

Contribution of Youth-Adult Partnership towards Positive Youth Development: A Case Study of a Malaysian Community-Based Youth Development Organization

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Abstract

The practice of youth-adult partnership in the context of positive youth development programs is an important strategy for helping underserved youth transition to adulthood and achieve their potential. Few studies have engaged in in-depth exploration of the process and implementation of youth-adult partnership in urban, community-based youth organizations. Toward this end, the current study attempts to understand Y-AP contribution to the CBYD Organization that is developing PYD among the youth. A qualitative, intrinsic case study method was employed to conduct the study. Data were collected using a purposive sampling approach in line with a qualitative case study design. In-depth interviews with seven youth workers, participatory observation and document analysis were used to collect the data. The findings indicated that Y-AP practice at CBYD Organization can contribute formation of 8C (Caring Youth, Competent Youth, Youth With Character, Confident Youth, Youth With Cooperation, Considerate Youth, Competitive Youth, and Youth With Contribution) and partnership between youth and adult (formation of trust, formation of cooperation networks and efforts to help the local community). The results can be used as an important input for other community-based youth development organizations to support implementation and practice of youth-adult partnership in their programs.

Keywords: Youth-Adult Partnership, Positive Youth Development, Youth Development, Community Based Youth Development Organization, 8C.

Introduction

The discussion about youth development has been germinated into several strategies, the discourse has finally given birth to one of the strategies known as Youth-Adult Partnership (Y-

AP). Youth development success are hindered when there are not many circumstances showing that youth and adults act collectively and democratically in a collaborative effort. This situation requires a strategy to bring those two groups to work together to achieve an agreed goal. This foundation has given birth to Y-AP which in the end not only benefits the adults but it is able to help the youth to shape their potential. Y-AP as a strategy can be implemented in various fields involving youth-adults (Barg, 2022). The development of Y-AP discourse began with Bronfenbrenner's Bioecological theory as the first discourse used to study the nature and practices of youth, the theory claims that the development and maturity of youth are closely related to their environment. The environment that affects youth is divided into 5 parts namely microsystem, mesosystem, exosystem, macrosystem, and chronosystem. The interaction of youth and their environment in the context of this study is focused on the microsystem involving family, school, community and the CBYD Organization (Bronfenbrenner, 1979).

After development of Bronfenbrenner's Bioecological theory, then come Y-AP discourse around the 1970s. The exclusion of youth from society and government by the adults at that time was seen to happen throughout the world community whether during the overthrow of President Soekarno's Government in Indonesia (1969), the Vietnam-American War (1966) or the May 13 Incident in Malaysia (1969) (Fadzil, 2019). The gap due to the exclusion then leads to the emergence of social problems among the youth in addition to the challenge for them to discover their potential, the youth at this time are rebelling to be heard by the adults (Hine, 1999; White & Wyn, 1998). The strategy to solve this problem in addition to helping the youth to achieve PYD has finally produced Y-AP, the discourse of Y-AP was detected to appear academically for the first time in the United States of America around 2000 although its implementation in society had started around the 1990s. The first literature on Y-AP can be traced back to Camino (2000). Y-AP was detected in the discourse of youth development in Malaysia academically around 2013, the first literature on Y-AP in the Malaysian context was written by Krauss et al. (2013). Y-AP was brought into society practically by civil society in the form of programs, organizations and socialization systems around the 1990s. Civil society that helps bring the Y-AP strategy into society exists in various forms and one of them is the CBYD Organization. The Y-AP discourse academically can be understood as one of the strategies to achieve PYD, it is the 'path' that leads youth to PYD as mentioned by Lerner et al. (2007) through the continuity of positive relationships between youth and adults. This the reason why this study was develop, the main objective is to understand Y-AP contribution to the CBYD Organization that is developing PYD among the youth. There is very few study that discussed Y-AP contribution using platform such as CBYD Organization, especially in Malaysia context. The fact that Y-AP can function well using CBYD Organization to develop PYD need to be understand deeply to expend the branch of knowledge in youth development field.

Youth-Adult Partnership

The discussion about Y-AP needs to start by understanding the meaning of that strategy, Zeldin et al. (2012) defined Y-AP as a strategy that involves a group of youth and adults talk and act together collectively [democratically]. They have to work together in a continuous period of time with aims to promote social justice, strengthen organizations and/or decisively address community problems. Y-AP cannot work in a situation where only one adult interacts with a youth, if this happens Y-AP cannot be implemented but it is a mentoring or apprenticeship model (traditional mentor or apprenticeship) (Hamilton & Hamilton, 2005).

Mentoring or apprenticeship requires the full responsibility of adults due to their position and professional skills (Halpern, 2005), but Y-AP does not emphasize responsibility from one side only (it requires youth-adult involvement). Thus the youth-adults who practice Y-AP are required to collaborate, choose objectives and commitments in issues that are very important for both parties (Tweeten, 2023). Y-AP requires cooperation between youth and adults in the form of deliberation, planning, action and collective (Hess, 2009).

Y-AP also aims to solve problems in the local context and form social inclusion among youth into society (Prilleltensky, 2010). One of the special features of Y-AP is its carried out continuously in a group/ organization/ community with the entry and exit cycle of youth or adults in an activity (Libby et al., 2005). The core elements of Y-AP developed by youth development scholars in Malaysia are similar to some other countries such as Portugal and the United States of America, the elements were developed to facilitate the understanding of activists and researchers (Krauss et al., 2013). The first core element of Y-AP in the Malaysian context is 'Youth Voice In Decision Making'. Krauss et al. (2013) defined the first core element of Y-AP as the experience of youth to be involved during the active decision-making process in a program and community. Second core element of Y-AP in the Malaysian context is 'Supportive Adult Relationships'. Krauss et al. (2013) defined the second core element of Y-AP as a reciprocal relationship that exists between youth and adults that is not limited to the family context in a program and community. Y-AP are practiced all around the world, for example Young Meet Young (YMY) is one of the well-known practitioners of Y-AP. YMY is an initiative worked in Svedala (Sweden) to bring together refugee youth with local youth through YMY Youth Workers periodically at the Svedala youth center. InnerCity Struggle (ICS) at Los Angeles is another example of Y-AP practitioners, its an organization that uses an intergenerational community program organizing approach to improve health and address social inequalities. ICS develops parent and youth leadership and engages them in campaigns to improve learning and health conditions in schools.

Study Context: Malaysian Positive Youth Development

The history of the discourse of youth development has begins since the 1900s (starting in America), the increase in the number of street youth involved in unproductive activities has opened the discourse of youth development among academics (Halpern, 2005). Today the discourse in the field of youth development has developed the theory of Positive Youth Development (PYD), this discourse has changed the perspective of scholars from seeing youth using a negative lens to seeing youth through a positive lens. Discourse in the field of youth development started by looking at the shortcomings of the youth through comparison with the adults (Hall, 1904). The field of youth development sees youth initially as human beings who do not match adults intellectually and do not deserve to be given the same responsibilities as adults. Most early scholars in the field of youth development see youth as a problem that needs to be managed, youth is seen as something that is incomplete/ damaged and needs to be fixed (Roth & Brooks-Gunn, 2003). The discourse in the field of youth development began to change around the 1990s, at this time most scholars in the field of youth development began to see youth through the lens of Systems Theories. This lens sees the development throughout an individual's life as a result of the relationship between the individual and the world around them (Lerner, 2005). System Theory focuses discussion on the individual's ability to change systematically throughout his life through surrounding influences such as family, school and community (Lerner, 2006).

