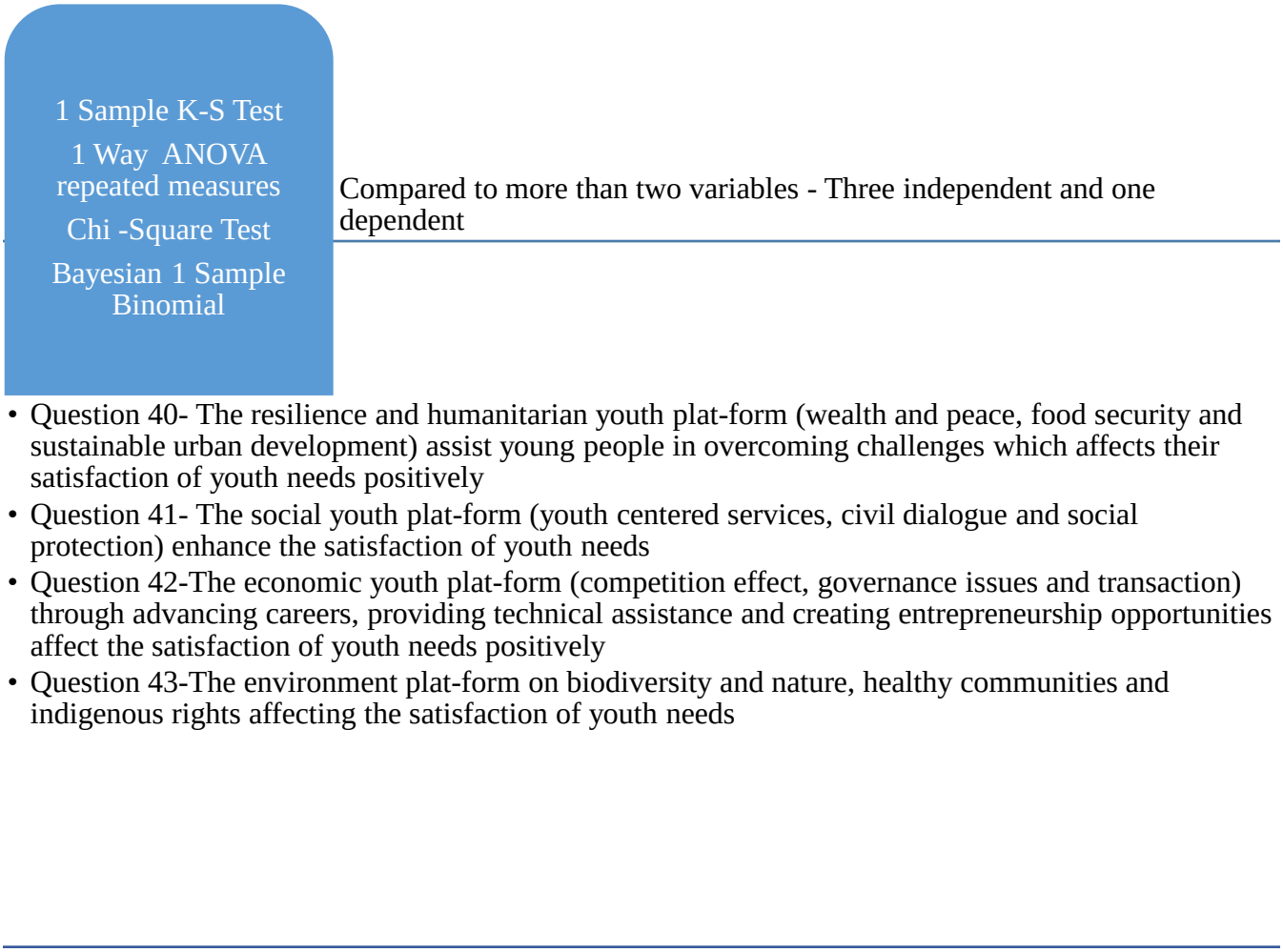


Figure 28

Youth Plat-form Statistical Test Online Survey Instrument p.643

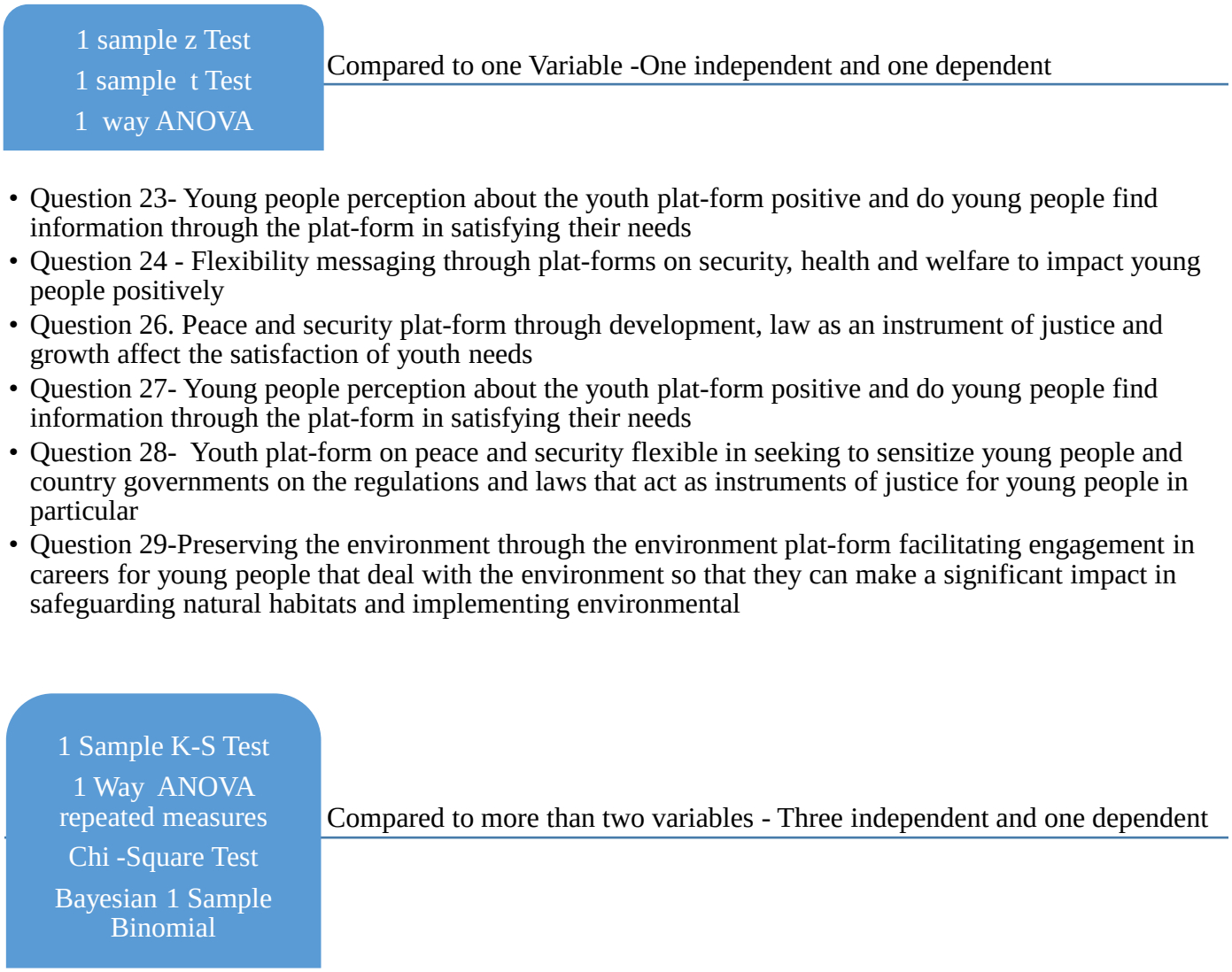


