



Shaping the future of youth employment - A CFYE Workshop on Green, Digital, and Youth-Powered Careers in Africa

CF X YE

CHALLENGE
FUND
FOR
YOUTH
EMPLOYMENT

Agenda workshop



- ✕ **Introductions**
- ✕ **The Challenge Fund for Youth Employment**
- ✕ **Implementing Partners**
- ✕ **The Future of Work**
- ✕ **Meaningful Youth Participation**
- ✕ **Job pathway**
- ✕ **Q&A**

Introductions

- *Camee van Knippenberg*
- *Monitoring, Evaluation & Learning, CFYE*
- *Challenges and opportunities*



The Challenge Fund for Youth Employment



Decent employment for 230,000 young people

By 2026, the fund aims to create **decent employment for 230,000 young people including 50% women** in the Middle East, North Africa, West Africa, and the Horn of Africa (including Kenya and Uganda).



Competitive challenges with focus on young women

We will run several competitive context-specific challenges per year to address supply, demand, or job-placement constraints to creating more jobs and/or improving the quality of work for people, especially women, aged 15-35 in the focus countries.

Selection Criteria



Private sector-driven

Involve a private sector partner and have a local presence



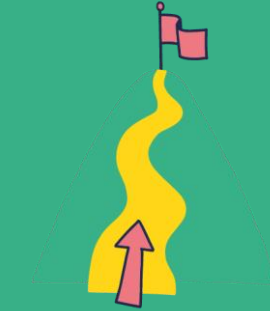
Engaging Youth

Young people should be directly involved in the design of the solution



Including Women

Young women must be included and able to benefit, considering specific barriers women face