The discourse of youth development in Malaysia witnessed in 2015, PYD was raised as a policy in Malaysia through the formulation of the Malaysian Youth Policy (DBM). The PYD framework developed through DBM still uses the foundation of the PYD framework formed by Lerner and the Search Institute. However, there are a few improvements that have been made to the PYD framework in DBM, the first improvement is related to the addition of 8 assets and 48 development assets in DBM compared to the 40 development assets that been introduced by Search Institute. DBM has also modified the PYD framework when introducing the 8C concept as the final goal to be formed in Malaysian youth, the 8C concept was developed from the 5C discourse initiated by Lerner et al. (2000). The 8Cs to be achieved in DBM consist of Caring (giving birth to a generation of youth who are loving and compassionate towards older people, children, the needy, animals and the environment), Competent (giving birth to a generation of young people who are efficient, qualified and capable of carrying out tasks perfectly in various fields including academic, social, emotional and vocational), Character (giving birth to a generation of youth characterized by positive values, integrity and strong moral values), Confident (giving birth to a generation of youth who have confidence in their identity), Cooperation (expanding the network of youth relations or cooperation in the context of youth development with certain parties), Considerate (giving birth to a generation of youth who have a sense of consideration regardless of the difference in the background of a race or religion), Competitive (bringing forth a competitive generation of youth by giving greater space to youth to play an active role in the development process of the country so that they can face challenges calmly and wisely), and Contribution (bringing forth a generation of youth who contribute something positive to the family, school or educational institution, neighborhood and society, through the contribution the youth have the opportunity to practice the previous 7Cs).

Methods

Persatuan ADAB Gemilang (AYG) have been chosen as a case study for this research. Intrinsic Case Study was used for this research, the approach was chosen because of the uniqueness of the Persatuan ADAB Gemilang which has six ADAB Youth Garage (AYG) branches throughout the State of Selangor. However, this research only focuses on the five branches of AYG. Gombak branch for AYG was not included in this study because the status of the area is recognized as a Traditional Village (Pejabat Daerah Dan Tanah Gombak, 2020). No comparison is made between the five branches of the Persatuan ADAB Gemilang which is CBYD Organization that exist throughout the State of Selangor (Stake, 1995). This research also gathers the practice of youth and adult cooperation in the context of AYG in general which allows a conclusion to be made about Persatuan ADAB Gemilang at the end of this research (Ritchie & Lewis, 2003). This research uses purposive sampling since the informants have their own characteristics that are specifically required (Maxwell, 2005). The sample of this research involved local youth and youth worker from Persatuan ADAB Gemilang. The research sample that represent adult (total of seven people) must be youth worker from Persatuan ADAB Gemilang who is are moderator for the local youth to get involved with the programs at AYG so as to enable the local youth to get involved with the community around their locality. The research sample that represent youth (total of six people) must be individuals aged 15 to 25 who are involved with AYG and participate in programs organized by the Persatuan ADAB Gemilang continuously for at least a year. The total number of informants involved is 13 people.

The focus was places involving five AYG branches throughout the State of Selangor which is Bandar Baru Bangi, HICOM, Rimba Jaya, Kota Damansara and Taman Medan. The principle of triangulation based on in-depth interview, participant observation and document analysis was used in this research (Maxwell, 2005). The researcher also obtained permission from the UPM Ethics Committee regarding the proposed interview session and the interview guide before starting the data collection session. The researcher had involved the data obtained from all three data collection approaches (in-depth interviews, participant observation and document analysis) to find data patterns, then the data will be synthesized to determine which data is important to be taken as a study result (Merriam, 2009). The researcher has formed an open coding on each informant's statement as a preliminary step, this code is expected to increase aligned with the analysis done to each informant. The researcher then connected the related codes through the process of axial coding, the appropriate codes will be formed to be a category that represents the stack of codes (Silverman, 2013). Sub-themes are formed in the next process using stack of categories, each category is named by the researcher so that there is no overlap that affects the themes (Yin, 2011). A coding matrix also developed for each informant (youth-adult group) to see the similarities and differences in the data between the informants in their group (youth-adults). The researcher tried to establish the credibility of this study using several methods such as triangulation, member checking, adequate engagement in the data collection process, reflexivity and peer review (Merriam, 2009).

Results

The research question of this study is to understand Y-AP contribution to the CBYD Organization that is developing PYD among the youth. The researcher found the same pattern given by the informant regarding Y-AP contribution to developed PYD using CBYD Organization as a platform. The findings of this study show that two themes have been formed as a way for the Y-AP to developed PYD using CBYD Organization. The themes are formation of 8C and partnership between youth and adult.

a) FORMATION OF 8C

Y-AP managed to developed PYD among local youth using CBYD Organization as a platform, there are eight characteristic that have been develop successfully among local youth which involved Caring Youth, Competent Youth, Youth With Character, Confident Youth, Youth With Cooperation, Considerate Youth, Competitive Youth, and Youth With Contribution.

- **Caring Youth**

The nature of caring youth that is successfully created involves several important characteristics such as empathy, multi-ethnic network and brotherhood. Empathy characteristics can be seen among local youth when the community program organized by the Persatuan ADAB Gemilang with the involvement of local youth has opened their eyes to see the pain and suffering of other individuals in their community. Local youth before engaging in such activities think that their lives are very difficult because their families are in the B40 category. However, after being involved with the community program at AYG, they began to see other families who are more difficult than them. There are families who are not only limited in terms of food but also in need of medicine.

Multi-ethnic network characteristics can be seen among local youth when the differences in culture and practices that make it difficult for the local youth to get along with each other at the beginning of their involvement at AYG can be ignored after several time they involved with activity together. The differences in culture and practices cause conflict between local youth who are difficult to adapt, but youth workers at AYG play their responsibility so that local youth can tolerate differences among themselves. When the local youth began to get to know each other in depth, a network of relationships began to emerge. They were able to mingle closely without realizing the differences that once existed between them. They also can understand each other struggle and pain after getting along for quit sometime.

Brotherhood characteristics can be seen among local youth when the relationship built among the youth, including with the youth workers at AYG is so close that they are willing to spend time almost every day for activities together. Those relationships are very difficult to build in other places because the filling that exists at AYG teaches them the meaning of true friendship. All the hardships of local youth are known to each other and help are given among them as much as possible.

- **Competent Youth**

The nature of competent youth that is successfully created involves several important characteristics such as able to handle meetings, leading prayers, performing in front of a large audience, improve academic achievement, increase religious knowledge, identity development, increase general knowledge, developed new skills, developed communication skills and, becoming an entrepreneur.

Ability to handle meetings as one of the competent characteristics can be seen among local youth when at the initial stage the local youth will be involved with the youth worker to be in the meeting. Local youth will learn formal meeting rules and techniques from the youth worker, local youth will observe how youth worker conducts the meeting. The participation of local youth on a regular basis with youth worker in the meeting will then form competency among local youth to conduct the meeting, when this situation has been achieved then the youth worker does not need to be by the side of the local youth when the youth conducted certain meeting. There are situations where local youth want to hold an activity without the knowledge of the youth worker because they want to make it a surprise, therefore the meeting for the implementation of the activity cannot involved youth worker. The meeting are managed by local youth who have been involved in other meetings before, the efficiency of handling the meeting can be seen when the committee can be formed and activities can be implemented (even though there are some weaknesses).

Leading prayers as one of the competent characteristics can be seen among local youth when at the initial stage local youth who attend activities at AYG are required to performing prayer, youth workers try to ensure that every youth who is at AYG prays in congregation. Local youth start participate in congregational prayers at AYG as makmum, youth workers will lead the prayers. Dhu'a, dhikr and prayer rules are clearly shown to the local youth so that they understand and can follow it well. After certain period of time is reached, the youth worker will ask the local youth to become imam by turn. Youth who are regularly praying in congregation at AYG will be asked to be imams to all who are at AYG, usually at the initial stage local youths are asked to be imams for Zohor and Asr prayers (because there is no

recitation of prayers aloud in that prayers). When the youth are more competent then they will be asked to be imams for the Maghrib or Isyak, the dhu'a after the prayers will be recite by the local youth with guide provided by the youth worker in the form of a book.

