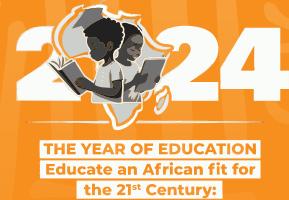


An initiative by:



Co-financed by:



AFRICA SKILLS REVOLUTION CAMPAIGN

Putting Youth at the Center of the TVET Revolution in Africa



Implemented by
giz Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH

TABLE OF CONTENTS



Karibu!

05

The African Skills Revolution Campaign

08

- Engage: Dialogues and Youth-Centred Advocacy 8
- Elevate: The 2024 Africa Skills Revolution Competition 10
- Connect: The "Make Yourself Heard" Survey 1

The Make Yourself Heard Survey



12

- The Voices of the African youth 12
- Perceptions and Motivations On TVET 17
- TVET Programmes 22
- Career Developments 30
- The Role of Young People in Shaping TVET 36

Youth Call to Policy Makers

40

Thank You

42

Karibu!

Africa's youth population is projected to double to more than 830 million by 2050, representing a tremendous economic growth and development opportunity poised to ignite innovation and progress continent-wide. At the heart of this potential lies Technical and Vocational Education and Training (TVET) as a vital engine in equipping African youth with the skills necessary to propel the continent forward. However, despite TVET's many promising opportunities, challenges remain. The lasting stigma against TVET and a scarcity of role models in the field hold back its full potential. Understanding that TVET opens many fulfilling career paths and hearing success stories is crucial. From skilled trades to emerging technologies, TVET equips young people with practical skills that are highly sought after in today's job market.

The path forward is clear: by prioritising education and skill development in line with the Agenda 2063 goals and aspirations, Africa can unlock its young population's boundless energy and ingenuity. Embracing TVET as a cornerstone of this strategy will pave the way for a future defined by prosperity and vibrancy. Placing the continent's vibrant youth at the forefront is essential for nurturing future leaders who will shape the "Africa We Want".

AUDA-NEPAD and Humana People to People are committed to empowering Africa's youth by equipping them with skills and amplifying their voices. Through education, innovation, and collaboration, these efforts can catalyse a generation of leaders poised to champion progress, prosperity, and unity across the continent.

Building upon this shared vision and inspired by the African Union's Year for Education 2024, "Educate an African fit for the 21st Century", the two organisations partnered to spearhead the Africa Skills Revolution initiative. This initiative was designed to awaken the potential within Africa's youth, empower them to discover their true vocations, and, most importantly, enhance the positive perception of TVET among the continent's youth. By recognising TVET as a cornerstone in equipping individuals with essential job-related skills, the "Africa Skills Revolution" sought to contribute to Africa's socioeconomic and community development.

The initiative also emphasised the importance of inclusivity, ensuring that all young people, regardless of their background or identity, have access to quality education and training opportunities. By promoting gender equality and supporting groups that face systematic barriers, the Africa Skills Revolution aspired to a more equitable and just society.

The Africa Skills Revolution was just the beginning of a long-term journey towards empowering Africa's youth. As we continue this transformative path, we invite partners and stakeholders—governments, private sector entities, educational institutions, non-governmental organisations, international bodies, and individuals—to join us in this transformative journey. Your support and collaboration are crucial in creating an enabling environment where young Africans - in all the diversity - can thrive. Together, we can build a robust network that fosters skills development, drives innovation, and generates sustainable economic growth. Through these concerted efforts, Africa can look forward to a future where its youth are not just participants in the economy but leaders and innovators driving the continent towards unprecedented growth and development. This transformative vision aligns with the broader goals of the African Union, striving for a prosperous and unified Africa where every young person has the opportunity to succeed and thrive.

Mrs Nardos Bekele-Thomas | *Chief Executive Officer, AUDA-NEPAD*
 Snorre Wetsgaard | *Chairman, Humana People to People*



HOW THE AFRICA SKILLS REVOLUTION unfolded

▼

1.

**Engage**

Dialogues and Youth-Centred Advocacy Campaign



2.

**Elevate**

The 2024 Africa Skills Revolution Competition



3.

**Connect**

The "Make Yourself Heard" Survey



The Africa Skills Revolution Campaign, launched on 15 July 2024, is a collaborative initiative by AUDA-NEPAD and Humana People to People. It is focused on showcasing the potential within Africa's youth, empowering them to discover their true vocations, and most importantly, reshaping the perceptions around TVET among the continent's youth. With activities running from July to November 2024, the campaign brought together youth, policymakers, educators, and industry leaders to tackle key barriers to TVET, amplify youth achievements, and inform policy with actionable insights. The initiative aligns with Agenda 2063, placing TVET at the centre of Africa's development goals by promoting skills that address real-world challenges and create economic opportunities for young people.

The campaign's approach is anchored on three tenets: **Engage, Elevate, and Connect**. These pillars drive dialogues, competitions, and surveys, creating a comprehensive framework to support Africa's youth to be at the centre of building meaningful futures.





