STAKEHOLDERS FORUM ON YOUTH EMPLOYMENT & EMPLOYABILITY

RECOMMENDATIONS AND LESSONS LEARNED

Via: Pathways to Work Program, an initiative led by the International Youth Foundation (IYF) in partnership with the Mastercard Foundation and the State Secretariat for Youth and Employment (SEJE) hosted a virtual learning event for Mozambique on August 5, 2020.

This event was focused on the creation of strategic alliances among the actors in the youth employment ecosystem in Mozambique, in alignment with the Government of Mozambique's plan for youth employment presented in its Five-Year Program (2020-2024).

The event was attended by the following stakeholders: officials from the Government of Mozambique, youth leaders, private sector partners, public enterprises, funding partners and non-governmental organisations operating in human development sectors in Mozambique.

The Via program (2015-2021), in partnership with the Mastercard Foundation, worked with a system of actors in Mozambique to address the barriers youth experience on their pathways to work. The program focused on the VET system, working closely with Via implementing partners IFPELAC and INEP (Maputo City, Maputo Province, Tete and Inhambane), and key stakeholders such as ANEP to strengthen capacity, improve trainer pedagogy, and sustainably institutionalize life skills training and career guidance as key services for young people. Via has reached 5490 IFPELAC students with enhanced technical training and 241 youth receive employment support services.

The program generated learnings on youth livelihoods, VET and systems approaches. The most significant finding is that there are opportunities in Mozambique for system stakeholders to strengthen linkages and provide a more coordinated, intentional response to address the many barriers youth experience as they transition to work. This report presents a high-level analysis of the opportunities that exist and provides recommendations for systems stakeholders to act on them.

IFPELAC - Instituto de Formação Profissional e Estudos Laborais Alberto Cassimo (Alberto Cassimo Institute for Vocational Training and Labor Studies)
INEP - Instituto Nacional do Emprego (National Institute of Employment)
ANEP – Autoridade Nacional de Educação Profissional (National Authority for TVET)
VET system - Vocational Education and Training institutions

"....the various initiatives to promote the employability of young people discussed in this forum, complement ongoing macroeconomic policies, which alone are not sufficient to generate the quantity and quality of employment needed by citizens, particularly young people".

Adriano Maleiane
MINISTER OF ECONOMY AND FINANCE

EXECUTIVE SUMMARY

The alignment between different stakeholders initiatives and the Government's five-year program requires interaction within the ecosystem. SEJE must take on a key role in bringing together different actors to jointly respond to the employment and industry needs of young people. The following key recommendations were made by and for the system actors, in order to coordinate efforts toward sustainable systemic responses to youth employability challenges in Mozambique:

- The Government, through SEJE, must facilitate coordination efforts between private and public institutions for the revision, creation and implementation of policies as needed to support youth employment and employability.
- The private sector must remain committed to their role as advisers and supporters to the technical education system, particularly to ensure training curricula adjustments align with labor market needs as well as supporting internship and mentoring programs as important elements for youth employability.
- NGOs and development agencies must continue providing direct and indirect support to Government initiatives for better coordinated interventions and avoid duplication of efforts.
- Young people and young leaders should take the lead in the process of their own development, ensuring that their voice is heard and that decisions about their future are made with their participation.

EVENT OBJECTIVES

01.

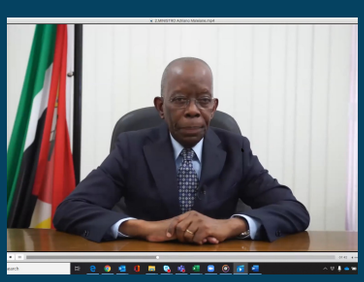
Boost partnerships and links within the youth employment and employability ecosystem to validate strategic alignment of employability programs to the Government of Mozambique's Five-Year Program (2020-2024).

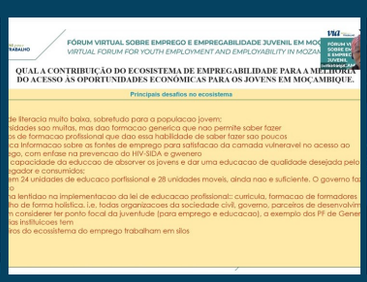
02.

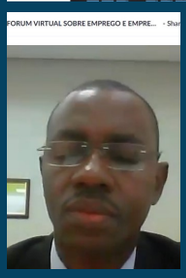
Strengthen key stakeholder coordination and collaboration through a mapping exercise, to improve effective delivery of youth programming in Mozambique.