Performing in front of a large audience as one of the competent characteristics can be seen among local youth when at the initial stage local youth are involved in various beneficial activities at AYG, whether it's bands, martial arts or sports activities and they are trained by youth workers to gain that skills. They will hold weekly training together, in certain circumstances local youth will train alone using the space at AYG. Local youth will practice the skills they are interested in at AYG until they are really competent, when that level has been reached then the youth worker will try to find an opportunity for the local youth to show their talent in public. Using their network, youth worker will find a performance opportunity for local youth either in a ceremony at the school or organized by AYG, performances such as silat and music bands will be performed in front of guests. The youth worker always be at the local youth side when they are performing, the presence of the youth worker with the local youth will give them focus to perform better.

Improving academic achievement as one of the competent characteristics can be seen among local youth when at the initial stage local youth who involved in activities at AYG will be asked (at certain times) to study with their friends. AYG also organizes special programs to help local youth improve their academic achievements, when important exam dates are getting closer, certain coaches will be brought to AYG to help local youth understand the subjects they have not yet mastered. Youth workers at AYG also play a role in injecting enthusiasm in local youth to improve their academic situation, there are local youth who are stuck with truancy activities have been slowly advised to return to discipline in their studies. In the end the local youth becoming more competent in their academic achievement.

Increase religious knowledge as one of the competent characteristics can be seen among local youth when at the initial stage youth worker encourages a religious discussion to be done after finishing the prayer with local youth, youth worker will asked local youth after the prayer to gather in a circle and listen to the religious filling for five minutes. Youth workers will touch on various topics related to religious issues, whether relationship, belief or ritual to increase the knowledge of local youth. Not all local youth receive religious education from their families (lack of ability among parents), thus local youth learn religious matters at school or with the community. There is no formal and continuous teaching applied to local youth to understand religious issues at their neighbourhood. Persatuan ADAB Gemilang also organizes a camping program that emphasizes on increasing religious knowledge among local youth. Through this approach, the details of local youth's knowledge of religious issues can be better developed throughout the duration of the camp. In the end the local youth becoming more competent in their religious knowledge.

Identity development as one of the competent characteristics can be seen among local youth when Persatuan ADAB Gemilang focuses on religious development among youth with a focus on Islam, this situation occurs because the Persatuan ADAB Gemilang are managed by Muslim youth workers and receives funds from Islamic-based government. Persatuan ADAB Gemilang together with the agency that channelled funds to AYG want to see the local youth trained there recognize themselves and form their identity as a true Muslim. The situation before the

existence of AYG was described by the local community as poor because the majority of local youth stayed away from surau and did not portray their identity as a Muslim (in terms of dress and religious practices). Thus the AYG that has been developed strives to reshape the identity of local youth so that they look like good Muslims in the eyes of the community. The life of the local youth is surrounded by drug abuse and not knowing the basic knowledge about Islam, but after being involved with AYG it can be seen that they at least started to pray and leave a negative way of life. The presence of AYG helps to form an identity inside local youth because their families do not care about that issue.

Increase general knowledge as one of the competent characteristics can be seen among local youth when at the initial stage local youth born in poor families are very less exposed to the developments around them, the development of local youth's knowledge is hovering in their lives at PPR. Therefore, there are many issue about their country or the world that the local youth do not know, no party takes that responsibility. Local youth do learn a little general knowledge at school but it is very limited, local youth families do not focus on that issue because for them the knowledge is not importance for survival. This situation makes the basic matters of statehood unknown to the local youth, this lack of general knowledge eventually makes the local youth as citizens who lack the spirit of patriotism. The researcher's observation found that the Persatuan ADAB Gemilang tries to apply general knowledge in the lives of local youth through activities and casual chats when socializing, the celebration of certain festivals that involve Malaysia and the world (Mother's Day or Independence Day) is done at AYG to remind local youth about general knowledge that is necessary. Through the celebration of certain festivals and activities that emphasize general knowledge, the local youth begin to form a strong general knowledge, they seem competent to explain certain issues that develop outside their area of residence.

Developed new skills as one of the competent characteristics can be seen among local youth when at the initial stage local youth who are involved in activities at AYG are exposed to various activities, continuous involvement in activities at AYG has formed skills that were not previously acquired by local youth. These skills are enhanced by the continuous participation of local youth with activities at AYG, the youth's skills reach their peak when they are able to efficiently apply the skills learned in real life. There are youth involved in activities such as cooking, automotive or sewing at AYG. All of these skills are taught through instructors who are brought in from outside to develop the skills of local youth. After gaining basic skills, local youth practice on their own in their spare time. If there are any problems or concerns then the local youth will ask help from the youth worker or teaching staff. The researcher's observation found that the AYG administration always tries to bring activities or programs that offer new skills to the local youth, if there is an NGO that has a unique module and offers the latest skills to the youth then that NGO will try to be involved with the AYG.

Developed communication skills as one of the competent characteristics can be seen among local youth when at the initial stage local youth who are in the process of developing are not exposed to a wide and diverse social network causes local youth to only socialize within the community in PPR. The involvement of local youth with AYG has exposed them to individuals from various backgrounds, this situation requires local youth to communicate with those individuals in a polite and respectful manner. Local youth began to learn different communication styles, they were also forced to adapt to new communication styles so that

they could get along well with the outside community. The researcher's observation found that the local youth before getting involved with AYG had a harsh and dirty language style, they were very influenced by the negative elements in the movies they watched. The style of language is not suitable for local youth, misunderstandings can arise among the outside community which is more polite and civilized. Therefore, local youth are guided by youth workers to use a more civilized communication style resulting the local youth becoming more efficient in communicating with the outside community in an honourable manner. Their competency is proven when visitors who come to AYG (NGOs, private companies or government agencies) praise the behaviour and communication skill of the local youth.

Becoming an entrepreneur as one of the competent characteristics can be seen among local youth when at the initial stage AYG provides a business space where youth workers and local youth work together to run a business together, the business run consists of food and beverage products. Local youth never had such opportunity before being involved in activities at AYG, but after seeing the potential, Persatuan ADAB Gemilang gave space and funds for local youth to get involved in the field of entrepreneurship. Local youth are interested in getting involved in that field because of the desire to try something new, local youth are also given a small reward for their efforts in the field of entrepreneurship at AYG. The researcher's observation found that local youth willingly volunteered to be involved in entrepreneurship at AYG which made them competent to manage products and business management. There are youths who are able to open their own businesses at night markets around PPR after some time being involved in entrepreneurship at AYG. The youths are allowed to take initiative at AYG's business space, they have increased the number of products and entertainment attractions for people to come to AYG.

- Youth With Character

The nature of youth with character that is successfully created involves several important characteristics such as respect, discipline, civilized, independent, establish prayer, quit smoking, refrain from stealing, avoid drugs, avoid vandalism and. prefer cleanliness.

Respect as one of the characteristic for youth with character can be seen among local youth when at the initial stage it can be seen that local youth are from different backgrounds, various forms of youth background exist at AYG but the most significant is ethnic and religious differences. These differences sometimes make socializing between local youth awkward because ethnic differences create cultural differences between them, but youth workers manage to control these differences well so that there is no situation where minority youth (Chinese or Indian ethnicity) are bullied by youth who are come from the majority ethnic group (Malays). The local youth in AYG managed to respect the situation of the minority youth in several ways, there was no mockery with ugly words towards the local minority youth. They can do activities together peacefully, the researcher's observation found that the minority youth can also respect the culture of the majority youth. When there are certain matters that involve the majority youth, then the minority youth will participate together (such as celebrating Eid al-Fitr or Aidiladha).

