



AFRICA

Maximizing Impact through Partnerships



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It is an unacceptable reality for a continent with such an impressive pool of talent and creativity that more than 70% of Africa's youth live on less than US\$2 a day.”

Mthuli Ncube, Chief Economist and Vice President, African Development Bank



MAXIMIZING IMPACT THROUGH PARTNERSHIPS: IYF PROGRAMS IN AFRICA

Young people in Africa express a passionate desire to build their own futures, gain financial independence, and revitalize their communities. The International Youth Foundation (IYF) is committed to helping them achieve these goals.

Since 1990, IYF has worked in 23 African countries to build the capacity of nearly 100 youth-serving organizations and government agencies to positively impact the lives of more than 2 million young women and men.

Our approach is straightforward: we assess the untapped potential of the region's private sector

companies, governments, civil society organizations, and youth themselves. Together with our partners, we design and deliver programs that address the employment needs of young people, equipping them with the personal, interpersonal, workplace, and entrepreneurial skills that prepare them to make positive social and economic contributions to their households, communities, and region.

ANCHORED IN TRANSFORMATIONAL LIFE SKILLS

Developed in partnership with the GE Foundation, IYF's life skills program—*Passport to Success*® (PTS)—provides youth with a solid foundation of skills that support their personal, academic, and professional development. The 80-module curriculum is especially valuable to young people who must navigate rapidly changing social, economic, and political landscapes.

PTS training is tailored to address the specific challenges participants face in their communities. The ultimate goal is to prepare youth for work that actually exists in the local labor market and where jobs are scarce, to prepare young people for self-employment. IYF uses an innovative methodology that is highly interactive to capture young imaginations and allow trainees to practice what they've learned.

Participants also learn to handle conflict effectively and understand expectations of others as they establish pathways to achieve their life goals.

Life skills change lives. Youth report that PTS empowers them to transform their relationships, cope with their surroundings, adopt positive behaviors, and obtain quality jobs. In Zimbabwe, a recent report gives PTS the highest scores among all other interventions for building youth resiliency¹. Participants' families, teachers, and employers also state that IYF's life skills training has helped young people come of age with the tools and mindset to confidently assume their professional and civic roles in society.

¹ Mtigwe, Dr. B., USAID Zimbabwe: Works CD-RISC Baseline and Exit Survey Report, May 2014.