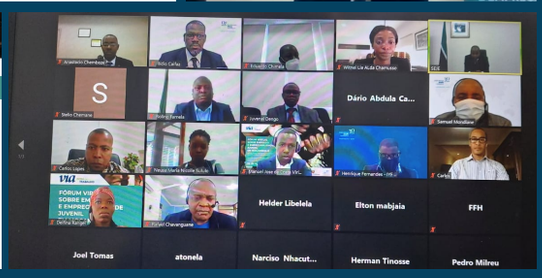
03.

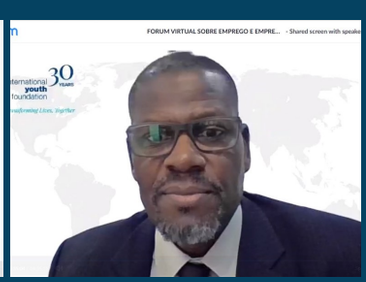
Obtain commitment from key ecosystem stakeholders (forum participants) to actively engage in next steps.

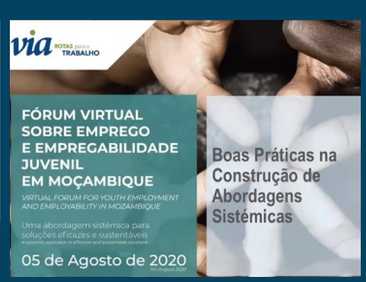


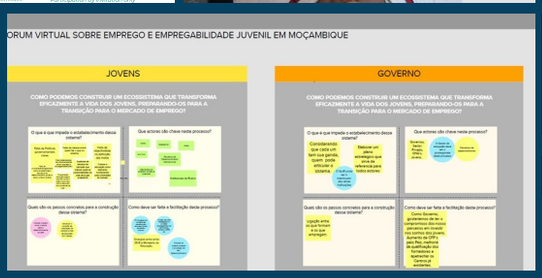


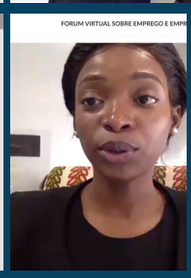


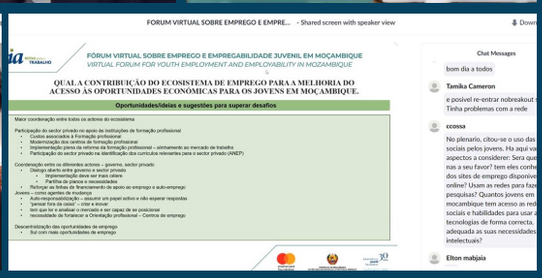












"Back in the 80s the order phrase was STUDY TO SUCCEED IN LIFE, what phrase should we adopt today? Today, in youth education, it is important to adopt the motto: STUDY TO HELP ADDRESS THE ISSUES OF THE SOCIETY."

Carmelinda Manhiça
PSYCHOLOGIST/ TELEVISION PRESENTER

"Congratulations on the initiative. We need more initiatives of this nature to promote Mozambican youth´s employability capabilities and opportunities. It was quite useful, and we hope it does not stop here."

Eduardo Pejissanhe
FUNDO PARA O FOMENTO DE HABITAÇÃO

CHALLENGES

The following challenges were identified during the forum by the actors mentioned above:

EMPLOYMENT

- Low labor mobility and interaction due to the COVID-19 pandemic.
- Increased unemployment rates.
- Drain of highly skilled personnel to foreign countries.
- Lack of qualified technicians.
- Misalignment between young people´s skills and the technical job requirements.
- Prevalence of gender discrimination and low female participation in many technical professional fields.
- Disconnection among labor market ecosystem actors.
- Limited access to new technologies and vocational training for young people in rural areas.

EMPLOYABILITY

- Low capacity of the education system to equip young people with a quality education desired by the employer.
- Limited network of vocational training centres and mobile units.
- Employment ecosystem partners work in isolation.

- Young people's late access to the labor market due to limited opportunities for entrance into job market.
- Lack of innovation: youth have difficulty positioning themselves and innovating in the workplace.
- Lack of opportunities to promote young people's self-knowledge and support them in making decisions about their career path.
- Early pregnancy and HIV are systemic problems affecting youth employment.
- The culture of looking for fast solutions diverts the youth from long-term career development processes.