Figure 29

Youth Networks Statistical Test Online Questionnaire Instrument p.644

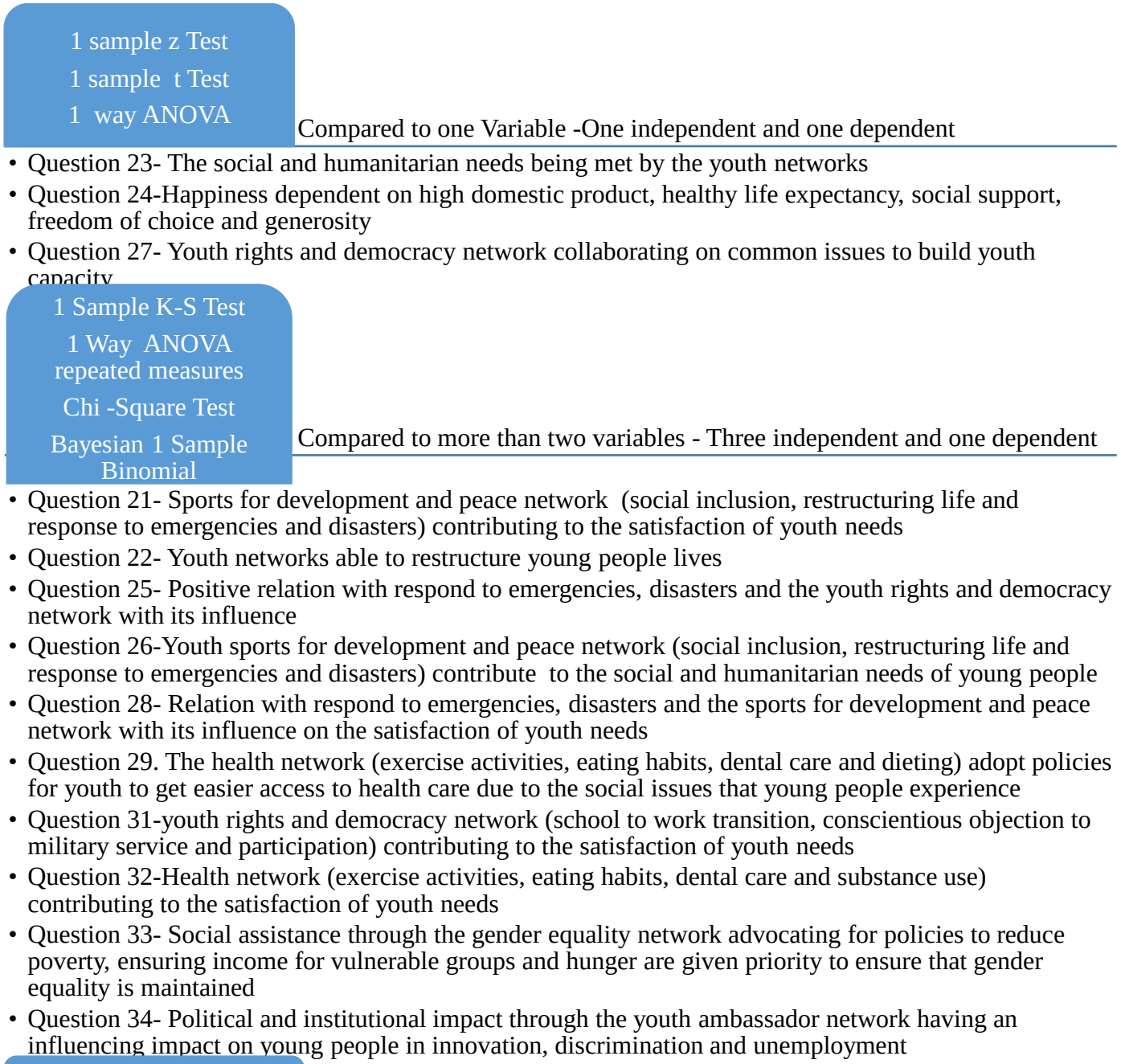
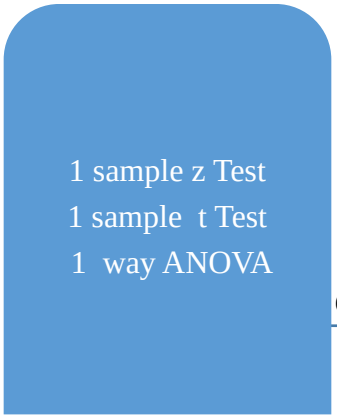