Engage

Dialogue and Youth-Centred Advocacy Campaign

The Africa Skills Revolution campaign prioritised meaningful youth engagement through dialogues and social media advocacy. A key focus was empowering young people with knowledge about TVET, including vocational skills, artisanal and trade skills, and hands-on, work-based training approaches. By addressing misconceptions about its value and opportunities, including through the dissemination of real success stories, the campaign aimed to make TVET attractive, relatable and accessible to a wider audience, particularly young people.

The campaign kicked off on 15 July 2024, with the World Youth Skills Day virtual event, marking the start of a dynamic social media advocacy initiative. This virtual event featured key speakers including:



JOIN US ON WORLD YOUTH SKILLS DAY TO UNLOCK THE TRANSFORMATIVE POWER OF TVET AND BUILD A BRIGHTER FUTURE FOR AFRICA'S YOUTH!

Symerre Grey-Johnson
AUDA-NEPAD

Winnie Karanu
Microsoft Philanthropies

Mulemwa Moongwa
Hospitality Association of Zambia

Luckson Soda
Development Aid from People to People

Nekesa Stephanie Wamalwa
TRUST AFRICA

Keiko Alvarez
OECD Development Centre

Bolette Strandbygaard
The Federation Humana People to People

In partnership with:

HUMANA
PEOPLE TO PEOPLE

The Africa We Want

15 July 2024 | 13:00 GMT +2 | <https://bit.ly/4cCBSMO>

www.nepad.org

They discussed the future of TVET-related public policies, skills development strategies, making TVET programs accessible to underprivileged youth in remote communities, and enhancing collaboration among all involved actors.

This initiative aimed to engage youth by sharing curated TVET facts, inspiring personal stories, and addressing misconceptions. A Trello board with a comprehensive social media toolkit was created to support partners in amplifying the campaign's message and expanding its reach among young people.

The campaign's momentum was sustained through an extended advocacy campaign that ran until November 2024. During this period, various stakeholders joined the effort by sharing youth testimonies and distributing campaign assets across their social media channels. Notable organisations that partnered with us included:



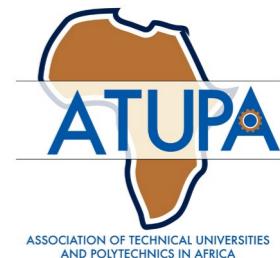
International Labour Organization



EVBB
EUROPEAN ASSOCIATION
OF INSTITUTES FOR
VOCATIONAL TRAINING



Implemented by
giz
Deutsche Gesellschaft
für Internationale
Zusammenarbeit



This strategic collaboration amplified the reach and impact of the campaign, highlighting the diverse support for TVET and its pivotal role in empowering youth across Africa.

The campaign's impact was evident from the strong engagement it generated, beginning with an initial webinar that attracted **301** registrants. On social media, the campaign achieved a total of **31,059** impressions and engagements, driven by dynamic interactions on Twitter, extensive reach on Facebook and Instagram, and targeted interest on LinkedIn.

By elevating youth voices and utilising various accounts and platforms for advocacy and knowledge-sharing, the campaign sought to reshape perceptions of TVET among youth and inspire more individuals to pursue vocational pathways.



The 2024 Africa Skills Revolution Competition

Celebrating youth innovation and achievements was a cornerstone of the campaign. **The Africa Skills Revolution Competition**, held from 26 August to 26 September 2024, provided a platform for young Africans to showcase transformative projects that address real-world challenges across sectors such as sustainable agriculture, renewable energy, creative industries, and technology, to mention a few.

The competition attracted 490 participants from 36 African countries, showcasing the immense creativity and problem-solving capabilities of Africa's youth. During Africa Skills Week, the 10 winning projects were unveiled, exemplifying the power that practical skills can have in addressing societal challenges and improving livelihoods. These projects were celebrated for their ingenuity, impact, and alignment with Africa's development goals. Each winner received a \$1,500 prize to help them further develop their projects, enhance their skills, and amplify their impact. This prize aimed to support entrepreneurial ventures, career progression, and skill enhancement, providing winners with the resources needed to realise their aspirations and contribute meaningfully to their communities.

Projects ranged from bamboo-based aquaculture solutions to biomedical innovations, highlighting how TVET can drive socio-economic change. The winners' work highlights the role of youth in shaping sustainable solutions, creating jobs, and addressing pressing issues such as climate resilience and healthcare disparities.



THE AFRICA SKILLS REVOLUTION Winners



Aline Niyomubyeyo Jonathan Shauri Ochieng Onyando Adaugo Felix Huda Arbab



Omar Malak Abshir Célio Monteiro José Victory Naleh Befii Raina Augustus Retiana Tiyamike

a competition promoted by



The judging criteria for the competition reflected a holistic view of innovation and impact. Participants were evaluated based on:



Passion & Inspiration

Demonstrated enthusiasm for their projects and skills, ability to inspire others, and how TVET has empowered them.



Aspirations and Ambitions

Clear articulation of future vocational goals and ambitions, and identification of necessary support to achieve them.



Potential for Impact

Demonstrated impact on local, national, or continental economic growth, improving community living conditions, promoting social inclusion, and enhancing livelihoods.



Innovation

Innovative application of vocational skills to address challenges or introduce new solutions.