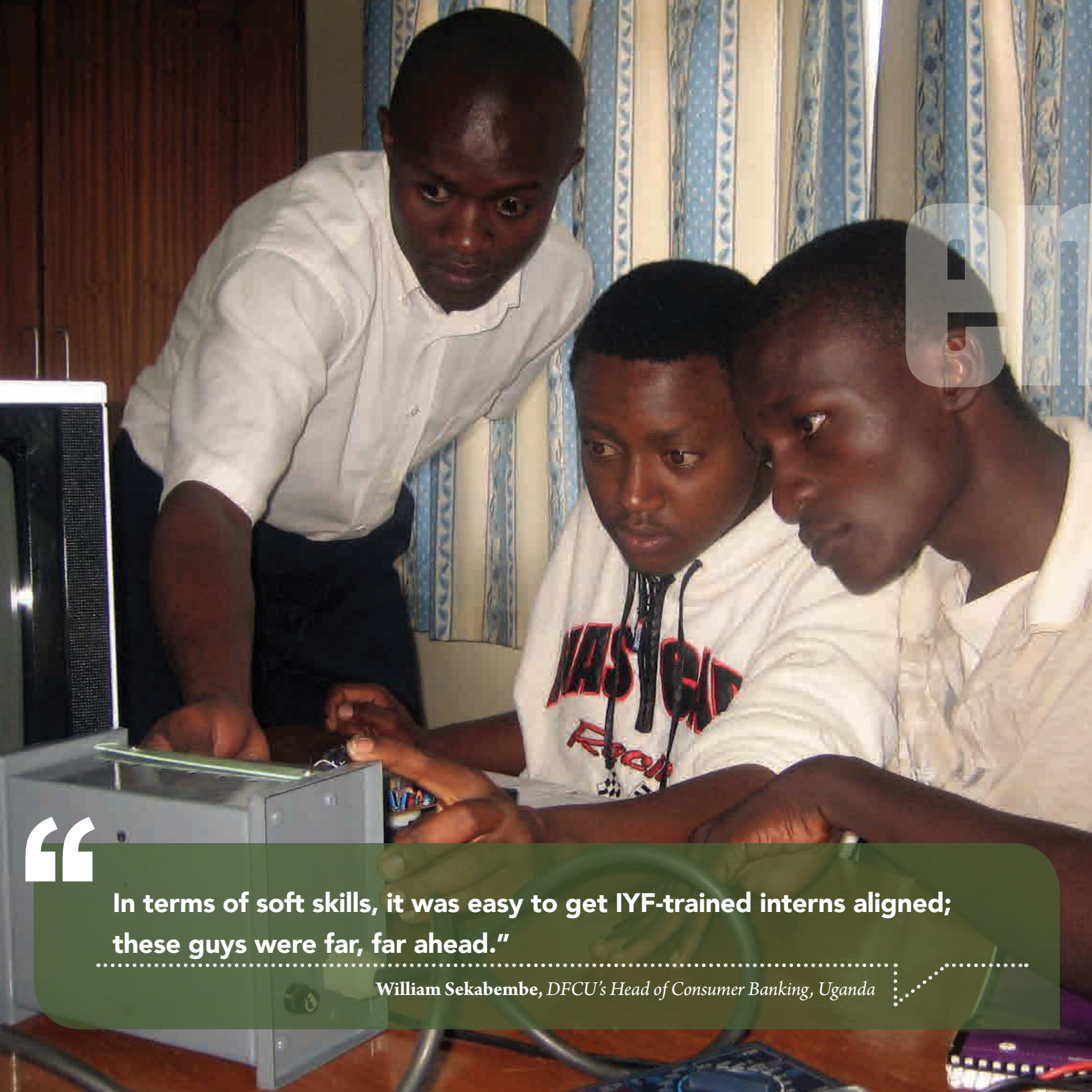




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Thanks to PTS, I learned to respect myself and respect others. I also learned how to be a responsible person and make the right decisions. PTS taught me to better control my emotions and better manage stress.”

Luis Comolo, PTS participant, Mozambique



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In terms of soft skills, it was easy to get IYF-trained interns aligned; these guys were far, far ahead.”

William Sekabembe, DFCU's Head of Consumer Banking, Uganda



EMPLOYABILITY GROUNDED IN THE NEEDS OF EMPLOYERS

A robust private sector is crucial to the region's long-term health. To innovate and grow, African businesses must be able to tap a pool of local talent with a full range of relevant skills and experiences. IYF partners closely with key private and public sector actors across the continent to increase the employment readiness of youth and contribute to the stability and sustainability of the region's workforce.

With over 25 years of youth development experience, IYF programs are founded on international best practices and IYF's own standards of excellence. During all phases of training—from curriculum development to final assessment—IYF works with employers to ensure that trained youth exit the program with the technical and life skills that are most relevant to current and anticipated market needs.

Success lies in our ability to place youth in internships and jobs.

In Africa, a variety of finance, telecommunications, hospitality, and retail companies have partnered with IYF to accept trainees into their companies, including Aramex, Barclays, Barloworld Equipment, Development Finance Company of Uganda (DFCU) Bank Ltd., FICA Seeds, Hilton Hotels, MTN, Nando's, Pearl Capital Partners, Protea Hotels, Pick n Pay, Tevo, Uganda Telecom, and Woolworths.