Discipline as one of the characteristic for youth with character can be seen among local youth when at the initial stage local youth are very lacking in discipline. The local youth's ability to respect time is very poor, and even the way they dress does not reflect good discipline. But

when they are active at AYG, youth workers try to put conditions and rules gently to form local youth discipline. Youth workers also patiently give opportunities for local youth to improve their level of discipline, the process of forming local youth discipline is not an easy and quick process. Youth workers need to take a long time for a local youth to improve their level of discipline, the researcher's observation found that youth workers always care about the development of local youth by holding informal discussions in order to instil discipline in them.

Civilized as one of the characteristic for youth with character can be seen among local youth when at the initial stage local youth who grew up in the PPR environment were exposed to adults who are working in the labour sector. The hard working conditions of the adults make them very rude in the way they are speaking and socializing, the adults also socialize with the local youth (either in the shop or in the surau) with the same approach. The approach that been used by adult towards local youth for some period of time has become familiar among the local youth, the rough socializing approach is practiced between them. Local youth also practice rough socializing approach in the early stages of their involvement at AYG, such approach is seen as uncivilized to those who are not familiar with it. Youth workers were also quite surprised at the initial stage because in their eyes the local youth behaved as if they were uncivilized. However, as a result of the efforts from youth workers to train and advise local youth in the way they socialize, over time the local youth can soften the way they socialize.

Independent as one of the characteristic for youth with character can be seen among local youth when at the initial stage local youth who are active at AYG are exposed to activities and programs that stimulate their ability and working by themselves, for example the entrepreneurship program conducted at AYG gives space for local youth to run a business on their own (while being assisted by youth workers) and earn profit from it. Local youth are also taught to be independent in schedule management and cleanliness at AYG, local youth are taught to form a schedule at AYG so that their time is not wasted. If the local youth do not have their own schedule then they can use the schedule at AYG as a guide, they need to follow the schedule by themselves because the youth worker is not able to supervise each youth individually. The researcher's observation found that the youth are not stressed about the issue of independent at home because they are not always at home (local youth spend more time outside the home) and the same thing happens in schools where the youth are not impressed by the approach of the school administration that tries make them independent. AYG manage to build independent among local youth while they spending time at with youth worker.

Establish prayer as one of the characteristic for youth with character can be seen among local youth when at the initial stage local youth before getting involved with activities and programs at AYG in the majority did not focus on the issue of prayer, this situation makes them become youth without the character of a Muslim. When they are trained to performed prayer at AYG regularly, it has become integrated into their lives. Local youth can keep performing prayer consistently after some period with AYG, they tend to pray even when they are not at AYG (at school or home). Their desire to pray is no longer forced but becomes natural, in certain circumstances they still have the laziness to pray at the beginning of time but they no longer abandon prayer. The researcher's observation found that the local youth

have more prominent character as a Muslim when they tend to pray, through the ritual they can control themselves and their behaviour from behaving inappropriately.

Quit smoking as one of the characteristic for youth with character can be seen among local youth when at the initial stage not all local youth who live at PPR are involved in smoking activities, but their number is growing as a result of socializing. In fact there are local youth from the female group who started to get involved in that activity, the influence of the adults at PPR (some of them) have caused the local youth to get involved in smoking activity. But when local youth started getting involved in activities at AYG, their smoking habit was already able to be abandoned. The change of habits is not done in a short period of time, youth workers train local youth to at least not smoke in the AYG area when they have activities (if they want to smoke then they have to go to an area far from AYG). The conditions set by the youth workers make it difficult for the local youth to smoke, so they start to quit the habit when they are at AYG. Local youth are also considered new to smoking, so their addiction is not too serious and can still be changed. The researcher's observation found that the partnership of youth workers and adults around PPR facilitates efforts to avoid local youth from engaging in smoking activities, although there are a few adults who smoke, but they do not want the youth to engage in such activities.

Refrain from stealing as one of the characteristic for youth with character can be seen among local youth when at the initial stage local youth growing up at PPR and among B40 families do not have financial comfort, most of the things they want cannot be obtained due to financial constraints. Thus there are a small number of local youth who are involved with stealing activity to get money and achieve what they want materially.

The act of stealing is spreading among the local youth who are live at PPR (although it is not at serious level). Local youth who are involved with activities at AYG are controlled so that they are not involved in such activities, local youth are guided by religious education so that they know right or wrong. The wishes of the local youth are also tried to be fulfilled in a simple way by the Persatuan ADAB Gemilang so that they do not steal to achieve their desired. Although the effort of the Persatuan ADAB Gemilang is not too luxurious, it is appreciated by the local youth because there are still people who are willing to care about their wishes. Local youth also benefit financially when involved with entrepreneurship at AYG, their involvement is rewarded with a small token by Persatuan ADAB Gemilang. The money received by the local youth can prevent them from engaging with theft activity.

Avoid drugs as one of the characteristic for youth with character can be seen among local youth when at the initial stage local youth who live at PPR are very vulnerable to individual who try to trap them with drugs, local youth who are caught with drug will become regular customers to the drug dealers around the PPR. This matter is tried to be avoided by the Persatuan ADAB Gemilang by organizing various programs to prevent local youth from drug, the cooperation of the Persatuan ADAB Gemilang with National Anti-Drug Agency also helps to raise awareness among local youth. The National Anti-Drug Agency had brought former drug addicts to give their views and experiences about drug to local youth, through their narration then local youth can imagine the misery they face as a result of being stuck with drug. The researcher's observation found that the local youth were successfully made aware from falling into drug when involved in activities at AYG, the continuous explanation and

advice by the youth worker succeeded in creating a feeling of fear in the hearts of local youth to get involved with drug.

Avoid vandalism as one of the characteristic for youth with character can be seen among local youth when at the initial stage the environment of the local youth at PPR witnessed that there are not many interesting activities there, the lack of activities causes boredom among local youth to the point that they look for alternatives activity. There are a few youth who make vandalism as an alternative activity to relieve their boredom, there are also youth who do vandalism to relieve stress. Youth are exposed to various demands in life and sometimes they cannot absorb the pressure, so they look for alternatives activity to reduce the pressure including damaging public property. The researcher's observation found that acts of vandalism around PPR will be associated with local youth, the character of local youth are cleaned when they get involved with activities at AYG. Organizing programs and activities at AYG for local youth can fill their boredom and stress, all their problems can be forgotten when they involved with youth workers.

Prefer cleanliness as one of the characteristic for youth with character can be seen among local youth when at the initial stage the youth at PPR think about the issue of cleanliness being less, cleanliness was only controlled in their home area but the public environment was a little unguarded and dirty. Adults who take the easy way to dispose of garbage and manage waste from their homes make the public environment in PPR dirty. The local youth who see the behaviour of these adults follow their actions, even the dirty nature is evident in the habits and lives of the local youth who have been exposed to the environment for a long time. The character of the local youth seen as messy and untidy by outsiders, even though in the eyes of the local youth their character was normal like other adults. The involvement of local youth at AYG has helped them to become cleaner (compared before their involvement at AYG), youth workers understand the local youth that their dirty and messy character is not a normal character. In fact, the involvement of local youth with external parties of PPR through a program organized by the Persatuan ADAB Gemilang succeeded in opening the eyes of local youth regarding the difference in their untidy and tidy character compared to outsiders.

- **Confident Youth**

The nature of youth with confident that is successfully created involves several important characteristics such as self-confident, leadership qualities, bravely perform in front of the community, bravely voice opinions and create a sense of security.