The judging panel included representatives from AUDA-NEPAD, ATUPA, Humana People to People, CISCO, ILO, UNESCO, and GIZ-SIFA, ensuring diverse expertise in selecting the most impactful projects. Their involvement reinforced the importance of collaborative efforts to celebrate and elevate the achievements of Africa's youth.

By amplifying young voices and recognising TVET's transformative potential, the Africa Skills Revolution Competition successfully inspired a new generation of African leaders to embrace their vocational skills as a pathway to socio-economic growth and sustainable development.



Connect

The "Make Yourself Heard" Survey

Listening to youth perspectives was central to the campaign. The "Make Yourself Heard" survey, conducted from August to October 2024, **gathered over 300 responses from young Africans engaged in or aspiring to join TVET education.** This initiative focused on bringing the calls and needs of youth to the centre of the conversation about TVET in Africa, ensuring their voices shape the future of skills development across the continent.

The survey data will contribute to evidence-based recommendations for improving TVET systems, aligning them with the aspirations and priorities of Africa's youth. It also provides a foundation for actionable strategies to address structural gaps, expand access, and foster equity within TVET.

By amplifying youth voices, the survey emphasises the importance of designing TVET systems that are inclusive, responsive, and capable of meeting the continent's socio-economic needs. These insights are integral to placing young people at the heart of discussions on TVET, reinforcing their role in shaping a prosperous future for Africa.



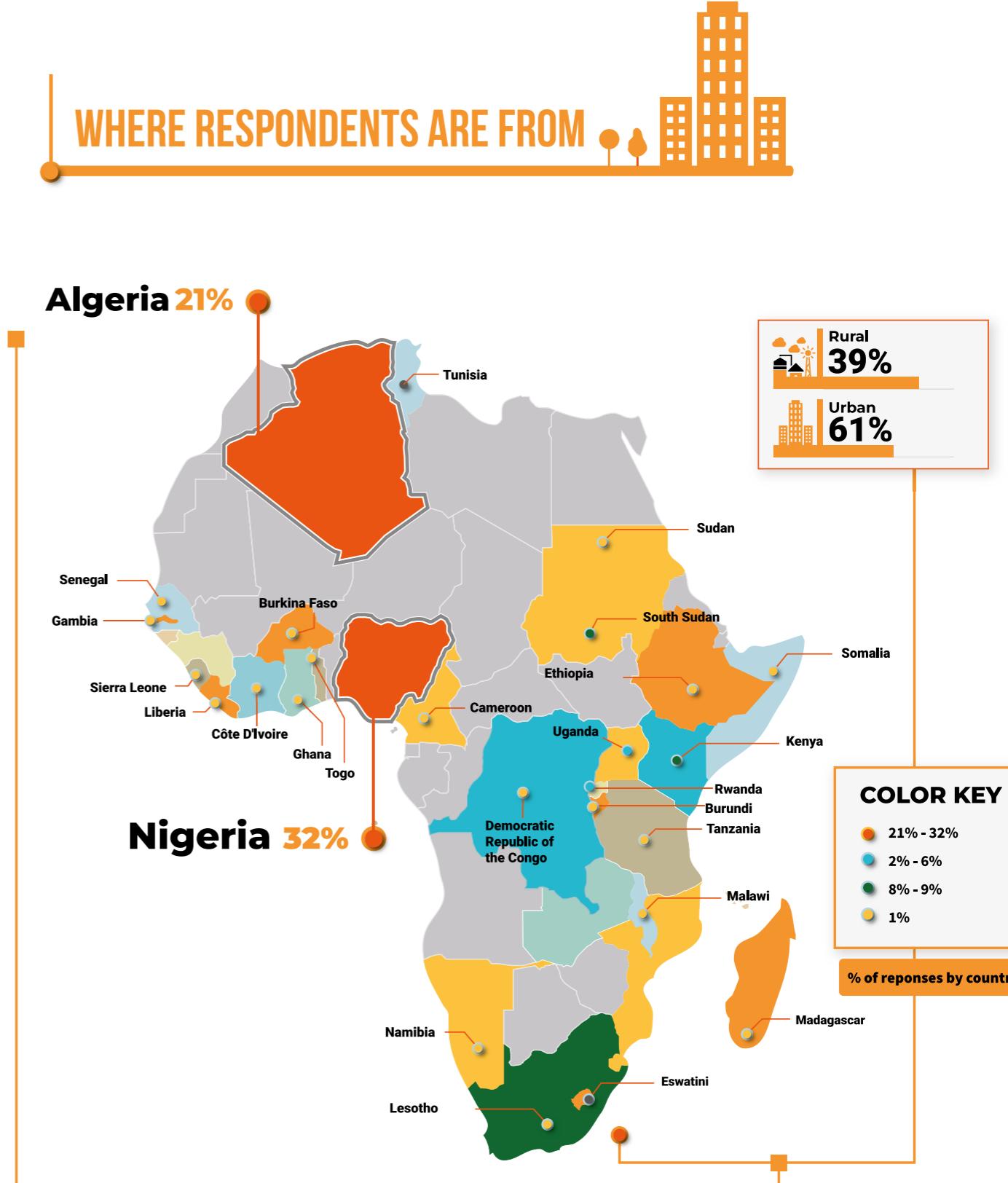
THE VOICES OF the African youth

**Bringing the voices of
young people into the TVET
transformation discussion**

The findings of The Make Yourself Heard Survey offer a nuanced understanding of the TVET landscape, highlighting opportunities to align TVET systems with the continent's socio-economic realities and youth ambitions. The survey encapsulates the diversity of youth experiences, emphasising the critical role of TVET in driving economic resilience and equitable development across Africa. It challenges policymakers, educators, and development partners to reimagine TVET as a transformative tool for empowering young Africans while addressing structural gaps in access, quality, and relevance.