Figure 30

Youth Networks Statistical Test Online Survey Instrument p.645



Compared to one Variable -One independent and one dependent

- Question 10- Youth networks affect civic behaviour, motivation and perception of inequities positively
- Question 11- Youth networks having the intended impact for youth work and fostering common learning with good practice to address vulnerable young people
- Question 12-Youth networks fostering common learning with good practice to address vulnerable youth
- Question 13- Youth networks having challenges in carrying out their functions and are their potential are underutilized
- Question 15- Youth networks able to identify and activate the support to assist young people faced with social issues
- Question 16- Youth networks operating with clearly defined goals, follow specific functions, there exist continuity, institutional memory and there exist evaluation of youth network efficiency and effectiveness

Association between two groups

- Question 14- Youth networks affect civic behaviour, motivation and perception of inequities positively

Figure 31

Satisfaction of Youth Needs Statistical Test for Online Questionnaire Instrument p.646

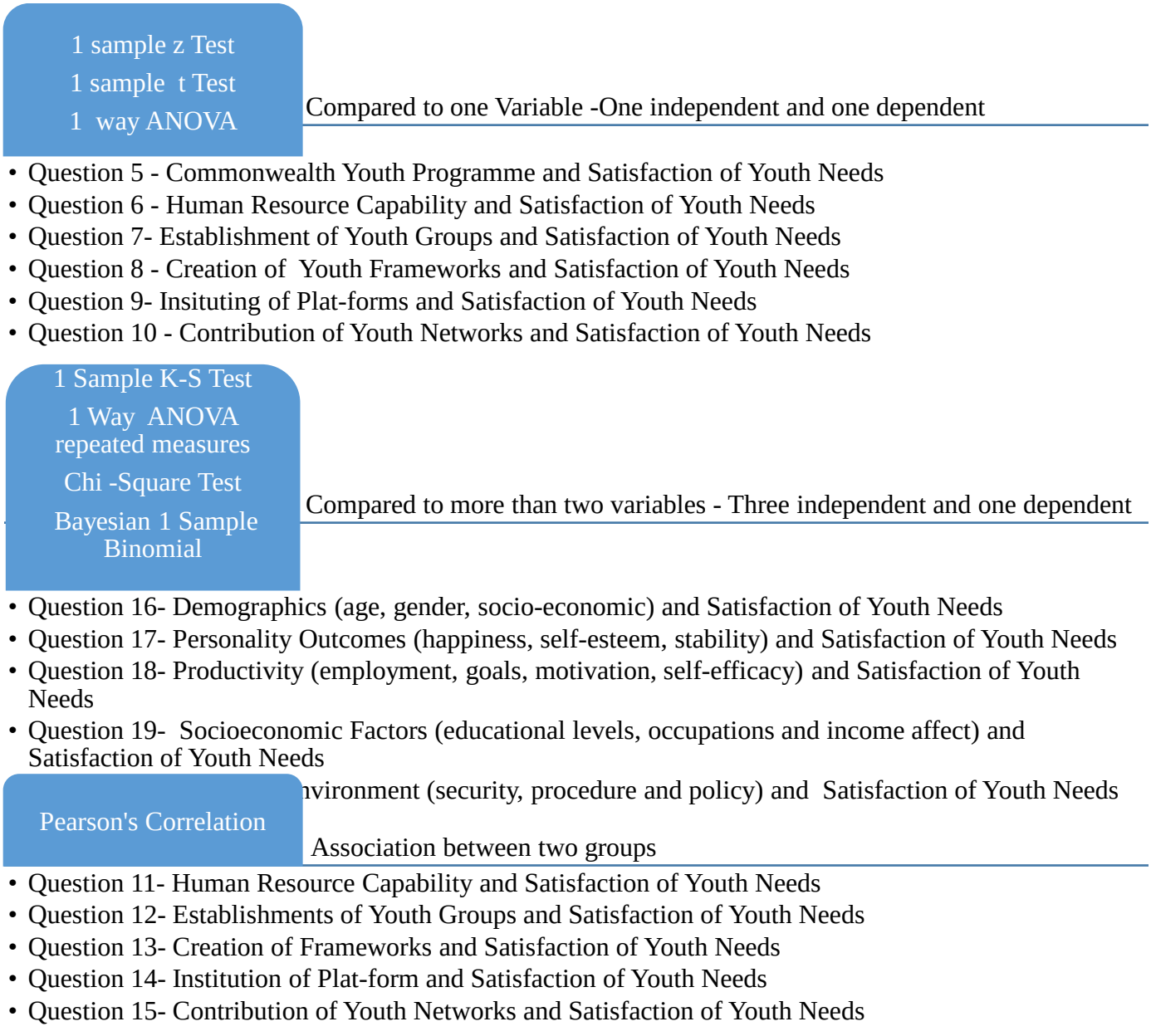


Figure 32

Satisfaction of Youth Needs Statistical Test for Online Survey Instrument p.647

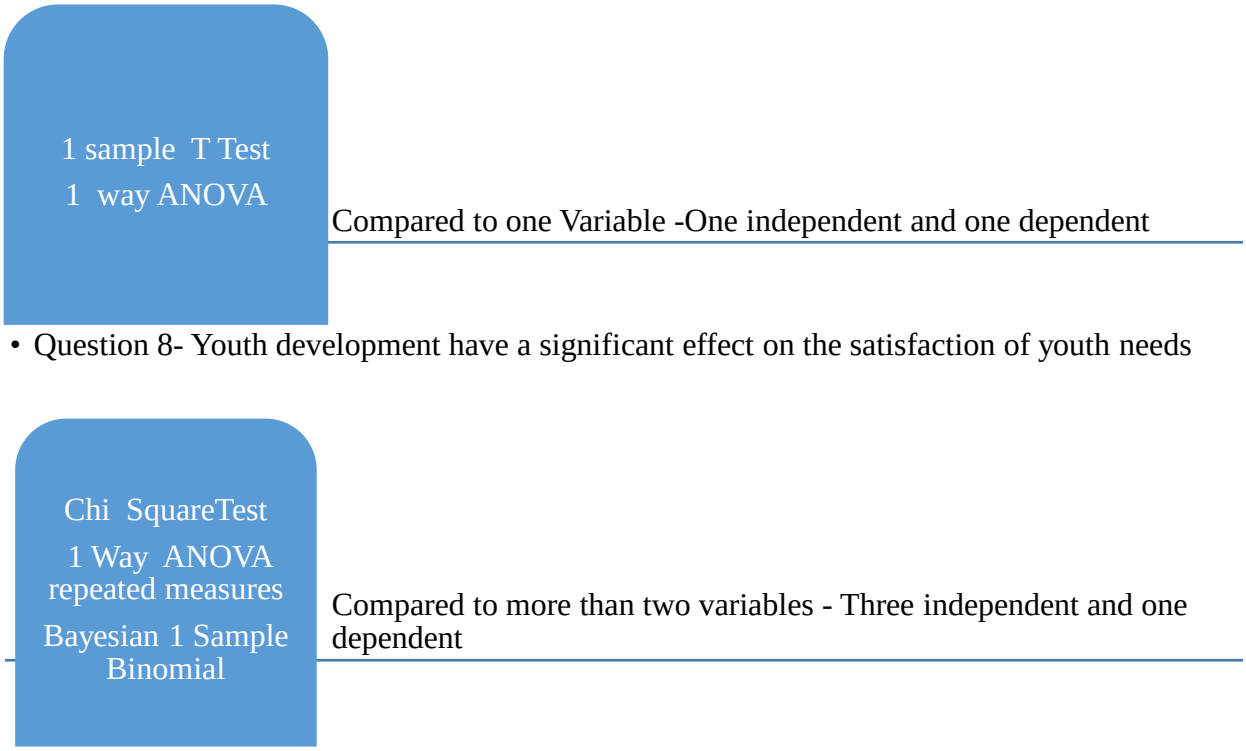


Figure 33

Telephone Interview Instrument p.648

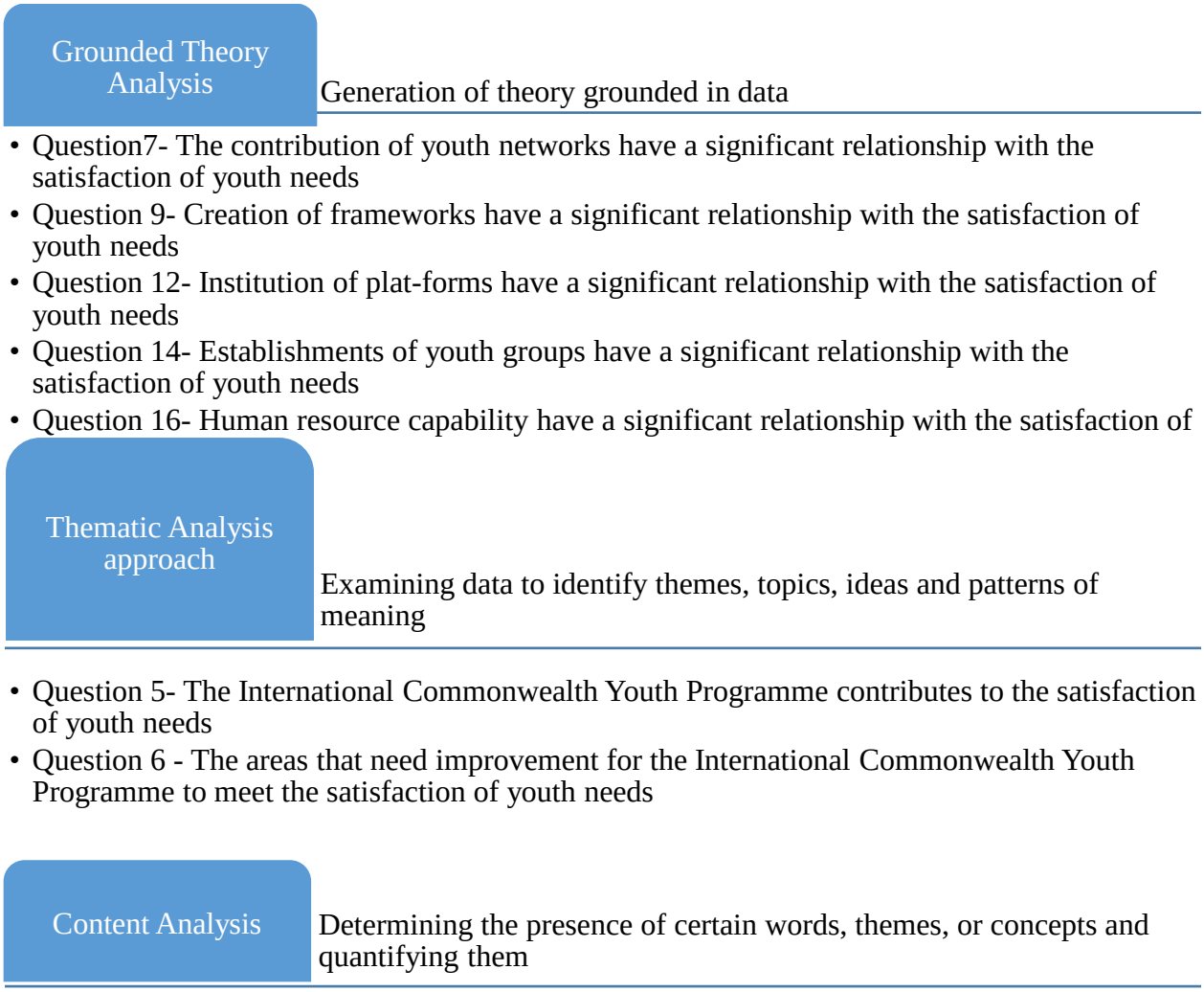


Figure 34

Triangulation Analysis p.649

Methodological Triangulation — Online Questionnaire (OQ) and Telephone Interview (TI)

- Question 15 (OQ) and Question 7(TI) - The contribution of youth networks have a significant relationship with the satisfaction of youth needs
- Question 13 (OQ) and Question 9(TI)- The creation of frameworks have a significant relationship with the satisfaction of youth needs
- Question 14(OQ) and Question 12 (TI) - Institution of plat-forms have a significant relationship with the satisfaction of youth needs
- Question 7 (OQ) and Question 14 (TI) -Establishments of youth groups have a significant relationship with the satisfaction of youth needs?
- Question 11 (OQ) and Question 16(TI) - Human resource capability have a significant relationship with the satisfaction of youth needs

Data Triangulation — Online Questionnaire (OQ) and Telephone Interview (TI)

- Question 5 (OQ) and Question 5 (TI)- The International Commonwealth Youth Programme contributes to the satisfaction of youth needs
- Question 10 (OQ) and Question 8 (TI)- Contribution the role of youth networks played towards the satisfaction of youth needs
- Question 9 (OQ) and Question 11(TI) - Instituting plat-forms affect the satisfaction of youth needs
- Question 8 (OQ) and Question 7(TI)- Creation of frameworks influence the satisfaction of youth needs
- Question 7 (OQ) and Question 13 (TI) - Can the establishment of youth groups contribute toward the satisfaction of youth needs
- Question 6 (OQ) and Question 15(TI) - Human resource capability affect the satisfaction of youth needs