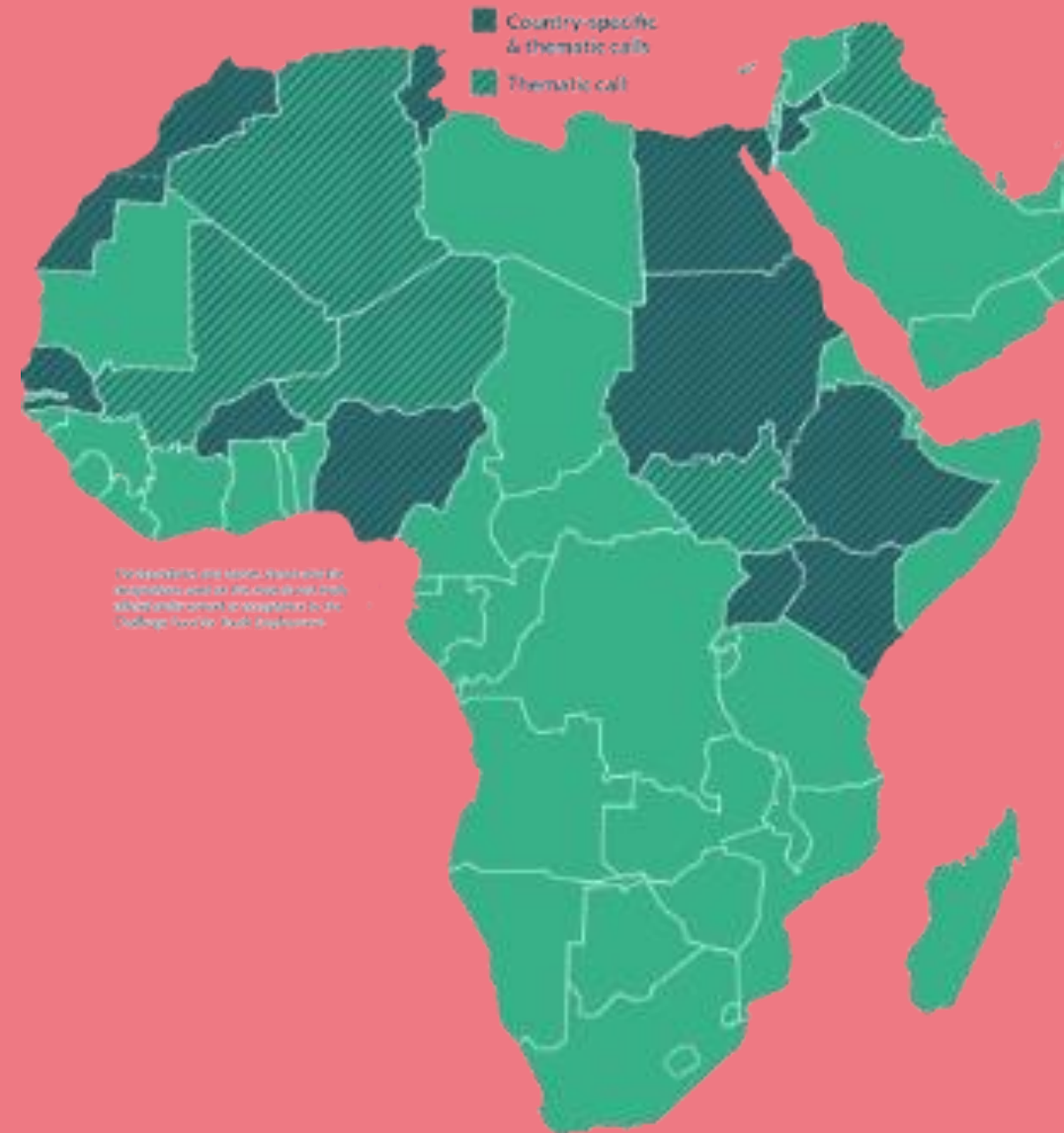


Clear pathway to quality jobs

Demonstrate how project will result in young people working in quality jobs

Where are we now?

Applicants selected = Uganda, Egypt, Jordan,
Kenya, Nigeria, Senegal, Ethiopia, Tunisia,
Burkina Faso, Morocco, Sudan
+100 Projects
243.249 Planned jobs

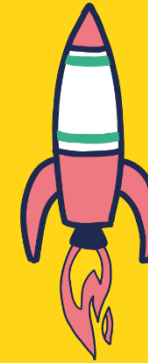


What does the Fund offer?



Co-investment

The Fund will **co-invest** between **10 and 50%** of the total project budget, including both direct investment and TA.



Technical Assistance

In-kind technical support will be available throughout the selection process and during implementation to maximise delivery of results.

Implementing Partners



- Training in technical, business and soft skills
- Matching young people

employable and resilient and are able to pursue opportunities



- Create self-employment
- 'beekeeping-as-a-business'
- Diversify their business

enterprises, strategies to grow or improve working conditions



- Expanding production
- Encourage women to join the labour market

Ta
ov

Ent
improve performance,
deploy new strategies
to improve working
conditions

NGE
FUND
FOR
YOUTH
EMPLOYMENT

Implementing Partners



Match



Create



Improve

Supply



Targeting youth

Youth become more employable and resilient and are able to pursue opportunities



Targeting other businesses

Establish or scale enterprises, strategies to grow or improve working conditions

Demand



Targeting own business

Enterprises grow, improve performance, deploy new strategies to improve working conditions

CHALLENGE
FUND
FOR
YOUTH
EMPLOYMENT

Implementing Partners



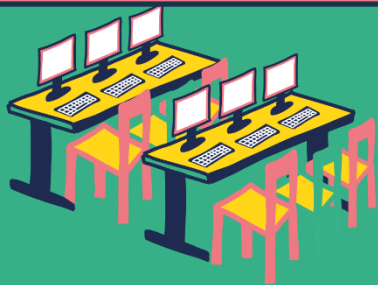
Match



Create



Improve



Targeting youth

Youth become more employable and resilient and are able to pursue opportunities



Targeting business

Establish or scale enterprises, strategies to grow or improve working conditions



Targeting own business

Enterprises grow, improve performance, deploy new strategies to improve working conditions