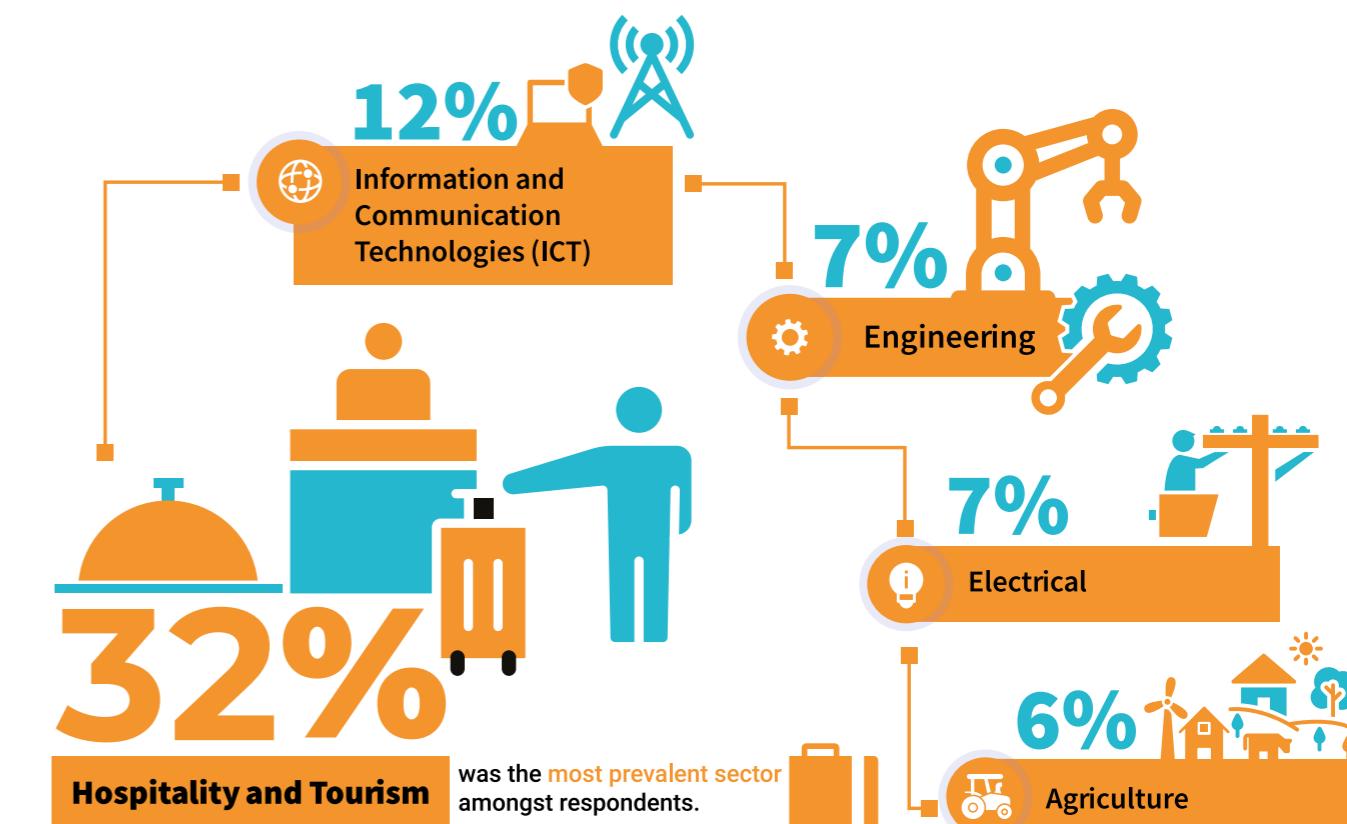
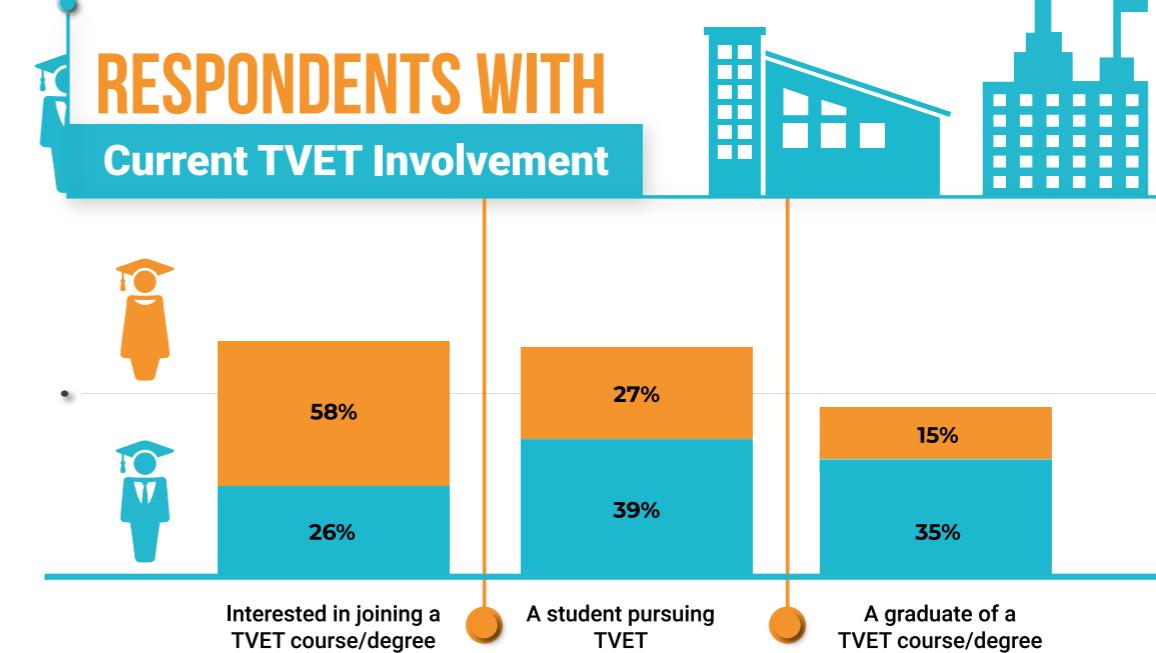