ENTERPRENEURSHIP

- Barriers for young people to formalize their business.
- Difficulties accessing credit.
- Deficient technical support in business management.
- Lack of diversification in youth undertakings in different sectors such as agribusiness, information technology and social entrepreneurship.
- Insufficient investment in technology and innovation to meet the changing markets.

RECOMMENDED ACTIONS

THE VIRTUAL FORUM STIMULATED IN-DEPTH REFLECTIONS ON THE FUNCTIONALITY OF THE ECOSYSTEM AND HOW IT CAN CONTINUE TO INCREASE YOUTH EMPLOYMENT AND EMPLOYABILITY IN MOZAMBIQUE. THE FOLLOWING RECOMMENDATIONS WERE DERIVED FROM THE SMALL ROUND TABLE DISCUSSIONS:

GOVERNMENT

- Embed career guidance and life skills within the education system, to ensure that the preparation of young people for future opportunities, in employment or self-employment, starts at an early stage.
- Promote youth entrepreneurship through valuation programs and events which support the growth of entrepreneurs, in particular the continuity of credit lines to support small and medium-sized enterprises.
- Increase the number of vocational training and employment centres nation-wide.
- Fully implement the technical and vocational education law, which includes the modernization of all TVET schools and provision of enhanced training - in alignment with labor market demand in the digital era.
- Improve the identification of employment opportunities through career guidance.
- Use other vocational training centres linked to state institutions that are not the SEJE centres (e.g., ministries and other similar entities) to broaden training opportunities for young people.
- Strengthen the link between employment centres and private companies to ensure that young people who have completed their vocational training are prepared for the work environment, building on the successes of Via's career guidance activities.
- Replicate the systemic approach seen through the work carried out by IYF, TechnoServe, Muva, ESSOR, UPA, and the National Technical Education Authority (ANEP), which advocated for and introduced life skills within the national TVET system.
- Equip training institutions to meet the requirements and market level demands. Dual education may be an approach to address this concern *(a dual education system combines classroom training with apprenticeships in a company).*
- SEJE should take leadership bringing together different actors to jointly respond to the employment demands of young people (employment from a systemic perspective).
- Institute a law to establish compulsory quotas for internships, similar to those established for foreigners' employment.
- Consider our country asymmetries (different access to opportunities) when making resource decisions, and take advantage of the diversity of public programs to ensure that they are spread throughout the country.
- Introduce practical entrepreneurship skills into the curricula of secondary schools, technical institutes and vocational training centres.

PRIVATE SECTOR

- Create pre-vocational internship opportunities for young people.
- Establish an open line of communication between private sector and vocational training institutions and employment centres to discuss vocational training and career guidance curricula.
- Support vocational training centres with modern equipment.
- Support start-ups by providing kits, tools and mentorship.
- Support young entrepreneurs in their communities (in school and out of school programs).
- Support vulnerable youth by providing scholarships for technical education.

NGOS AND

- Promote systems change strategies by facilitating the dialogue between the government and

DEVELOPMENT AGENCIES

private sector partners.

- Focus on young people's entrepreneurial skills and abilities by facilitating contact and collaboration between networks that promote entrepreneurship as an alternative pathway to wage employment.
- Develop and fund programs that support potential young entrepreneurs.
- Empower young entrepreneurs to join digital platforms.
- Ensure tools and initiatives promote gender equity and social inclusion.

YOUTH AND YOUTH LEADERSHIP

- Become agents of change by 'thinking outside the box' to continue to develop employability skills for the labor market. These skills should include a strong foundation in: basic employability skills, personal development, and digital communication platforms.
- Develop competencies for the job market by seeking out enhanced trainings in areas such as general culture, personal development and knowledge of digital platforms.
- Invest in technical training and soft skills development, while promoting a personal brand in order to be competitive in the labor market.
- Take responsibility to actively search for employment opportunities in the labor market.
- Organize in associations to access opportunities, particularly from financial institutions.
- Take advantage of social networks and use them for personal marketing, skills development and access to information about the labor market.