List of 54 Commonwealth Countries

1. Antigua and Barbuda
2. Australia
3. The Bahamas
4. Bangladesh
5. Barbados
6. Belize
7. Botswana
8. Brunei Darussalam
9. Cameroon
10. Canada
11. Cyprus
12. Dominica
13. Eswatini
14. Fiji
15. Ghana
16. Grenada
17. Guyana
18. India
19. Jamaica
20. Kenya
21. Kiribati
22. Lesotho

23. Malawi
24. Malaysia
25. Maldives
26. Malta
27. Mauritius
28. Mozambique
29. Namibia
30. Nauru
31. New Zealand
32. Nigeria
33. Pakistan
34. Papua New Guinea
35. Rwanda
36. Saint Lucia
37. Samoa
38. Seychelles
39. Sierra Leone
40. Singapore
41. Solomon Islands
42. South Africa
43. Sri Lanka
44. St Kitts and Nevis
45. St Vincent and The Grenadines

46. Swaziland

47. Tonga

48. Trinidad and Tobago

49. Tuvalu

50. Uganda

51. United Kingdom

52. United Republic of Tanzania

53. Vanuatu

54. Zambia

UREC Decision, Version 2.0

Unicaf University Research Ethics Committee Decision

Student's Name: Dale Malcolm Joseph

Student's ID #: R2004D10724180

Supervisor's Name: Dr Susan Wasike

Program of Study: UU-DBA-900-3-ZM

Offer ID /Group ID: O55872G62749

Dissertation Stage: DS3

Research Project Title:

"International Commonwealth Youth Programme and Satisfaction of Youth Needs". Role of Youth Networks as a Mediating Variable. A Study of Commonwealth Countries.

Comments: No comments.

Decision*: A. Approved without revision or comments

Date: 16 May 2023

*Provisional approval provided at the Dissertation Stage 1, whereas the final approval is provided at the Dissertation stage 3. The student is allowed to proceed to data collection following the final approval.

UNICAF UNIVERSITY

Approved

L. Robinson

UU_GL - Version 2.0

Gatekeeper letter

Address: Layne Robinson, Commonwealth Head of Social Policy, Commonwealth Secretariat Marlborough House, Pall Mall, St. James's, London, United Kingdom, SW1Y 5HX

Date: 18.03.2023

Subject: Request for Email Addresses, Mobile Phone Numbers of Youth Network Members and Approval to Conduct Study within the Networks

Dear Mr. Robinson,

I am a doctoral student at Unicaf University Zambia (UUZ). As part of my degree I am carrying out a study on the International Commonwealth Youth Programme.

I am writing to enquire whether you would be willing to assist in getting the email addresses and mobile phone numbers of the youth network members of the Commonwealth Youth Programme for the research. Approval is being requested to conduct the research within the networks.

Subject to approval by Unicaf Research Ethics Committee (UREC) this study will be using quantitative, qualitative and triangulation using data collection tools like online surveys, online questionnaires and phone interviews on the Survey Monkey Website, Zoom and Skype.

The study will be about the contribution that the International Commonwealth Youth Programme is making towards the satisfaction of youth needs, the influence, contribution and effect respectively that the youth networks, youth groups, frameworks, plat-forms and human resource capability are having on the satisfaction of youth needs. The research is titled "International Commonwealth Youth Programme and Satisfaction of Youth Needs". Role of Youth Networks as a Mediating Variable. A Study of Commonwealth Countries. The project supervisor of the study is Dr. Susan Khasenye Wasike.

A list is required of the members of the twelve youth networks at the international, regional and country- governments level. The youth councils at each country level, the regional and the international networks youth leaders and the administration of the networks. The list should include the email addresses, the mobile cell phone numbers, the region, country and the positions of the administrators and the youth leaders of the various networks.

Thank you in advance for your time and for your consideration of this research. Please let me know if you require any further information or need any further clarifications.

Yours Sincerely,

Dale Joseph

Student's Name: Dale Joseph
Student's E-mail: josephmalcolmdale@gmail.com
Student's Address and Telephone: Odsan, Castries, Saint Lucia West Indies, Mobile-1-758-287-1899
Supervisor's Title and Name: Dr. Susan Khasenye Wasike
Supervisor's Position: Project Supervisor
Supervisor's E-mail: s.wasike@unicaf.org

UNICAF UNIVERSITY

UU_IC - Version 2.1

Informed Consent Form

Part 1: Debriefing of Participants

Student's Name: Dale Joseph.

Student's E-mail Address: josephmalcolmdale@gmail.com

Student ID#: R2004D10724180

Supervisor's Name: Dr. Susan Khasenye Wasike

University Campus: Unicaf University Zambia (UUZ)

Program of Study: UUM: DBA - Doctorate of Business Administration

Research Project Title: "International Commonwealth Youth Programme and Satisfaction of Youth Needs". Role of Youth Networks as a Mediating Variable. A Study of Commonwealth Countries.

Date: 14-Mar-2023

Provide a short description (purpose, aim and significance) of the research project, and explain why and how you have chosen this person to participate in this research (maximum 150 words).