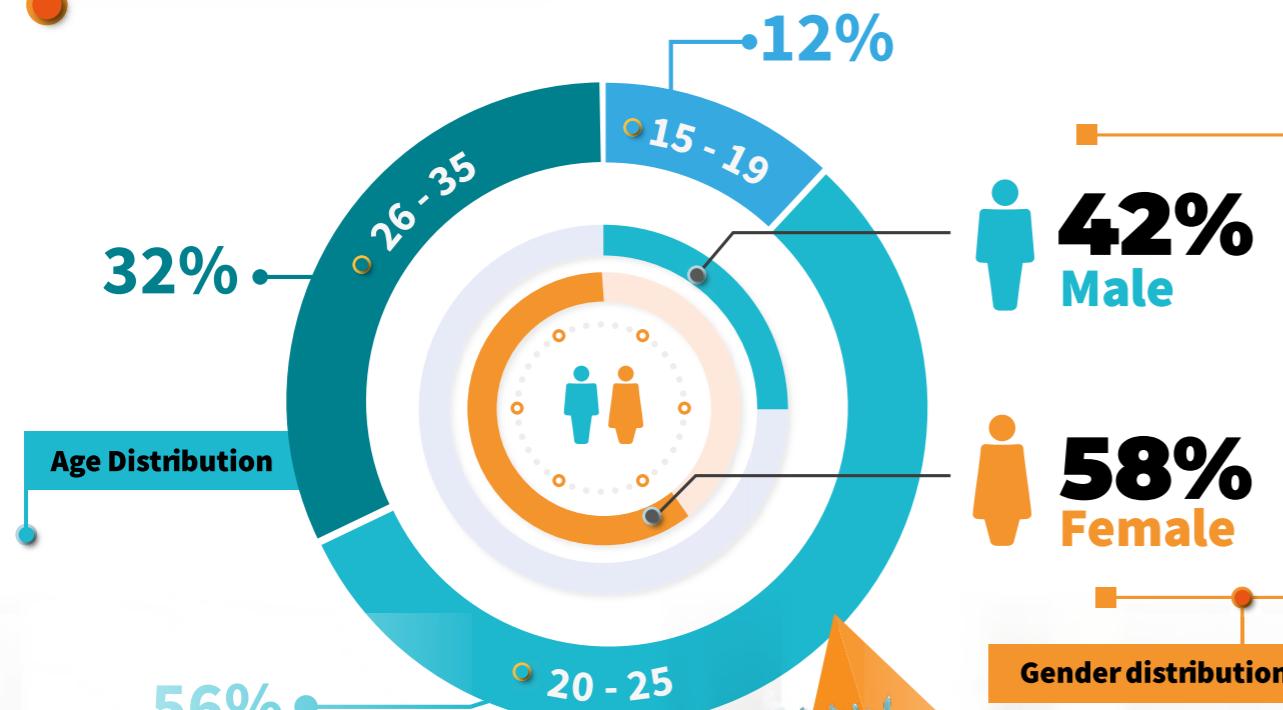
Survey Overview