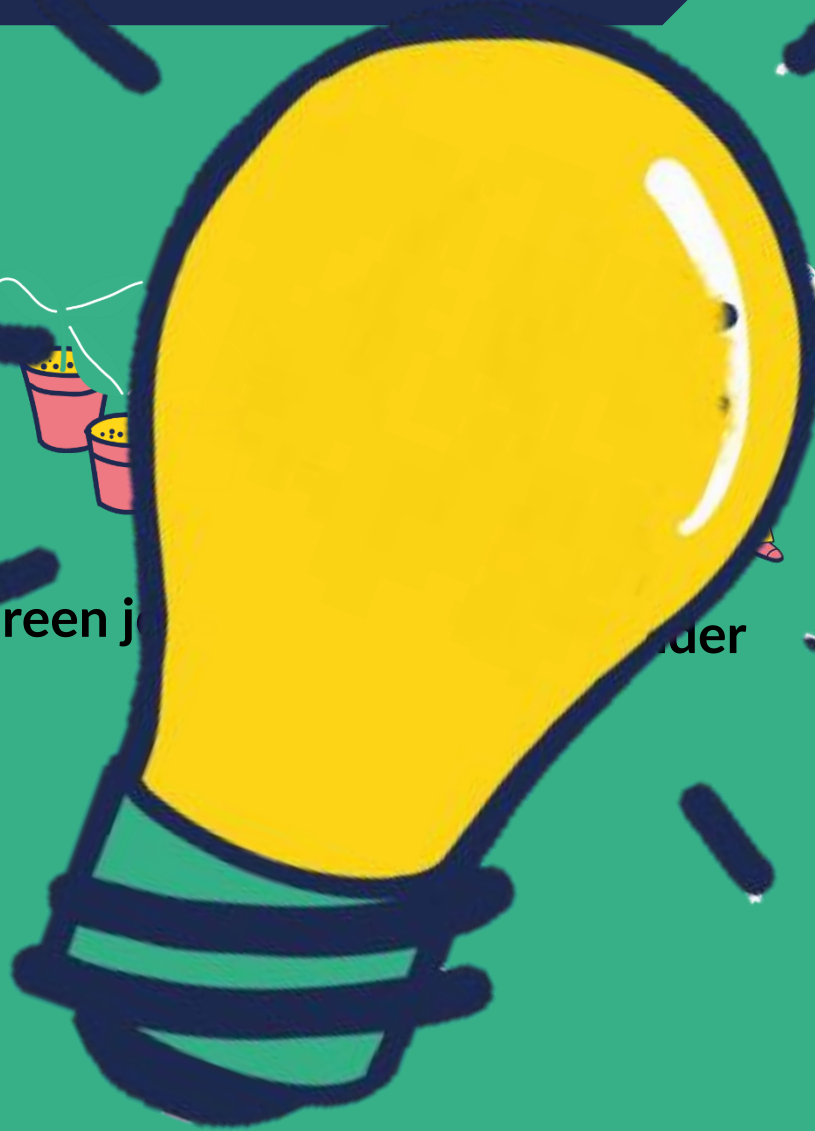
Job Creation



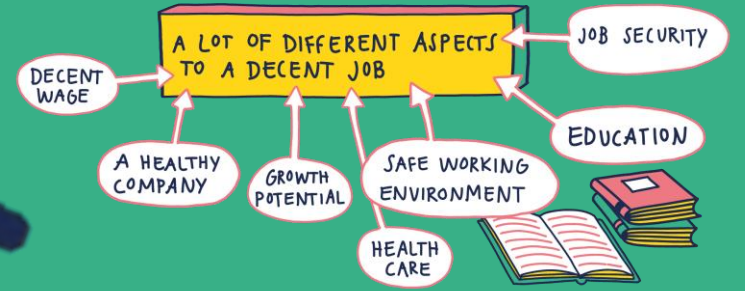
Digital jobs



Green jobs



Gender



Job Quality

Questions?



“

At CFYE, we believe that businesses need to prioritize a youth-centred focus for youth employment creation to be successful and sustainable. We also know that for this to be possible, the youth participation and engagement needs to be meaningful.



Majina Mwasezi, Youth & Gender
Advisor

Youth Participation – Into the Future!

FUTURE

Infinite ambition – sustainable profits and impact.