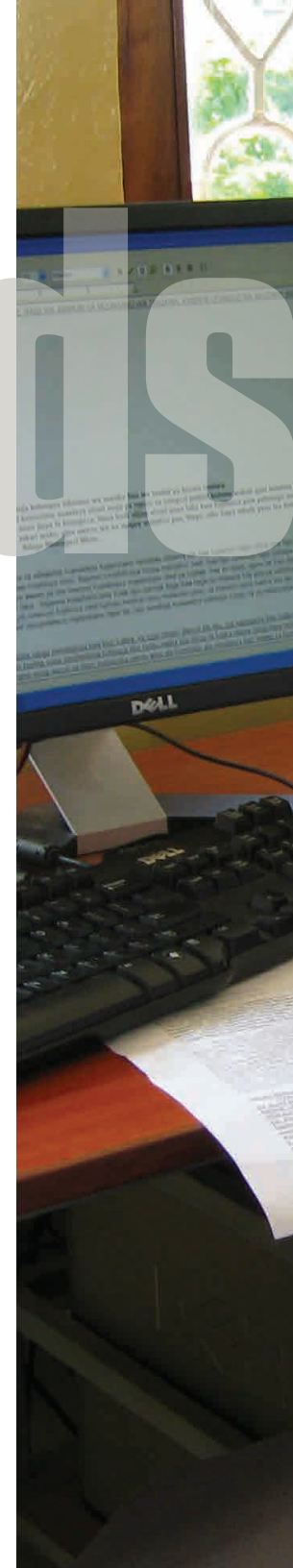
IYF also offers companies a range of opportunities to engage staff in program activities. For example, Barclays employees in Uganda have trained and facilitated entrepreneurship sessions for 40 interns, and continue to mentor youth participants.