The "Make Yourself Heard" survey captured responses from **352** young people aged **15 to 35**, representing diverse geographies, socio-economic contexts, and professional aspirations. Respondents were encouraged to reflect on their experiences, offering a blend of quantitative data and qualitative perspectives that underline the multi-faceted dimensions of TVET in Africa.



WHO RESPONDED

Gender and Age



Hearing the Voices of Young People

PERCEPTIONS AND MOTIVATIONS ON TVET

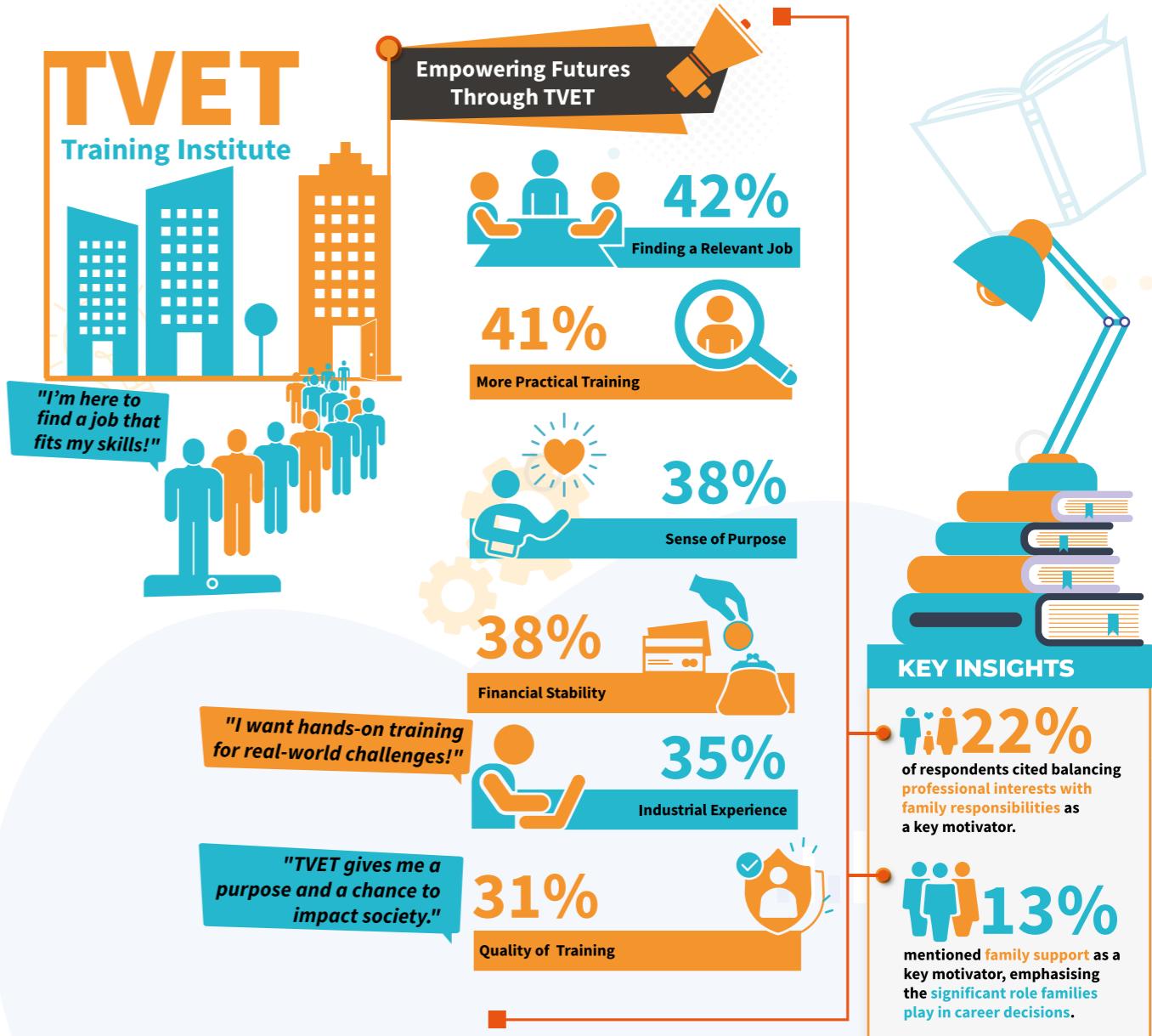
Understanding the motivations driving young Africans to pursue TVET is foundational to addressing barriers, enhancing accessibility, and designing systems that resonate with their aspirations. This survey explored the reasons behind TVET enrolment, revealing key motivators and their alignment with the overarching objective of equipping youth with market-relevant skills. These insights provide policymakers, educators, and other key stakeholders with an evidence-based framework to refine enrolment strategies and align policies with youth needs.