The purpose of the research is to examine the International Commonwealth Youth Programme and the satisfaction of youth needs. In addition, it is to ascertain the contribution it has made to the satisfaction of youth needs and the areas in which the programme needs to be improved. The aims of the study are to examine how youth networks can influence the dependent variable the satisfaction of youth needs, to examine how human resource capability can affect the satisfaction of youth needs, how instituting of plat-form can affect the satisfaction of youth needs, how the creation of frameworks can contribute toward satisfaction of youth needs and to evaluate how the role of youth groups can influence the satisfaction of youth needs. The Study will inform country governments to institute policies that can improve the facilitation of youth needs. The International Commonwealth Youth Programme based on the results of the study can be better placed to contribute further to the satisfaction of youth needs. The information will be useful to professionals, academic audience and other scholars for further research. The Study will inform the youth networks to understand why youth needs are not being met which in-turn can help them institute the correct measure to meet the needs. The results of the research can reinforce research findings and to add valuable conclusions for printed literature is necessary. You have been selected to be part of this research because you are knowledgeable and can contribute meaningfully to answering the research questions and giving valuable information to test the hypotheses for relationships, influence, effects and associations to advance knowledge and operational change.

The above named **Student** is committed in ensuring participant's voluntarily participation in the research project and guaranteeing there are no potential risks and/or harms to the participants.

Participants have the right to withdraw at any stage (prior or post the completion) of the research without any consequences and without providing any explanation. In these cases, data collected will be deleted.

All data and information collected will be coded and will not be accessible to anyone outside this research. Data described and included in dissemination activities will only refer to coded information ensuring beyond the bounds of possibility participant identification.

I, Dale Joseph., **ensure that all information stated above is true and that all conditions have been met.**

Student's Signature: Dale Joseph

UU_IC - Version 2.1

Informed Consent Form

Part 2: Certificate of Consent

This section is mandatory and should to be signed by the participant(s)

Student's Name: Dale Joseph.

Student's E-mail Address: josephmacolmdale@gmail.com

Student ID #: R2C04D10724180

Supervisor's Name: Dr. Susan Khasenye Wasike

University Campus: Unicaf University Zambia (UUZ)

Program of Study: UUM: DBA - Doctorate of Business Administration

Research Project Title: "International Commonwealth Youth Programme and Satisfaction of Youth Needs". Role of Youth Networks as a Mediating Variable. A Study of Commonwealth Countries.

I have read the foregoing information about this study, or it has been read to me. I have had the opportunity to ask questions and discuss about it. I have received satisfactory answers to all my questions and I have received enough information about this study. I understand that I am free to withdraw from this study at any time without giving a reason for withdrawing and without negative consequences. I consent to the use of multimedia (e.g. audio recordings, video recordings) for the purposes of my participation in this study. I understand that my data will remain anonymous and confidential, unless stated otherwise. I consent voluntarily to be a participant in this study.

Participant's Print name: _____

Participant's Signature: _____

Date:

If the Participant is illiterate:

I have witnessed the accurate reading of the consent form to the potential participant, and the individual has had an opportunity to ask questions. I confirm that the aforementioned individual has given consent freely.

Witness's Print name: _____

Witness's Signature: _____

Date:

Medical and Dental Council (Saint Lucia, W.I.)
Alexander House | Desir Avenue | Sans Souci | Castries | Saint Lucia | West Indies Tel: (758) 451-8062 | Cell: (758) 287-2718 | Fax: (758) 451-8589 | Email: info@slmdc.org

May 31st, 2023

Mr. Dale Joseph
Odsan, Castries

Dear Mr. Joseph,

RE: APPLICATION FOR RESEARCH ETHICS REVIEW AND APPROVAL

The Medical and Dental Council (MDC) wishes to inform that your application for research ethics review and approval of the research titled "International Commonwealth Youth Programme and Satisfaction of Youth Needs. Role of Youth Networks as a Mediating Variable. A Study of Commonwealth Countries" was reviewed and approved by the MDC's Research Ethics Committee (REC) on May 20th, 2023.

Please be guided that this approval is granted on the understanding that your research will be carried out within the conditions laid out in your proposal, outside of which you will be in violation of the approval.

Also be advised that any serious adverse events or significant changes which occur with regards to this research and/or which may alter its ethical consideration must immediately be reported to the MDC's REC; kindly note that a form to report on adverse events can be collected at the MDC's Secretariat.

Please see attached the MDC's REC Report Form for monitoring of approved research projects to be completed in its entirety at the interval outlined in the form.

A copy of the results from the completed research project as titled above should be submitted to the MDC.

The MDC wishes you success in the implementation of your research.

Yours Sincerely,

MEDICAL & DENTAL COUNCIL
Per:

S Ephraim
Dr. Sherry Ephraim-Le Compte
Chairperson

S. Chery
Mrs. Shereen Chery
Executive Director

Medical and Dental Council (Saint Lucia)

Bi-annual Report Form
(for approved ethics applications)

To comply with the issued ethics approval and ensure ongoing approval, adequate reporting is required.

