

Employment and Skills for Development in Africa (E4D)

Promoting sustainable employment through public-private cooperation

Context

Sub-Saharan Africa's ongoing economic development, its robust private sector and its young and growing population, present a great opportunity for sustainable economic development. But, there is a mismatch between the qualifications local jobseekers have and the skills that are in demand by African and international employers.

Labour markets in the region are characterised by low productivity and precarious working conditions. In Ghana, Kenya, Mozambique, South Africa, Tanzania and Uganda, much of the working age population is under-employed, including many "day labourers", who are employed sporadically, without work contracts. In rural areas in particular, this kind of informal employment is common, putting many livelihoods at constant risk. Addressing these challenges – and creating sustainable economic growth in the region – requires providing the local workforce with relevant skills and qualifications that would allow jobseekers to access employment opportunities and make it possible for entrepreneurs to grow their businesses.

The private sector can have a key role in the development of entrepreneurs and enterprises and in the upskilling of women, men and youth, as well as in matching jobseekers to internships and jobs; but its potential as a driver of such activities is under-utilised in sub-Saharan Africa. Engaging private sector actors in implementing development projects that up skill job seekers, develop enterprises and help people integrate in the labour market is one of the key features of the **Employment and Skills for Development in Africa (E4D) programme**, which was launched in 2015.

Programme	Employment and Skills for Development in Africa (E4D)
Objective	Increase employment and improve work conditions, with focus on women, youth and green jobs
Countries	Ghana, Kenya, Mozambique, Nigeria, South Africa, Tanzania, Uganda
Partners	National governments and local authorities, local and international companies, financial institutions, vocational training institutions, local business associations
Duration	2015–2023

The E4D programme is commissioned by the German Federal Ministry for Economic Cooperation and Development (BMZ) and co-funded by the European Union (EU), the Norwegian Agency for Development Cooperation (Norad), Korea International Cooperation Agency (KOICA) and the private sector partners Sasol and Quoniam. The Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH is responsible for project implementation.

Objectives

The E4D programme promotes local employment and addresses skills gaps in seven countries by building the capacities of jobseekers, employees, enterprises and training institutions. E4D's target groups include economically disadvantaged populations, such as women and youth. A key priority of the programme is the promotion of green jobs, which are – according to the United Nations – jobs that contribute to preserving or restoring environmental quality.



Left: Beneficiaries of an E4D project in South Africa

Right: Esther Cobbinah, beneficiary of an E4D project in Ghana, cultivating cucumbers for the first time. She said that through the project she learned new skills and was linked to buyers.



Left: Joyce Njogu, Head of Consulting at Kenya Association of Manufacturers (KAM) said KAM's partnership with the E4D programme has ignited systematic change. "We see that there is a lot of change in the perception of TVET in the market; industries have opened and available to take up interns," Njogu said.

Right: Jolly Kyomuhendo was trained in electrical engineering, welding and pipework through an E4D project in Uganda. "I now work as an assistant welding instructor and technician," Kyomuhendo said. "I make a better living than before, and can financially support my family."

By 2023, the E4D programme aims to achieve these goals:

- **Support 62,100 people** into jobs, thereof 35% women, 40% youth and 20% in green jobs
- **Improve employment situations of 195,000 people**, including 35% women and 40% youth, by raising incomes and improving working conditions
- **Enhance the capacity of 45,000 local companies**

Approach

The E4D programme develops and implements public-private cooperation projects that contribute to employment promotion and enterprise development in the partner countries. Each project in the E4D portfolio is based on partnerships with local or international companies, and some projects also involve collaborations with other stakeholders, such as government agencies, non-governmental organisations, vocational schools, universities, labour unions and business associations.

E4D follows an integrated model for employment promotion. On one hand, the programme designs and implements development projects to increase demand for labour across different

sectors such as renewable energy, tourism, agriculture, food processing, construction and transportation. On the other hand, E4D increases the supply of qualified workers and to match labour supply and demand, through training courses on technical skills, workplace health, safety and environment standards, and life skills. To successfully match labour supply and demand, E4D is linking jobseekers with employers, creating high quality internship opportunities, organising job fairs, and building the capacities of local vocational training institutions to provide employment services.

In all of its activities, E4D prioritises support of women and youth by including measures to reach these groups and support their entrepreneurship endeavours. The programme also focuses on promotion of green jobs in the areas of energy efficiency, resource and waste management, ecological agriculture, aquaculture, forestry and digitalization.

All E4D projects that prove to be successful can be replicated in other sectors, regions or contexts and scaled up through the involvement of additional private and public sector actors.