Into the future? Creation of future leaders, mentors and managers!

Youth as professionals and equal partners in business (be involved in Businesses beyond Social Impact)

Youth Participation is a springboard for youth and Business: –
Identify areas for skill development and training narrowing the gap between youth skills & business needs

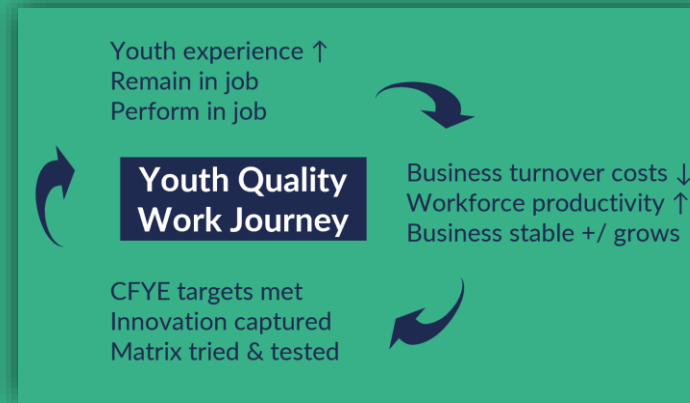
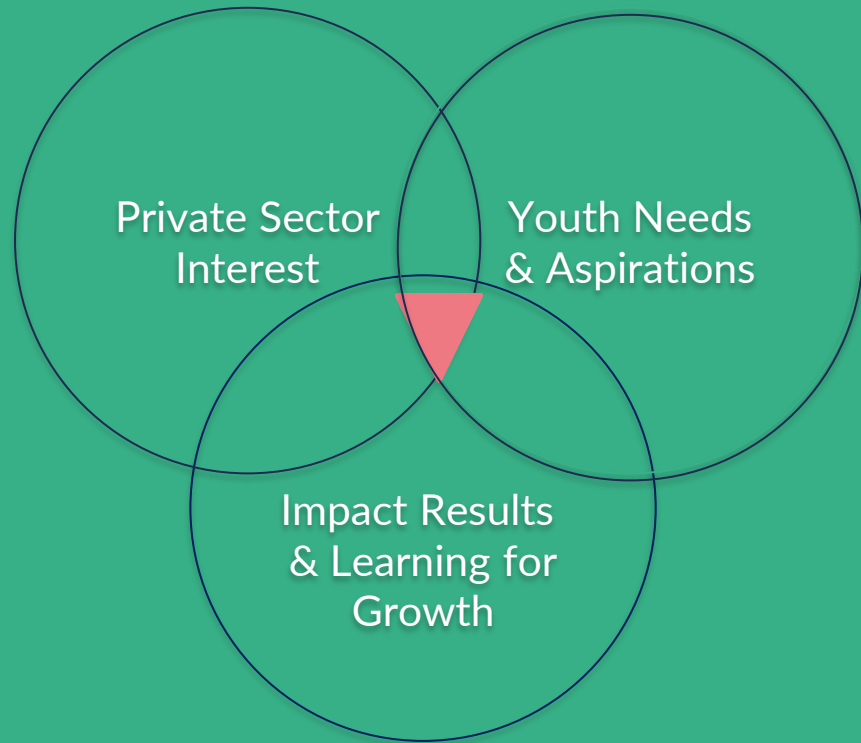
Our changing world: requires a different response – Step into the future with strategies on Impact in green & digitally-enabled jobs



CHALLENGE
FUND
FOR
YOUTH
EMPLOYMENT

Social Impact = Youth Quality Work Journey

Why is this important? Investing in optimizing the Youth Quality Work Journey in a company leads to a win-win-win situation:

