



# PYD for CVE: How Workforce Development Can More Actively Build Resiliency to Violent Extremism

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# The case for integrating workforce development with CVE

- CVE at it's broadest: preventative, off-ramping, and reintegration
- Politics and discourse are problematic
- Economic vulnerability often not correlated with increased risk
- Social and economic instability from VE constrain development
- VE recruitment an indicator; CVE as center of integrated approach
- PYD approach to WfD embodies key characteristics for resiliency

# Key Considerations

## Opportunities

- Economic pressures are consistent drivers of VE
- WfD programs have motivated beneficiaries
- Target WfD volume provides a large number of touch points
- Can be CVE specific (unlikely) or CVE relevant
- Link with trusted mechanisms, positive support to systems
- PYD's emphasis on self-determination and asset development are key to *agency and self-efficacy*

## Threats

- Don't assume that a job equates to inoculation
- Local VE dynamics are sensitive, risk community trust
- WfD programs designed in a vacuum can exacerbate VE
- Research and data generated linked to VE can be mis-used
- Beneficiaries may be low risk through self-selection

# **Kenya Example**

**Human Rights Agenda (HURIA)**

**Kenya Youth Employment and Skills (K-YES)**

# The Case of HURIA in Kenya

- HURIA
- WfD for Returnees
  - Impact of Unemployment on VE
  - Enhancing Communities preparedness for Reintegration
  - Unemployment and Recidivism to VE
- Integration of WFD policies in PCVE Frameworks
  - Kwale County Action Plan on CVE



# Assessing the Impacts of WFD on Youth Resiliency to VE



- WFD and Individual Empowerment
- WFD as a tool to strengthen youth connections to and within communities
- WFD as a means through which youth can access local economic resources
- WFD as a tool to counter traditional narratives of marginalization and victimization

# Case Study Exercise

1. Break into three groups and review the case study provided to you
2. Discuss and respond to the challenge topics referenced in your case study (10 minutes)
3. Each group will briefly present on their case study and their recommended solutions/interventions (2 minutes each)



# Final Thoughts, Reactions & Reflections

- From your experience, do you have recommendations or lessons learned for:
  - Integrating CVE activities into non-conflict programming?
  - Designing a unified CVE approach across diverse countries or contexts?
  - Implementing in an environment with limited local buy-in or strong stigmatization around CVE programming?
  - Applying a “do no harm” approach?
  - Questions or concerns to pose to the greater group?