E4D impact in numbers

September 2015 – March 2022

40,736 people gained employment, thereof 34% women, 41% youth (ages 15–24) and 11% green jobs

124,166 people improved their employment situation, thereof 42% women and 32% youth

43,511 enterprises enhanced their business capacities, thereof 1,354 small- and medium-sized enterprises and 42,024 micro-sized enterprises and smallholder farmers

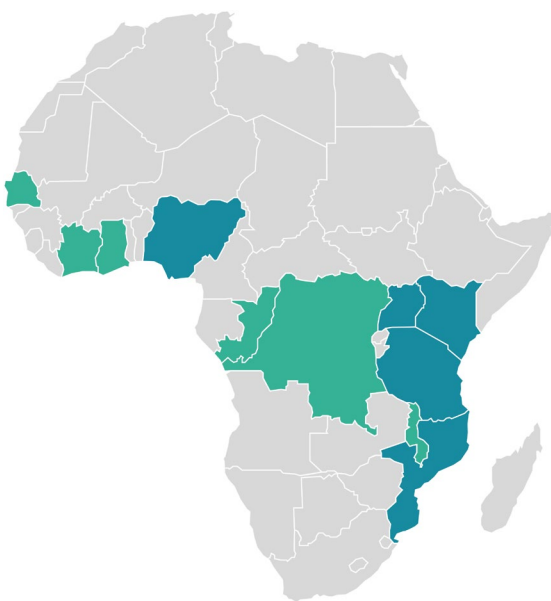


Countries of implementation marked blue

A peek into several E4D projects

VET Toolbox 2: Supporting the positive effects of European investments

Vocational education and training (VET) that equip people with skills that are on demand in the labour market can be a major driver of employment. In 2020, the European Union launched the VET Toolbox project, to promote demand-driven and inclusive education and training in 11 African countries, in partnership with the development agencies of Germany, Belgium, France, United Kingdom and Luxembourg.



Marked in blue are countries in which E4D is involved in implementation

In 2020, VET Toolbox 2 was introduced with the objective of improving local benefits (e.g. jobs, incomes, local value chains) from European investments by addressing skills gaps in each of the selected countries. As part of the EU's VET Toolbox 2 project, the E4D programme is implementing activities with a specific focus on the Green Economy in Kenya, Mozambique, Tanzania, Uganda and Nigeria.

Together with public and private stakeholders, E4D is facilitating public-private dialogue, supporting VET institutions to deliver training in line with investment needs, and stimulating VET reforms across the region through exchange of lessons learnt.

From learning to earning: Mimi Niko Kazi youth employment in Mozambique

Connecting qualified young Mozambicans to employers is the aim of the Mimi Niko Kazi project, which has been implemented by the E4D programme in Maputo Province since 2018. In this project, youth who have completed technical vocational educational training (TVET) or other forms of tertiary education are provided with demand-driven training on work readiness, soft skills and health and safety regulations, and then placed in quality internships.

Mimi Niko Kazi (which translates to "I am at work" in Swahili) project is implemented in collaboration with Moz Parks, a local enterprise that operates industrial parks. The project has played a pivotal role as a bridge to employment for jobseekers and has enabled private sector employers to find new workers in a cost-efficient manner.

In 2021, Moz Parks partnered with the E4D programme to expand Mimi Niko Kazi beyond Maputo to all regions of Mozambique. The up scaled project is assisting the transition of Mozambican youth from education to employment – from learning to earning – by providing them with critical work experience through a proven internship model.

Carla Evenio, beneficiary of the Mimi Niko Kazi project:
"I have been a transporter of goods since 2017, and I used to work without controlling my inputs and out-puts. I thought I was earning a lot of money, but through the E4D training, I noticed that I was losing money. Now, I started recording my income and costs. I believe this will help my business to grow."



Left: Herbert Byaruhanga, the President of the Uganda Tourism Association, participating in a workshop of the VET Toolbox project in Kampala. "Vocational training is key for the tourism sector in Uganda," Byaruhanga said.

Right: Beneficiaries of the Mimi Niko Kazi Youth Employment project in Mozambique.



Left: Beneficiaries of the E4D project Women Entrepreneurship for Africa (WE4A).

Right: Nipher Hilda, beneficiary of an E4D project in Kenya, which promotes hydroponic agricultural as a viable career choice for youth.

Women Entrepreneurship for Africa (WE4A)

To create a pathway for successful women entrepreneurs, the E4D programme, in cooperation with the Tony Elumelu Foundation is implementing a multi-country programme that is co-financed by the European Union, the Organisation of African, Caribbean and Pacific States and the German Federal Ministry for Economic Cooperation and Development.



Countries of implementation marked in blue

The WE4A programme is enhancing business capacities of African women entrepreneurs, improving their access to formal financial services and contributing to closing existing gender gaps in the labour markets. WE4A enables women-led businesses to integrate in local, regional and international value chains.

Farming made ‘cool’: Promoting youth employment by re-inventing farming in Kenya

E4D partnered with Miramar International Foundation and Equity Bank Kenya to support integration of Kenyan youth into the agricultural supply chain and particularly in green jobs. This project trained young Kenyans on hydroponic farming, which is a method of growing plants (without soil) that is more sustainable than traditional agriculture as it uses less water and less physical space.

Beyond training, this E4D project provided youth with business development strategies, mentorship and agricultural tools, as well as access to farming contracts with large-scale off-takers, to allow them to start their own agribusiness.

Nipher Hilda, beneficiary of E4D’s agriculture skill and enterprise development project in Kenya: “Before participating in this project, I believed farming was quite tedious and difficult. But hydroponics makes it much easier... This was my first time learning about farming and I must say it has changed my life; I never knew I like farming until I came across hydroponics.”

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