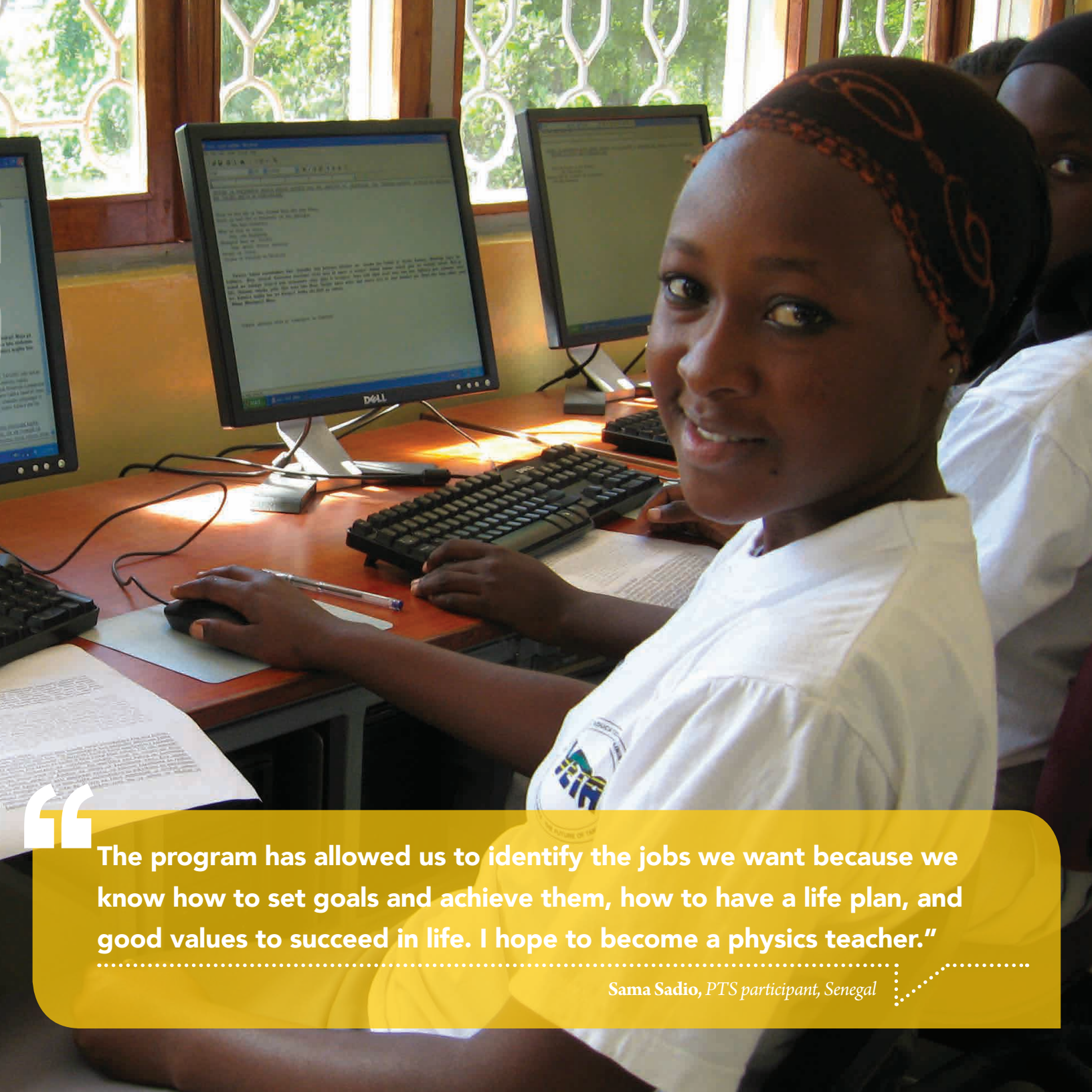
livelihoods

BUILDING CAREER PATHS FOR YOUNG PEOPLE

While youth unemployment in Africa occurs at twice the rate of adults, underemployment poses an even greater threat to the continent's young people as they seek to build their futures. Seventy percent of the region's job growth has been in vulnerable, informal employment in the form of low-skilled, low-quality jobs that can't lift families out of poverty. When young people do find employment, turnover is often high as they are ill-prepared for work or their experience does not meet their expectations. Evidence shows that the region's graduates do not leave school with the skills that will help them obtain—and keep—the jobs that most attract them. This skills mismatch impedes private sector growth, while further exacerbating the rate of youth unemployment.

Given these ongoing challenges, IYF programming includes career guidance so that young people—and their parents—have accurate information about labor markets and can envision and plan for careers in fields that offer greater opportunities. Through such guidance, youth become aware of career paths and the bright futures that begin with entry- or mid-level jobs in sectors that are rapidly expanding and eager for energized and creative employees such as agriculture, financial services, hospitality, and retail. IYF also helps young people develop entrepreneurial and leadership abilities that increase the quality of their contributions at work, job satisfaction, and opportunities for advancement.





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The program has allowed us to identify the jobs we want because we know how to set goals and achieve them, how to have a life plan, and good values to succeed in life. I hope to become a physics teacher.”

Sama Sadio, PTS participant, Senegal



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The BYB program was a very good experience for me as an entrepreneur... I learned a lot; it boosted my confidence to start my own business and provided me with the practical information on things to consider and be aware of when I start.”

Build Your Business participant, Nigeria



NURTURING ENTREPRENEURIAL THINKING AND ACTING

Given the jobs shortage in Africa, supporting young people with entrepreneurial aspirations is crucial to the region's continued economic development as self-employed youth can support themselves, while also creating jobs in their communities. A lack of skills and resources, however, prevent youth from turning their ideas or informal ventures into flourishing businesses. To be successful, the young business owner needs access to an integrated package of training, business support services, and financing which IYF is able to provide.

IYF's entrepreneurship training begins with *Passport to Success*® which builds the foundational skills for starting a business, including creative problem solving, negotiation, risk-taking and creating support networks. In addition, *Build Your Business* (BYB), a curriculum developed together with

Microsoft, introduces youth to the basic ideas, activities and technical skills needed to successfully launch, lead and grow a new business. BYB has been introduced in nearly a dozen African countries, engaging 200 trainers and equipping 2,100 young people with improved business skills. IYF's local network of partners also provides access to critical resources, including financing through savings groups and microfinance institutions, as well as mentorships with established and successful entrepreneurs.

IYF also helps young social entrepreneurs meet the development needs of communities across Africa through *YouthActionNet*® (YAN). YAN regional leadership institutes in Uganda and Senegal provide service learning and leadership training to 50 young social innovators annually.

partners

MAXIMIZING IMPACT AND SUSTAINABILITY THROUGH PARTNERSHIP

The challenges confronting Africa's youth are too big and too urgent for any one sector alone to address. Therefore, IYF seeks to bring together an array of stakeholders from the public, private and NGO sectors whose combined resources and expertise bring opportunities to the region's young women and men. IYF initiatives not only serve youth directly, they benefit partners in the process.

Building the capacity of local NGO organizations to design, develop, manage, and evaluate effective youth programs is a priority for IYF. Our rigorous monitoring and evaluation instills a metrics-driven, continuous

learning approach pre- and post-program. This, combined with broad technical and operational support, enables local partners to continue delivery of quality training and support for youth beyond the period of IYF's direct technical assistance.

For the private sector, a partnership with IYF is good business as a stable, effective and enthusiastic workforce reduces costs, fills human resource needs, and supports growth. Public sector partners foster sustainability by leveraging greater resources, encouraging a policy dialogue, and promoting best practices.