KEY INSIGHTS

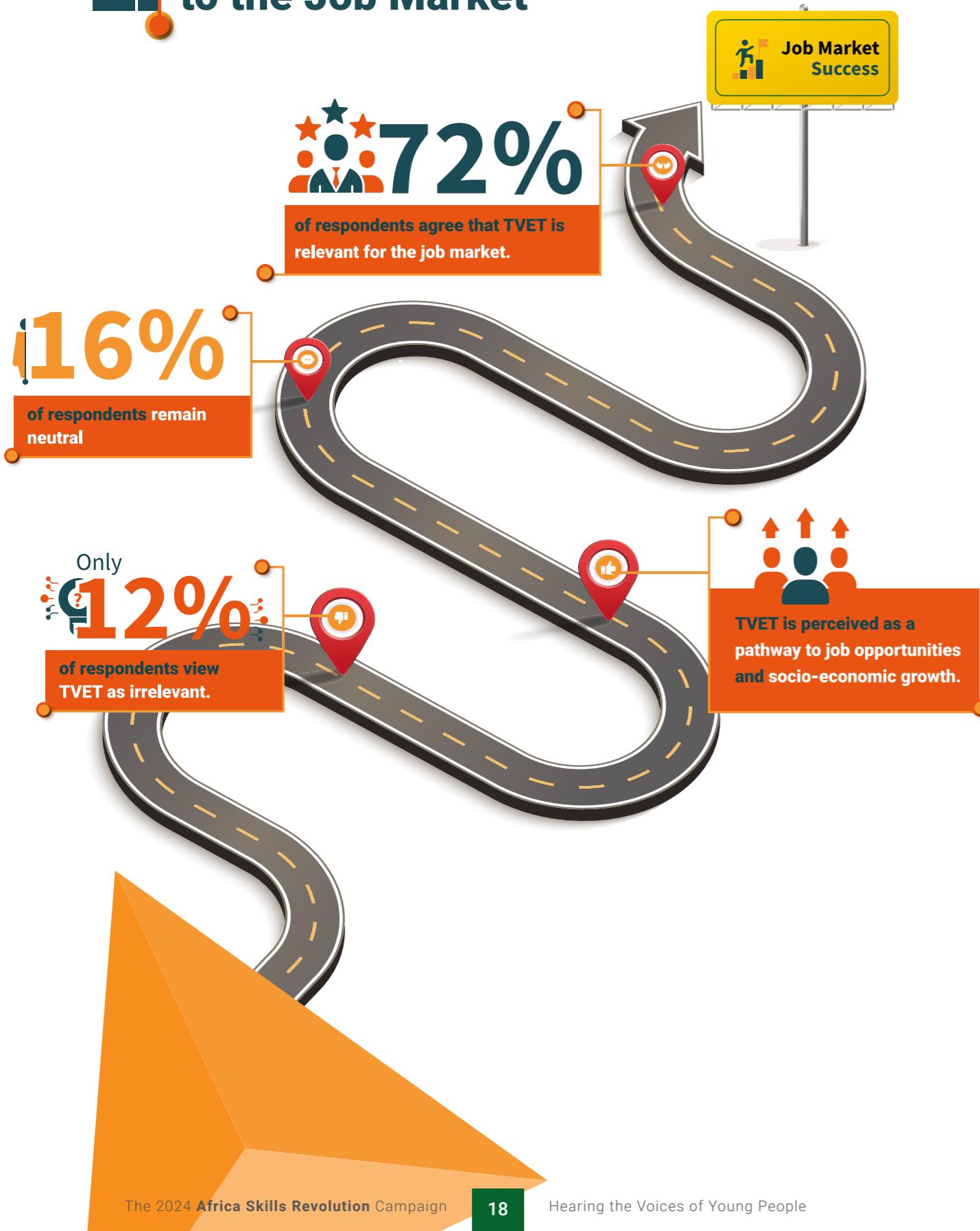
- Job Relevance and Practical Training Drive TVET Choices** – The top motivations for choosing TVET education are securing a relevant job (42%) and gaining more practical training (41%), highlighting the appeal of hands-on learning.
- Purpose and Aspirations Play a Role** – Beyond employment, 38% of respondents pursued TVET to find a sense of purpose and make a societal impact, highlighting that vocational education is a values-driven choice. Additionally, 25% chose TVET to follow a dream vocation, reinforcing the need for strong support systems that nurture young people's talents and career aspirations.
- Family Over Peers in Career Decisions** – Despite the common belief that peers have a strong influence on youth, only 4% were influenced by a friend to pursue TVET. In contrast, family plays a much larger role, with 13% citing family influence and 22% prioritising career paths that allow them to balance family responsibilities.
- Strong Confidence in TVET's Impact** – A majority (72%) of young people agree that TVET is relevant for the job market, while 80% recognise its major role in driving their country's socioeconomic development. This highlights growing confidence in vocational education as a pathway to both employment and national growth.

The Driving Forces Behind TVET Career and Educational Choice

% of respondents citing each motivator:



TVET'S RELEVANCE to the Job Market



THE DRIVE BEHIND TVET CHOICES

The stories behind the competition winners, Raina Augustus, Célio Monteiro José, and Shauri Kalibatha Jonathan, reflect the survey's findings on motivations, showcasing how personal interests, community challenges, and industry demands inspired their pursuit of TVET to address barriers like limited connectivity, environmental degradation, and resource waste.



Raina Augustus

Sector
Digital Technology

Innovation
SILA-EB platform for digital inclusion (Namibia)



Growing up in Namibia's remote Rola community, I experienced firsthand the challenges of limited access to technology. This lack of connectivity meant young people in my area struggled to access vital information and opportunities. Determined to change this, I turned to TVET to gain the skills to address these gaps. Through my training in digital platform development, I created SILA-EB, a system designed to connect underserved communities with essential resources. TVET also gave me the confidence to involve women and youth in using these tools, inspiring them to embrace technology to improve their livelihoods.



Growing up in Namibia's remote Rola community, I experienced firsthand the challenges of limited access to technology. Determined to change this, I turned to TVET to gain the skills needed to address these gaps.