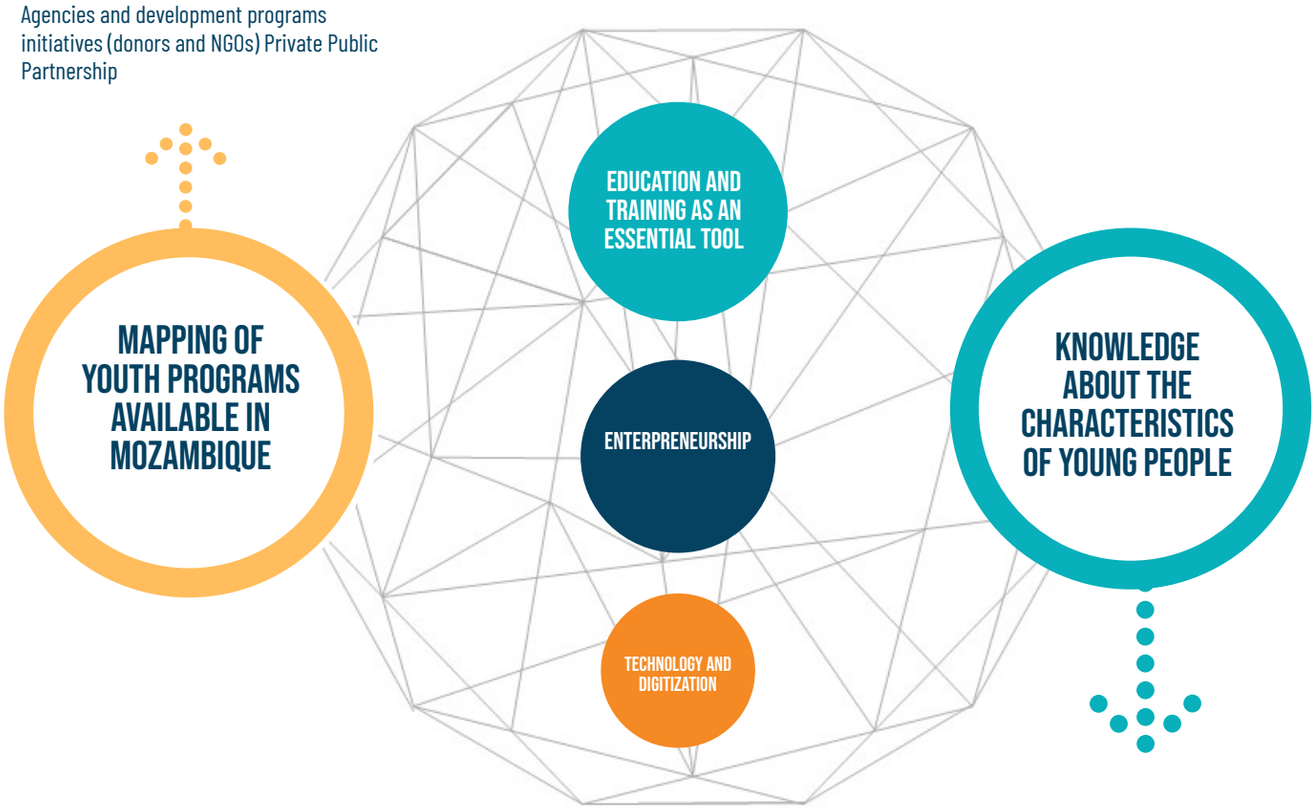
SYSTEMS APPROACH AS KEY FACTOR FOR YOUTH EMPLOYMENT

THE YOUTH EMPLOYMENT AND EMPLOYABILITY ECOSYSTEM ACTORS ARE CALLED TO REACH A COMMON UNDERSTANDING ON KEY ISSUES FOR PROMOTING PRODUCTIVE OCCUPATION FOR YOUTH IN MOZAMBIQUE.

FOR THIS COLLECTIVE ACTION TO ACHIEVE RESULTS, SEJE SHOULD ASSUME THE LEADERSHIP ROLE RECOGNIZING, VALUING, AND CONNECTING ALL KEY ACTORS WITHIN THE COMMON GRAND OBJECTIVE.

- Government initiatives
- Private sector initiatives

- Agencies and development programs initiatives (donors and NGOs) Private Public Partnership



- By age groups (age subgroups), social context (urban, peri-urban and rural)
- Employment and income generation needs, by age group Identification of programs applicable to different youth subgroups, by economic sector

"This event is a timely moment for the alignment of the various initiatives on youth employment and employability with government programs. We have a common goal: A BETTER FUTURE FOR YOUNG PEOPLE"

Oswaldo Armindo Faquir Petersburgo
SECRETARY OF STATE FOR YOUTH AND EMPLOYMENT

mastercard foundation

REPÚBLICA DE MOÇAMBIQUE
SECRETARIA DE ESTADO DA JUVENTUDE E EMPREGO

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