Self-confident as one of the characteristic for youth with confident can be seen among local youth when at the initial stage programs and activities organized by Persatuan ADAB Gemilang require youth to learn to do things on their own, at the initial stage youth workers will help guide local youth but when they reach a certain level and time frame then local youth must act alone. Local youth are always surrounded by the fear of taking the first step alone, but the confidence given by the youth worker makes them feel confident to try. The situation of youth sees that they always being supervised by adults (parents and teachers) in their every behaviour, the issue that require great responsibility are not given to local youth. However, different conditions are applied by youth workers, opportunities are given to local youth to carry out efforts and activities at AYG (while being guided by youth workers). Youth worker takes the appropriate time to form confidence in the local youth, simple tasks are given to

the local youth slowly until they are confident in themselves. When confidence has been developed, greater tasks and responsibilities are given to the local youth. Their mistakes are not scolded but rather advised so that the self-confidence of the local youth remains built.

Leadership qualities as one of the characteristic for youth with confident can be seen among local youth when at the initial stage local youth are trained to be involved in leadership activities, they are expected to lead either peers or youth younger than themselves. Youth workers will identify local youth who need to be given opportunities to lead, those youth will initially be asked to lead their peers in simple activities. Local youth will not be forced to lead if they refuse or are not ready, but opportunities will always be created by youth workers. Instruction for leading will be given by the youth worker to the local youth, but the instruction is implement with enough time so that the local youth can get used for being leaders. When local youth are able to become leaders among their peers, then indirectly that leadership will be reflected in other contexts whether at school or at home. The researcher's observation found that local youth who successfully form leadership qualities will stand out outside AYG because their leadership charisma will be detected by the outside community.

Bravely perform in front of the community as one of the characteristic for youth with confident can be seen among local youth when at the initial stage local youth learn various skills at AYG whether it is music, martial arts or public speaking. All these skills they have learned make local youth good at doing it with full confidence, when the confidence is achieved then youth workers at AYG will try to show local youth skills to the general community. Local youth will be performing in front of community through the guidance of youth workers. Persatuan ADAB Gemilang also opens a performance space for local youth at AYG general program or carnival. Local youth who have mastered their skills are encouraged to perform in public places, they will not be forced but will be persuaded to have courage to perform. The researcher's observation found that the performance of local youth in front of a large audience helped to improve the image of AYG in the eyes of the public, AYG's ability to form the youth's excellence and self-confidence was admired by the community. Even the local youth benefit from the performance when they are paid for the performance, the local youth continue to be invited to perform in the future for different events by outside parties.

Bravely voice opinions as one of the characteristic for youth with confident can be seen among local youth when at the initial stage local youth grow up in a society monopolized by adults (be it at home or school), they have little room of voice. Local youth are also often belittled when they want to voice their opinions to the community considering their age and limited experience, but different conditions are practiced at AYG. Local youth are given a wide space to voice their desires and wishes at AYG, youth workers further encourage local youth to voice their opinions. Through the confidence built when trained to speak up at AYG, the local youth gain the confidence to also speak out outside AYG. The local youth began to voice any deficiencies in their residential area or school, the researcher's observation found that the opinion voiced by the local youth was a point of view that was outside the box. Local youth bring a different and fresh point of view, there are definitely adult who cannot accept the local youth's point of view but for open-minded adults, they are always ready to accept that point of view.

Create a sense of security as one of the characteristic for youth with confident can be seen among local youth when at the initial stage the free services offered by AYG created a feeling of doubt among local youth and community. Local youth surrounding teach them that everything needs funds, while at AYG everything is free for youth development (something local youth can hardly believe). The involvement of local youth at AYG was initially suspected as a scam, but after some time involved with AYG then local youth felt safe to continue moving and growing there. In fact, life at the city makes many places less safe for local youth to be active, crime incidents that occur widely in urban areas cause concern for local parents to allow youth to be active freely. The opposite situation happened at AYG when the parents of local youth saw the security features there, not only was the AYG space equipped with CCTV but there were also youth workers who helped monitor the activities carried out by local youth. Safety features provide a sense of security among youth and their families, which in turn creates confidence for local youth to be active freely at AYG.

- **Youth With Cooperation**

The nature of youth with cooperation that is successfully created involves several important characteristics such as helping each other and listen to the instruction.

Helping each other as one of the characteristic for youth with cooperation can be seen among local youth when at the initial stage youth living at the PPR area are surrounded by adults who practice a modern lifestyle which requires each individual to strive to achieve their wishes and ambitions. No time can be allocated by youth to help others because they also do not get the help they deserve, that lifestyle have been adopted in youth lives. This lifestyle is evident of local youth who are completing their academic tasks without caring about others. The local youth see that sharing and helping each other takes their time and rights to be given to others, but after the local involved with AYG, that nature starts to be corrected. Youth workers emphasize the importance for youth to cooperate in every activity and program organized. Local youth will not be able to achieve success for the long term if they work alone, this situation causes local youth to be trained to study and work together. A period of time is needed to change the mentality of the local youth to emphasize cooperation, the researcher's observation found that the local youth can see the importance of helping each other in their lives after practicing it at AYG. They can see their academic achievements and social relationships getting better than before when they start helping each other.

Listen to the instruction as one of the characteristic for youth with cooperation can be seen among local youth when at the initial stage local youth who grew up in a harsh environment have formed a stubborn attitude and do not listen to advice. They are also still in the process of developing, causing them to sometimes be unaware of their behaviour that violates culture and rules. Every local youth's feels their behaviour are right, but after being involved with the activities and programs at AYG, the stubborn and hard behaviour of the local youth began to be corrected. The youth worker plays an important role in correcting youth characteristics, mature advice and discussion are the key between youth worker and the local youth. Several issue have been highlighted by the youth that make it difficult for them to listen to instructions, one of the reasons are the approach of adults in giving instructions. Local youth generally do not want to confront the instructions from adults, but when the instructions given are too harsh and even deny the youth the right to be involved in a matter, the local youth rebel and do not want to listen to the instructions. Thus youth workers try to use a

softer approach and meet the rights or requests of local youth before issuing instructions. Encouraging results can be seen when local youth are able to listen to the instructions of youth workers after their requests and rights are fulfilled.

- **Considerate Youth**

The nature of youth who are considerate that is successfully created involves several important characteristics such as do not want to trouble others, sincere and self-awareness.

Do not want to trouble others as one of the characteristic for considerate youth can be seen among local youth when at the initial stage local youth who grow up at the PPR area need a variety of help either in terms of social, financial or academic. Their life before being involved with AYG was very dependent on others. The dependence of local youth on others sometimes creates difficulties for those who help them. In the end, the local community became the victim of the rage of the local youth. But after being involved with AYG, local youth are guided by youth workers to re-evaluate their actions. Local youth have a wide opportunity to discuss with the youth worker regarding their behaviour that sometimes causes trouble for others around them, when their mistakes are successfully highlighted then local youth are taught how not to depend too much on others and act on their own efforts first. The researcher's observation found that local youth involved with AYG can learn to socialize without causing trouble to others, all the skills acquired at AYG are used to solve problems with their own efforts. However, when there is a problem that really needs others help, then the local youth will voice it to the right person.

Sincere as one of the characteristic for considerate youth can be seen among local youth when at the initial stage every consideration of local youth before engaging in activities at AYG is measured using the term profit and loss, the involvement of local youth in a program at AYG must be ensured to end with a profit for themselves (whether profit in terms of money or other advantages). Local youth upbringing at the PPR shaped their thought to think about profit and loss, so they will make sure that the energy expended will end up with a commensurate return (in terms of material). But after being involved with activities at AYG, local youth began to be made aware of the concept of sincerity. They start to believe that their actions will surely be rewarded (if not in this world then the reward will be earned in the afterlife). This concept seems simple but without the efforts of the adults to spread it among the local youth, it is difficult for them to embrace the concept. The local youth started helping others with sincerity and not expecting a reward, it started with their involvement in the volunteer program at AYG. The effort they put in is not promised any return, only the satisfaction they get by each effort. The researcher's observation found that the local youth see the results of their efforts in the form of others happiness, this creates a feeling of sincerity inside them.

