

**BOOSTING
DECENT
EMPLOYMENT
FOR AFRICA'S
YOUTH**

Gathering evidence Access to and impact of WBL on youth in Africa

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INCLUDE
KNOWLEDGE PLATFORM ON INCLUSIVE DEVELOPMENT POLICIES

 **IDRC | CRDI**
International Development Research Centre
Centre de recherches pour le développement international

 Canada

 **DECENT JOBS
FOR YOUTH**



3 key findings from WBL evidence synthesis

- Access to WBL by youth
- Impact of WBL on youth
- Impact and design

Background

International Research Partnership (2019-2021) with 3 components

- 8 in-depth research projects in Africa
 - Ghana, Tanzania, Uganda, Benin, Senegal, Nigeria, Mozambique and South Africa
 - 4 with a specific focus on WBL (and 4 on soft and digital skills)
- Complemented with evidence syntheses
- Knowledge sharing for learning and dialogue

Evidence synthesis on WBL in Africa

- By Zenobia Ismael, International Development Department, University of Birmingham
- 50+ studies
- TVET, apprenticeship, mentoring, entrepreneurship, business development trainings, internships, work placements

Finding 1. Access to WBL in Africa

Lower access for girls, low income youth and rural youth

Two distinct trajectories; TVET in the formal sector and apprenticeships in informal sector

Finding 2. Impact of WBL initiatives

Positive effects of WBL initiatives on

- Access
- Retention
- Months of training
- Labour market participation

Especially in self employment and more so for women

Finding 3. Impact increases with design

- Stipends for trainees
- Incentives for training providers
- Integrated Programmes
- Range of skills

CAUTION!

WBL is not a magic bullet to solve challenges of youth un(der) employment in Africa

- Majority of youth in Africa is outside WBL programs
- Impact is closely related to economic development
 - Integrated vs isolated areas
- Systems Thinking! Labour market perspective
 - WBL alone not sufficient. Additional jobs are needed, or else replacement effect