The Principal Investigator is responsible for providing timely bi-annual progress reports and when finalised, a completion report (Section D of this form). The continuation of ethical approval for research projects is subject to the receipt and acceptance of the bi-annual report by the MDC's Research Ethics Committee (REC). It is the responsibility of the Principal Investigator to ensure that all information submitted is a true and correct record of activity for the reporting period.

Project Title	International Commonwealth Youth Programme and the Satisfaction of Youth Needs. Role of Youth Networks as a Mediating Variable. A Study of the Commonwealth Countries."
Principal Investigator	Dale Joseph
Approval Date	May 23th, 2023
Expiry Date	December 31st , 2024

A	DETAILS	
1	Bi- annual reporting period	*June 2023 – December 2023*
2	HDR or Staff project	It is a higher degree research which is Doctor of Business Administration
3	Team Members	Not applicable
4	Have there been any changes to Team Members since the project was approved?	YES ☐ NO ☒ If YES, have these changes been forwarded to the MDC's REC for review? YES ☐ NO ☐ If NO, please explain why these changes were not advised at the time they occurred. Not applicable

B	PROJECT STATUS & SUMMARY	
1	Project Status	COMMENCED ☒ Date: May 19th 2023 COMPLETED ☐ Date: If the project is complete, provide details at Section D Final Report.
2	Project Summary	*Have competed the data collection which was done through three instruments namely the online questionnaire, the online survey, the telephone interview through the survey monkey website, zoom and skype. Completed the research quantitative and qualitative approach population and sample of the research, data collection summary, data collection summary, constructs and operational definition, study procedures and ethical assurances, data collection and analysis, trustworthiness of the data, results of finding based on research questions, evaluation of findings, implication of research study.*

Medical and Dental Council (Saint Lucia)

Bi-annual Report Form
(for approved ethics applications)

B	PROJECT STATUS & SUMMARY	
		recommendation for application, recommendation for future study and conclusion of research study.

C	RESEARCH CONDUCT	
1	Is the project being conducted in compliance with the current approved protocol?	YES ☒ NO ☐ Have details of any protocol deviations/violations been forwarded to the REC for review? YES ☒ NO ☐ If NO, please explain why these were not reported at the time of occurrence.
2	Amendments and current approved study documents.	Have there been any amendments to the project in the last 12 months? YES ☐ NO ☒ If YES, have you forwarded them to the REC for review? YES ☐ NO ☐ If NO, please explain why these were not reported at the time of occurrence.
3	Adverse Events	Have any adverse events or significant events occurred in the last 12 months? YES ☐ NO ☒ If YES, please detail the date reported to the REC
4	Complaints	Have any complaints arisen in the last 12 months? YES ☐ NO ☒ If YES, please detail the date reported to the REC
5	Data Management & Privacy	*The signed forms are kept in a folder of the laptop being used for the research which has a password which only I have access. The responses of the participants are maintained by the monkey survey website which is secured through a password to secure the responses of the participants of the research. Participants are identified based on numbers from 1 -330 for each instrument namely the online survey and the online questionnaire. For the telephone interviews for the 330 participants their responses were recorded on zoom and skype and numbers from 1- 330 were assigned to their responses which were placed in a folder which laptop was secured with a*

Medical and Dental Council (Saint Lucia)

Bi-annual Report Form
(for approved ethics applications)

C	RESEARCH CONDUCT	
		password which is in my care

D	FINAL REPORT	
1	Project completion date	31.12.2024
2	Lay summary of findingsin plain English must be provided in order for the final report section of this form to be completed	The variables based on the five research questions had a significant relationship with the satisfaction of youth needs based on the various test conducted for the variables namely human resource capability, youth groups, youth frameworks, youth plat-forms and youth networks.
3	Detail publications or reports (including funding reports) accepted or in media	Do not have any publications based on the study conducted as the thesis has not been collated as yet.
4	Details of any presentations given	Only made one presentation to the school of doctoral studies after completing the third stage of the research which is dissertation 3.

Declaration

- I confirm that this project has been conducted as approved by the Medical and Dental Council (Saint Lucia, W.I) REC (and subject to any changes subsequently approved as Amendments).
- I confirm that this project has been conducted in compliance with the MDC requirements
- I confirm that all information submitted is a true and correct record of activity for the reporting period

	Name	Signature	Date
Principal Investigator	Dale Joseph	D. Joseph	15.01.2024

Submit the signed and completed form, with all relevant documents as attachments, to info@slmdc.org

Approved and complied with ethical approval
28.03.2024

S Ephraim
S. Chery

GOVERNMENT OF SAINT LUCIA
The Department of Education, Innovation and Gender Relations

Communication on this subject
should be addressed to
The Permanent Secretary

4th Floor Francis Compton Building
Waterfront,
Castries
Saint Lucia

758) 468 4000
(758) 451 7008

May 19, 2023

Dale Joseph
Odsan, Castries
Saint Lucia

Dear Mr. joseph,

The Department of Education through its research unit grant you authorization and permission to conduct the research on the International Commonwealth Youth Programme and Satisfaction of Youth Needs and to engage participants as requested. The research unit is prepared to offer you technical assistance if you so desire.

If you have any concerns or require additional information, you can contact the research unit.

M. Charles

Michelle Charles
PERMANENT SECRETARY