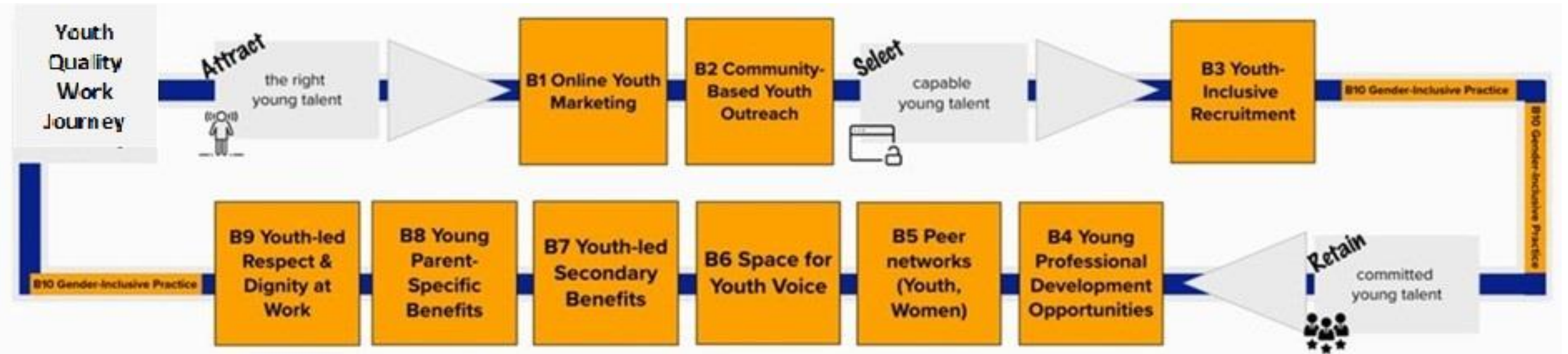


How to optimize Attracting, Selecting, Retaining Young Men and Women specifically and turn working with this group into a true competitive advantage.

Why a 'journey'? It's logical. It's easy to follow. It's on-going. It can be tailored to your specific reality and needs and keep changing as you engage with youth. It gives a framework for positive, targeted and actionable conversations.

Great to have a company self assessment and create spaces for youth voice (needs and aspirations). Examples include Youth-led research, design sprints

Youth Quality Work Journey

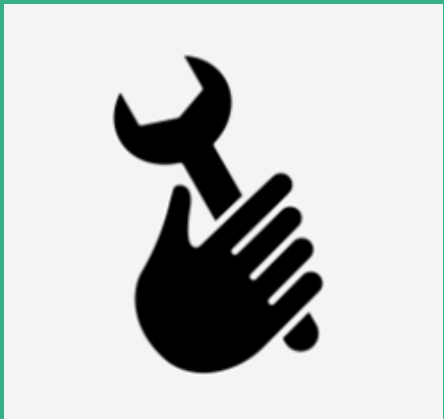


Future of work (DEJs) & Youth-led Research

- Digital jobs are new and growing, but we need to understand better the YOUTH PERSPECTIVES



On work provided by
jobtech platforms



On measuring decency
of Work provided by
the platforms

WHY?

Because youth are a key stakeholder but to date most have been left out of the conversation or their engagement is tokenistic

MYP Practise standards



CHALLENGE
FUND
FOR
YOUTH
EMPLOYMENT

Questions?



“

At Cyber Shujaa, our mission is to bridge the training, placement and retention gap for the youth in IT and cyber security career paths.

Cyber Shujaa project is a youth focused program that is spearheaded and funded by a number of organizations, including CFYE. I am a beneficiary of the youth employment program.



Keith Mutunga - Cloud & Network Security Trainer

Key Talking Points

- Where my journey started. What was my dream career?
- What options and resources did I have available?
- Navigating through the job market and frustrations faced.
- How I got my current job and how I was able to stay employed and grow.
- Finding my place in the “bigger picture”.
- Mentorship.
- Lessons learnt.



Questions?



Let's get active!

- Access to education and skill training, mismatch education and labour market needs
- Informal employment & job insecurity
- Youth underrepresentation in decision making
- Youth aspirations and the future of work
- Gender disparities

- Project selection/project design
- Developing activities (training)
- Project implementation – Monitoring
- Project closure - recommendations



Think of how MYP can help to find solutions to overcome these challenges



Let's get active!

- 5 minutes: write down ideas
- Discuss in groups of 4 and rank your ideas