Self-awareness as one of the characteristic for considerate youth can be seen among local youth when at the initial stage local youth before being involved in activities at AYG are very self-interested, they see themselves as individuals who face the highest difficulties. That mind-set makes the local youth lacking in various aspects of life. But after being involved with activities at AYG, local youth are exposed to others condition who are more difficult and problematic compared to them. The involvement of local youth with programs organized by AYG which involved orphanages, homeless and drug rehabilitation centres shows that the

lives of local youth are actually not as bad as they think. At least the youth still have parents and a home to shelter them, they still have the opportunity to continue their studies and develop their talents in certain fields. The researcher's observation found that the more exposure to community is given to the local youth, then they can become more self-aware.

- **Competitive Youth**

The nature of youth who are competitive that is successfully created involves important characteristics such as competitive spirit.

Competitive spirit as one of the characteristic for competitive youth can be seen among local youth when at the initial stage local youth before getting involved with AYG have a very low competitive spirit (academic, sports, skills), their competitive spirit reside more towards negative activities. Local youth are excited to compete in illegal racing activities or the dangerous activities, the presence of AYG brings the spirit of competition towards positive direction. Programs and activities that compete within academics, sports and skills area among the youth who attend AYG cause them to highlight their respective talents in their circle. Youth always want to improve themselves to show that they also have their own specialty. The researcher's observation found that youth workers will always publicize the performance of local youth, through this approach local youth will always be aware of their own development and their friends. Further increasing the spirit of competition to be better than their friends. Youth workers will publicize youth development in line with local youth interests, those interests will encourage local youth to compete according to their own inclinations.

- **Youth With Contribution**

The nature of youth who are contribute that is successfully created involves several important characteristics such as volunteers, help teaching and help solve problems.

Volunteers as one of the characteristic for youth with contribution can be seen among local youth when at the initial stage local youth who are involved in activities at AYG are exposed to various groups of volunteers who do various community activities, the involvement of local youth with the NGOs has benefited them in various ways. At some point, local youth feel grateful for their achievements and want other youth to enjoy the same achievements (whether in academics, skills or sports). Therefore, local youth will volunteer to the Persatuan ADAB Gemilang to be involved in activities or programs to contribute back to the community as they benefit from AYG, sometimes there are members of the community who are less fortunate to be struck by misfortune (especially during the period of the Covid-19). Various help is needed by the community and youth workers are not able to carry out all the tasks alone. Local youth are present in this situation to help community members at their residential areas. The researcher's observation found that the local youth can achieve volunteering spirit after experiencing the pleasure of helping and giving.

Help teaching as one of the characteristic for youth with contribution can be seen among local youth when at the initial stage local youth who spend time at AYG gain various skills and self-improvement through the guidance of youth workers and their peers. The development and skills they acquire continue to be developed by participating in activities and programs organized by AYG, at a certain level the youths starting to get involved with activities at AYG.

At this point, the local youths already wanting to teach and help the new youths so that they can acquire the same skills. The researcher's observation found that the local youth who have been involved with AYG for a long time are not stingy to share their knowledge and skills with the youth who are newly involved with AYG, all knowledge they have is fully poured out to the youth who are newly involved with AYG. The local youth who have been with AYG for a long time do not worry if the youth who are new with AYG surpass them in terms of the skills because they feel satisfied to be able to help the youth who are new with AYG.

Help solve problems as one of the characteristic for youth with contribution can be seen among local youth when at the initial stage local youth acquire various knowledge and skills during their involvement with activities and programs at AYG, skills that are sometimes not acquired by youth workers. The skills that local youth have are used to help the community around them, especially at AYG, for example the entrepreneurial projects that are being worked on at AYG space have received help from local youth. The local youth's carpentry and electrical wiring skills are used to develop stalls at AYG, and those skills are also used to repair infrastructure around their residential areas (prayer house or community halls). The researcher's observation found that the local youth's skills, knowledge and confidence in the skills they have are increasing when they practice all their knowledge to help the community, this situation causes the local youth to be more motivated to practice the skills they have for the community.

b) Partnership Between Youth And Adult

Y-AP managed to developed partnership between youth and adult using CBYD Organization as a platform. There are three characteristic of partnership between them that can be seen which is the formation of trust, the formation of cooperation networks and efforts to help the local community.

- Formation of Trust

Formation of trust that is successfully created involves several important characteristics such as youth worker's trust in youth, the school's administration trust in youth workers, youth trust in youth workers, parent trust in youth, the local community's trust at AYG, the trust of external NGOs towards AYG and trust of government agencies towards AYG.

Youth worker's trust towards youth as one of the characteristic for formation of trust can be seen when at the initial stage youth workers act as the main link for local youth to form relationships with other adults outside AYG, therefore without good trust from Youth Workers to local youth, it is difficult for local youth to gain the trust of other adults. The local youth will always show good behaviour and sense of responsibility in front of the Youth Worker, through these efforts then the local youth wish will be fulfilled by the Youth Worker. The main issue is to gain the trust from the Youth Worker, the Youth Worker will always trust local youth because their job is to develop local youth potential. The local youth not only accept the trust given by the Youth Worker but they also try to show commitment so that the trust of the Youth Worker can be increased, the researcher's observation found that it is difficult to increase the trust of the Youth Worker towards the local youth (even though the Youth Worker is open) because the local youth are often careless in carrying out the trust given. However, the continuous efforts by the local youth to increase the trust of the Youth Workers were finally able to create cooperation between them in the end.

The school's administration trust in youth workers as one of the characteristic for formation of trust can be seen when at the initial stage AYG that is driven by youth workers cannot form cooperation between local youth and adults if the school administration does not have faith in them, the majority of youth are tied to the mainstream education system (except local youth who drop out). The regular time and commitment of local youth at school caused the control of the school administration over the development and life of local youth very tight, the Persatuan ADAB Gemilang could not involve local youth in the program that they organized without the permission from the school administration. Therefore, youth workers need to build the trust with school administration's so that local youth can be involved at AYG programs, even the community's trust, especially parents, in school administration is higher compare with youth workers at AYG. The trust given by the school administration towards youth worker is able to open up space to bring local youth to cooperate with adults, youth workers can carry out their function as a bridge for the formation of such cooperation when the school administration does not prevent or even approves them. The researcher's observation found that the cooperation and trust given by the school administration to the youth workers at AYG helped to detail the needs of each local youth more effectively, and even in some cases the youth workers became the link towards cooperation between the school administration and the local youth. There are some school administrations who lack confidence in the abilities of local youth, but with the support and guidance of youth workers, that trust can be formed.