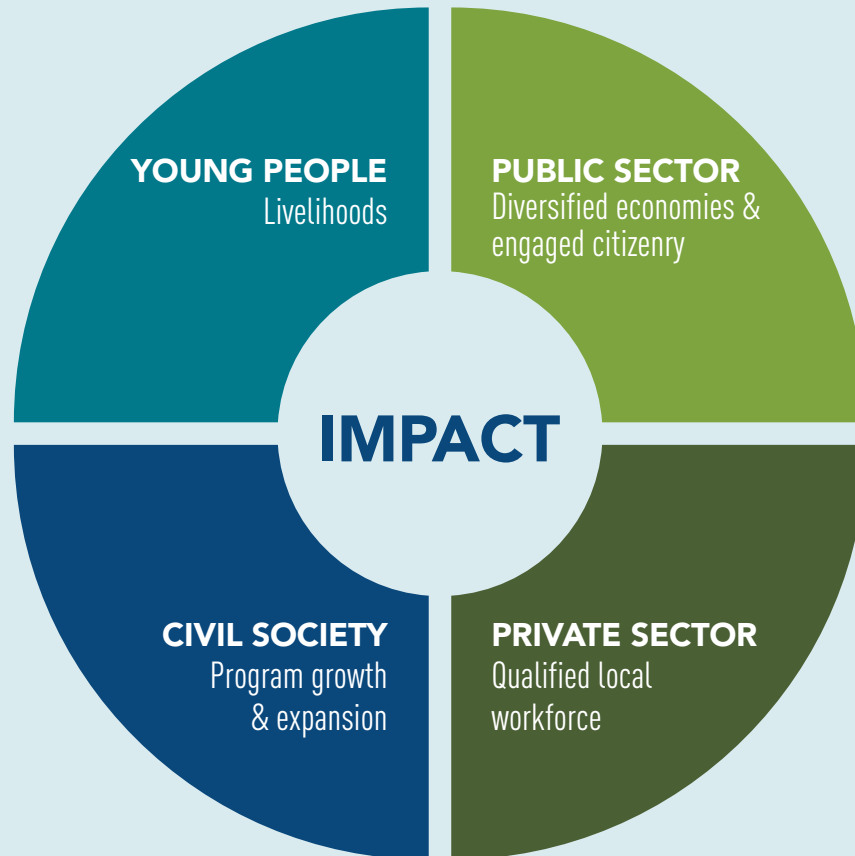


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IYF is helping develop a network of youth-friendly companies in Uganda and working with the government to bridge the gap between the public and private sectors.”

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Commissioner Kyateka Mondo, of Uganda's Ministry of Gender, Labour and Social Development

THE IYF FORMULA



Partnership lies at the core of IYF programs. We bring together key members of the community who have a stake in its future: governments, businesses, civil society, and youth themselves. Our combined expertise, resources and efforts form a holistic, community-based response to the challenges facing young people, ensuring that together we deliver a positive **Impact**.

contact us

HOW TO GET INVOLVED

IYF welcomes queries about how you can support young people in Africa.

Opportunities include:

- Supporting effective, results-driven youth employability programming in your community/country
- Mentoring aspiring and newly trained entrepreneurs
- Offering internships, apprenticeships, and new job opportunities to youth trainees
- Advising IYF and local partner organizations on your industry's specific needs

- Building the capacity of local NGOs, training centers and government agencies to better serve young people and their communities

Working with IYF makes an important difference in the lives of local youth. Skilled and confident young people, in turn, make Africa more competitive and sustainable in the global economy.

CONTACT US

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What is at stake is our collective future. If we don't work together to find positive solutions, we will have created a lost generation and will experience increasing instability and decline around the world.”

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Christopher J. Nassetta, *President and CEO, Hilton Worldwide, and IYF Board Member*



The **International Youth Foundation** (IYF) invests in the extraordinary potential of young people. Founded in 1990, IYF builds and maintains a worldwide community of businesses, governments, and civil society organizations committed to empowering youth to be healthy, productive, and engaged citizens. IYF programs are catalysts of change that help young people obtain a quality education, gain employability skills, make healthy choices, and improve their communities.

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