HCD PHASES	Tip #1	Tip #2	Tip #3	Tip #4	Tip #5	Tip #6	Tip #7	Tip #8
Planning	Build in budget and time in workplans to recruit, hire, and train local young people on HCD.	Conduct a values clarification session with adult and youth team members to examine any unconscious bias adults may carry towards youth team members. Young people and adult team members may collectively benefit from training on effective communication and collaboration approaches, as well as knowledge and values surrounding AYSRH.	Ensure there is a clear strategy to actively and continuously engage young people throughout the project lifecycle. Engagement strategy might include outlining roles/ responsibilities and opportunities for growth/ advancement, depending on the training and experience young people have been provided.	Develop a scorecard and schedule routine feedback loops to assess young peoples' experience as project team members.	Be prepared to certify the skills young people receive from engaging in the project.	Develop a MOU for all project teams on how to work with youth team members.	Keep track of key points of youth engagement (eg., working with youth team members, youth advisory boards), documenting successes, challenges, and ways to advocate for partnering with young people.	With respect to renumeration, youth team members should be compensated according to the principles of "equal pay for work of equal value" outlined in the Sustainable Development Goals. All salary ranges should be based on the position level within the respective organization and competitive to regional and national salary benchmarks in the country the position is based in.
Research	Ensure youth team members contribute to setting the research agenda and actively taking part in the creation of design research tools.	Create opportunities for young people to plan and lead design research and co-design sessions with their peers.	Ensure young people are helping to lead the synthesis of research findings and, where possible, validate research insights with affected youth participants. Ensure that all members of the project team are committed to supporting a free, open, and the non-judgmental sharing of ideas that challenge conventional thinking.	Youth team members join the shareback of research findings to partners and donors and co-present findings where appropriate.	Youth team members help develop a dissemination strategy to feed back research findings to participating community members.			
Prototyping	Youth team members advise on the prototypes to develop and test.	Young people lead prototyping sessions with other young people, supported by adult team members, and ensure their feedback is integrated in future iterations.	Young people help determine which prototypes to advance, based on a selection criteria that they have helped to develop.	Youth team members present a selection of prototyping findings to funding partners.				

HCD PHASES	Tip #1	Tip #2
Implementation	Hire young people who were part of the design phase to lead or support key intervention activities.	Plan for refresher trainings and other skills-building of youth team members to support youth-driven and youth-led implementation and refinement of HCD projects long after handoff.
Evaluation	Hire and train young people to lead data collection processes that are used to guide iterations to the project's designs during implementation.	Create opportunities for young people to shareback evaluation findings to local and global stakeholders.

Links to relevant open-source resources (e.g. case studies, checklists, tools, trainings)

A360 Youth Engagement Plan
https://a360learninghub.org/open-source/inquiry/youth-engagement-plan/

Youth-driven, youth-centered or youth-led design? Which approach are you taking?
https://www.ylabsglobal.org/blog/what-is-youth-driven-design

Girl Boss: Case Study of Youth-Driven Design in Ghana
https://drive.google.com/file/d/1rKIiCcjRENnmqwMWyNOPxhP3NZd4JlH0/view

What is Meaningful Youth Participation? | Youth Do It
https://www.youthdoit.org/themes/meaningful-youth-participation/

MYE Scorecard
https://www.yactmovement.org/mye/wp-content/uploads/2021/03/MYE-Scorecard.pdf

Youth Engagement Measurement & Indicators
https://www.youthpower.org/ye-measurement-and-indicators

Youth Engagement in Monitoring & Evaluation
https://www.youthpower.org/youth-engagement-m-and-e

List of Resources
https://www.youthpower.org/ye-resources-and-references

How can play rebalance power in design?
https://www.ideo.org/project/power_and_play

But is it co-design?
https://g8mvf9i2x72.typeform.com/to/K6PpU2xZ?typeform-source=www.google.com