Youth trust in youth workers as one of the characteristic for formation of trust can be seen when at the initial stage cooperation between local youth and adults around them will not be possible if the youth workers who are the link to the cooperation do not gain the trust of the local youth, the local youth need to have faith with the youth workers so that all plans and programs aimed for developing the potential of the youth can be implemented properly. Local youth who are involved with programs and activities implemented at AYG will not give full commitment if the operator of the program is doubtful towards their intentions and behaviour, it is clear that the intention of youth workers at AYG is pure, which is to develop the potential of local youth, but it cannot be seen and needs to be proven so that the trust of the local youth is gained. Youth workers take a long time to develop trust of the local youth towards their peers, when the good intentions of the youth workers had been proven towards local youth then all plans will be followed by the local youth voluntarily. The researcher's observation found that the local youth's negative view of the adults around them can be neutralized with the advice and guidance from the youth worker, the trust that has been built between the youth worker and the local youth makes the local youth confident to form a collaboration with other adults on the advice and guidance of the youth worker

Parent trust in youth as one of the characteristic for formation of trust can be seen when at the initial stage the programs and activities implemented at AYG have succeeded in forming parents' trust towards local youth when they allow their children to be active at AYG freely, high trust is given by these parents when they do not prevent their children from being active at AYG at any time. The safety supervision shown by the youth workers towards the local youth gives the parents that trust, the youth workers also establish a close relationship with the parents so that they get to know the youth workers personally so that they are willing to give permission for their children to go to AYG. Trust will not be given by parents to unknown parties, therefore youth workers implement various programs at the PPR area (especially the

charity program) so that their presence is felt by parents. The researcher's observation found that the youth workers are always in contact with the parents regarding the development of their children, the concern shown by the youth workers finally convinced the parents to trust the youth workers and AYG.

The local community's trust towards AYG as one of the characteristic for formation of trust can be seen when at the initial stage the existence of AYG at urban areas has provided various benefits to the local community, the results are not only enjoyed by the youth but also the adults. The programs and activities implemented at AYG aim to develop the potential within the youth, but the development of the local youth has benefited their parents and the surrounding community. The charity program that utilizes the energy of the local youth for example has helped form the spirit of volunteerism in them, but the results of the program also help out-affected families around PPR. The abundant results for the surrounding community have formed the community's trust towards AYG's capabilities, this trust is translated into the support of the local community for the plans that AYG wants to implement. The researcher's observation found that all the help that the local community can provide has been handed over to AYG, the community hopes that the help they provide will be able to develop their children as well as bring prosperity to the people around them.

The trust of external NGOs towards AYG as one of the characteristic for formation of trust can be seen when at the initial stage the efforts to develop local youth are mobilized at AYG have involved many parties including NGOs that are active throughout Malaysia, the NGOs are involved at AYG to bring youth development modules that are not available in Persatuan ADAB Gemilang. The NGOs are indeed looking for a place to pour all their knowledge to develop the youth. The collaboration between external NGOs and the Persatuan ADAB Gemilang at AYG has successfully highlighted AYG's ability to develop local youth to external NGOs, this situation forms the trust of external NGOs in AYG's capabilities. External NGOs have implemented a lot of programs with other parties, but the ability of AYG is difficult to see elsewhere, the ability of AYG to gather local youth and shape the youth to follow the development program are not obtained by other parties. The researcher's observation found that external NGOs have a high level of trust towards AYG to the extent that they are willing to volunteer to engage with AYG on a regular basis, and they are even willing to channel additional funds and expertise based on their trust in AYG's capabilities.

Trust of government agencies towards AYG as one of the characteristic for formation of trust can be seen when at the initial stage the program implemented by Persatuan ADAB Gemilang at AYG also receives support from government agencies (either state or federal), these government agencies have funds and machinery to develop the youth but they cannot work alone. Therefore, they greatly appreciate the presence of AYG because AYG helps develop local youth that are difficult for government agencies to reach. The collaboration between Persatuan ADAB Gemilang and government agencies to develop local youth showed success in developing the potential of youth and strengthened the government agency's trust in them. The researcher's observation found that the government agency's trust in AYG has been shown by the regular distribution of funds, every donation from the government agency will go through AYG first because of the high trust by the government agency.

- **Formation Of Cooperation Networks**

The formation of network of cooperation as desired by the youth and adults involves several important features such as AYG with the school administration; AYG with the local community; AYG with government agencies; AYG with external NGOs and; AYG with private companies.

AYG working with the school administration as one of the characteristic for formation network of cooperation can be seen when at the initial stage the continuous collaboration between Persatuan ADAB Gemilang and the school to develop local youth has formed a strong network between them, Youth Workers at AYG are in regular contact with teachers to discuss the development of youth. This regular communication has formed trust between them to express opinions and views openly and sincerely. In fact, cooperation has been implemented between them to involve youth in the youth development program, it turns out that the cooperation that started spontaneously has continued when youth are seen to be actively involved with teachers and youth workers. The researcher's observation found that AYG benefited greatly as a result of the network built with the school administration when youth data and school facilities could be utilized by the Persatuan ADAB Gemilang, programs organized by the Persatuan ADAB Gemilang could also be brought into the school to be introduced to the youth who still unaware of AYG.

AYG working with the local community as one of the characteristic for formation network of cooperation can be seen when at the initial stage Persatuan ADAB Gemilang needs to establish cooperation with the local residents around the AYG because they are the parties that determine the local youth can be involved in the activities at the AYG (indirectly), family and neighbourhood relations in the PPR around the AYG causing the movement of the local youth to be supervised by the local resident's. Therefore, youth workers at AYG have collaborated with local residents' associations to organize youth development programs around PPR and at AYG, as a result local residents can see positive development among their children. The results have mobilized the local residents to maintain cooperation with the Persatuan ADAB Gemilang in organizing the program, the relationship eventually formed a strong network between them with continuous contact and communication. The researcher's observation found that AYG benefited from networking with local residents when local youth were not prevented from engaging in activities at AYG at any time, local residents even allowed the use of facilities in their homes involving surau or community halls for the use of programs with the Persatuan ADAB Gemilang.

AYG working with government agencies as one of the characteristic for formation network of cooperation can be seen when at the initial stage AYG that operates requires permission from the government to operate, this permission can be granted by the government through its agency at the local level. AYG next operation has involved government agencies considering the strength of funds and machinery owned by them, the collaboration has opened the eyes of government agencies to AYG ability to develop the potential of local youth. Therefore, continuous cooperation has been created by both parties in order to see the local youth continue to be developed, the cooperation had produces a continuous network between AYG and government agencies. The researcher's observation found that AYG benefited greatly as a result of continuous networking with government agencies where there were no obstacles to the implementation youth development program organized by Persatuan ADAB Gemilang

wherever it was implemented (inside or outside AYG), in fact funds were periodically channelled through AYG to ensure the sustainability of the implementation of the youth development program at PPR around AYG.

AYG working with external NGO as one of the characteristic for formation network of cooperation can be seen when at the initial stage Persatuan ADAB Gemilang has certain expertise in the field of youth development, not all matters are known by them, especially matters involving law and academics. Therefore, external expertise has been sought to develop local youth in AYG involving certain NGOs, cooperation has been forged between them to organize youth development programs, the successful implementation of such programs has given AYG a positive image among external NGOs regarding its ability to bring together youth. Not all parties or groups are able to do what the Persatuan ADAB Gemilang does, so cooperation continues until a strong network between AYG and external NGOs is established. The researcher's observation found that AYG benefited continuously as a result of its network with external NGOs, all the expertise and programs of external NGOs were brought to AYG since local youth participants were available there. External NGOs also benefit from the cooperation network since they can continue their activities and spread the expertise and knowledge they have to the local youth. The researcher's observation found that the AYG administration is always trying to increase their network with external NGOs, AYG youth workers who are instructed to be involved with certain seminars or courses are asked to expand AYG's network with new NGOs. The AYG administration believes that every external NGO has advantages that can benefits local youth.

AYG working with private companies as one of the characteristic for formation network of cooperation can be seen when at the initial stage AYG is always looking for parties willing to sponsor the youth development program they develop involving local youth, private companies that have Corporate Social Responsibility (CSR) funds are among the parties sought to establish cooperation. This cooperation can be continued until a tight network is formed between AYG and certain private companies because the funds channelled can be seen to produce positive impact among local youth, private companies can also introduce their brands to the general public through the results they invest at AYG. Persatuan ADAB Gemilang benefits the most from the collaboration because the funds channelled not only cover the program costs at AYG but the operational costs at AYG can also be maintained.

- **Efforts To Help The Community**

Helping the local community as desired by the youth and adults involves several important features such as charity network and improve the standard of living.

Charity network as one of the characteristic for efforts to help the community can be seen when at the initial stage the function of AYG has been developed as a charity centre for donations by various parties to help people who are involve with natural disaster. The donation was given by government agencies, private companies and individuals, especially during the period of the Movement Control Order. The public who live at the PPR area around AYG are indeed people who belong to the B40 group, therefore the disaster of COVID will greatly affect those people. Persatuan ADAB Gemilang is aware of this, so every calamity that strikes will always be taken seriously by them, the donation collection centre will be immediately opened when there is any calamity involving the surrounding residents.

Information will immediately disseminate to the general public regarding any calamity faced by residents around AYG, donated items collected will be distributed to residents around AYG based on their needs. The donation distribution program involves youth to help organize and find donation recipients, the program is not only able to develop local youth but also benefit the residents around AYG. The researcher's observation found that the surrounding residents are so dependent on AYG that any calamity (death or flash flood) will be referred to the Persatuan ADAB Gemilang for assistance, the Persatuan ADAB Gemilang does not need to release any funds for assistance. It is enough to publicize the need to the general public then various parties will come forward to help.

Improve the standard of living as one of the characteristic for efforts to help the community can be seen when at the initial stage AYG provides various programs and activities to improve the level of education of local youth, the improvement of the level of education of local youth will lead to the improvement of their standard of living (including their families in the future). There are youths who have been helped by AYG to continue their studies at higher education and skill education institutions, and there are even youths who have been trained at AYG to the point of being able to open their own businesses. The opportunities and business space provided at AYG have matured and formed the confidence of local youth to move forward and expand their own business wings. All the knowledge that the youth workers at AYG have is poured into the local youth so that they can improve the standard of living for themselves and their families. The youth development program implemented at AYG not only benefits the local youth in the short term but for the long term it is able to improve their standard of living, the Persatuan ADAB Gemilang designed the youth development program at AYG based on the current demands of the youth. The researcher's observation found that local youth involved in unhealthy activities can also be helped to recover through involvement with AYG, the motivation and vision of local youth's life can be corrected so that they set higher ideals regarding their future and standard of living.

Themes and Categories of Study

TEMA	KATEGORI
Formation of 8C	Caring Youth
	Competent Youth
	Youth With Character
	Confident Youth
	Youth With Cooperation
	Considerate Youth
	Competitive Youth

Partnership Between Youth And Adults

Trust Formation

Development of Cooperation Network

Helping the Local Community

Discussion

Y-AP is a strategy that is recommended to develop youth potential, the practice of Y-AP will indirectly lead to PYD (theoretically in the discussion of youth development). The formation of PYD in youth using the Y-AP strategy was discussed by Fadzil (2020), Y-AP can be practiced in various platforms and even this study found that it is also suitable to be practiced in the CBYD Organization. The practice of Y-AP has been proven to be able to achieve the final goal of PYD which is 8C among the youth, it also indirectly creates cooperation between the youth and adults in the context of the CBYD Organization.

a) Formation of 8c

The most obvious contribution that the Y-AP strategy can make in the field of youth development is to form PYD among youth, this matter has been discussed by Zeldin et al. (2005). Research shows that strong relationships involving adults and youth can promote youth empowerment through outcomes that show youth to be more confident, skilled and network to a wider range. Camino (2005) found that when adults are involved as partners in collective action with the youth, the action not only meets the development needs of the youth but the adults are also able to become more efficient and confident in their activities for the improvement of the community. Clearly, the study shows that the implementation of Y-AP is not only able to produce PYD among the youth, but the adults in the community also gain potential indirectly as a result of the efforts to develop the youth.

The formation of PYD depicted through the existence of 8C in local youth involved in activities at AYG is evidence that the Y-AP strategy practiced at AYG successfully develops self-potential among local youth. The data from this study also shows that adults (especially youth workers at AYG) benefit from increasing their own potential when trying to develop local youth at AYG. This study found that all the things outlined in the Malaysian Youth Policy as core goals to be achieved have been successfully materialized among local youth involved with AYG, the 8C outlined in the Malaysian Youth Policy exist among local youth that have been developed by AYG (8C are caring, efficient, character, confidence, cooperation, thoughtful, competitive and contribution). So it can be seen that the biggest contribution of the Y-AP strategy to the Persatuan ADAB Gemilang is that it is able to bring the youth who want to be developed at AYG to achieve the goals outlined by the Malaysian Youth Policy.

b) Cooperation Of Youth And Adults

The practice of Y-AP strategy among adults and youth is also proven to be able to create close cooperation among them, a study by Heck & Fowler (2008) found that cooperation between youth and adults can lead to access to social capital and variety networking where it can increase the feeling of connectedness between them which in turn leads to civic engagement. Such collaboration can translate into opportunities for scholarships, awards, training and

employment among low-income and minority youth (Lewis-Charp et al., 2003). The cooperation that has taken place between the adults and the youth will bring the involvement of the youth towards opportunities that exist in the community environment, these opportunities are provided by the adults but without the willingness and effort of the youth to be involved in the cooperation with the community then the opportunities failed to be identified. Lewis-Charp et al. (2003) also found that cooperation between adults and youth who share success can make adults happy and contribute to a sense of organizational membership and commitment among youth. This situation shows that the cooperation between the adults and the youth is not only beneficial to the youth but the adults also benefit from it.

This study also found that the same thing has happened among adults and local youth who are involved with the Y-AP strategy when they are in AYG, local youth are not only able to increase their potential through the formation of 8C as discussed before but also their network of cooperation and trust successfully raised with adults. Local youth who are trying to find room for self-development will be able to expand those opportunities using the training that they design together with the adults, and even opportunities will be more easily given by the adults to the local youth since there is trust between them as a result of the cooperation that they have at AYG. The adults also benefited from the implementation of the Y-AP strategy together with the youth, Persatuan ADAB Gemilang together with the cooperation of the local youth will involve the adults living around the AYG, this situation can be seen clearly during the Movement Control Order was implemented where the youth used their networks together with local adults to help deliver food and aid to poor families in need. In fact, the adults also benefited from the implementation of the Y-AP strategy when the standard of living of the people in the PPR area around AYG was successfully improved, as a result of cooperation with local youth, hygiene issues and social problems around the PPR were slowly reduced. This situation for the long term is able to raise the standard of living of the people in PPR who previously lived in unsanitary conditions and were squeezed by various social problems (pollution, theft and drugs) to a standard of living that they can be proud.

Conclusion

The Y-AP strategy plays an important role to ensure that a CBYD Organization can highlight the potential of the youth, at the same time the youth potential developed by the CBYD Organization will be highly dependent on the inclination of the youth workers. Youth workers can produce the 8C's that PYD wants to achieve using a different approach in a CBYD Organization, if youth workers are more interested in sports or volunteering programs then such programs will also become youth tendencies. Y-AP cannot function in a situation where only one adult interacts with a youth, Y-AP requires cooperation between youth and adults in the form of deliberation, planning, action and collective. Youth-adults who practice Y-AP in a CBYD Organization are required to collaborate, choose objectives and commitments in issues that are very important to both parties. This situation proves that the position and development of youth workers in the context of the CBYD Organization is very critical, the CBYD Organization will not be able to develop the local youth if the youth workers are not developed with the proper filling. Future research related to Y-AP can open a deeper perspective on the field of Youth Development, angles for the future research that can be considered is research that been conduct in a quantitative approach. A quantitative study can help measure the effectiveness of the Y-AP strategy. A quantitative study will further

strengthen the numerical argument for the effectiveness of the discourse in Youth Development regarding Y-AP.

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