Célio Monteiro José



Sector
Agriculture



Innovation
Climate-smart farming
practices
(Mozambique) -----



Growing up in Mozambique, I was deeply troubled by the effects of deforestation and environmental degradation in my community. I wanted to show that farming could be both productive and sustainable. Through TVET, I learned climate-smart agricultural techniques, which I now use to train local farmers in practices that preserve the environment while boosting yields. TVET also equipped me with the tools to develop solutions tailored to my community's needs, enabling me to make a meaningful difference in their lives.



I wanted to show that farming could be both productive and sustainable, which led me to TVET to learn climate-smart agricultural techniques.



Jonathan Shauri Kalibatha



Sector
Sustainable Manufacturing



Innovation
Re-banatex for
eco-friendly textiles
(Rwanda) -----



In Rwanda, I saw potential where others saw waste. Discarded banana stems, often left to rot, inspired me to explore how agricultural waste could be transformed into valuable products. Through TVET, I mastered fibre extraction and textile production, which enabled me to launch Re-banatex. This initiative produces eco-friendly textiles while creating additional income streams for local farmers. My education also connected me with mentors who supported me in scaling my efforts, turning my vision of sustainability into reality.



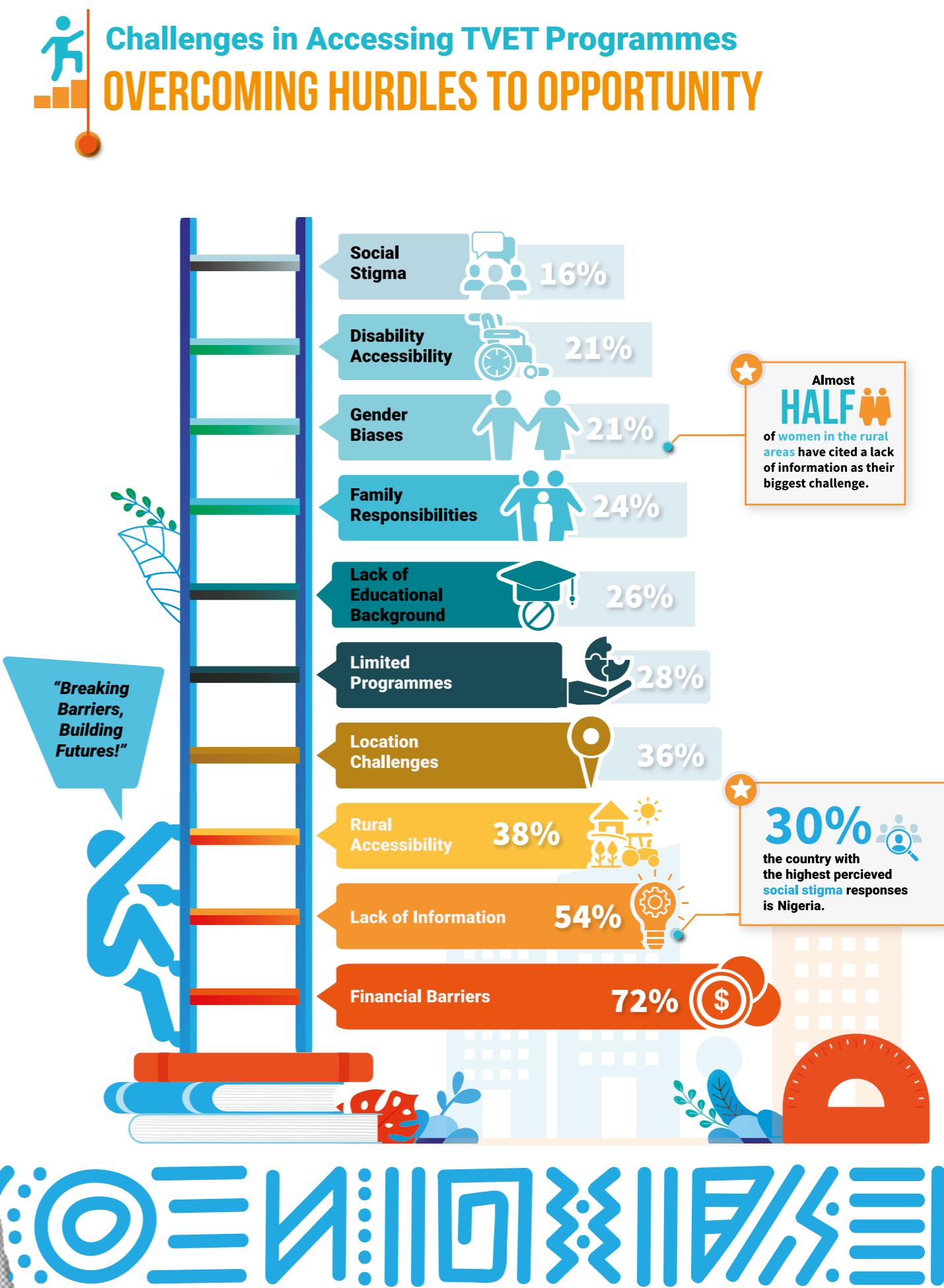
Discarded banana stems, often left to rot, inspired me to explore how agricultural waste could be transformed into valuable products through TVET.

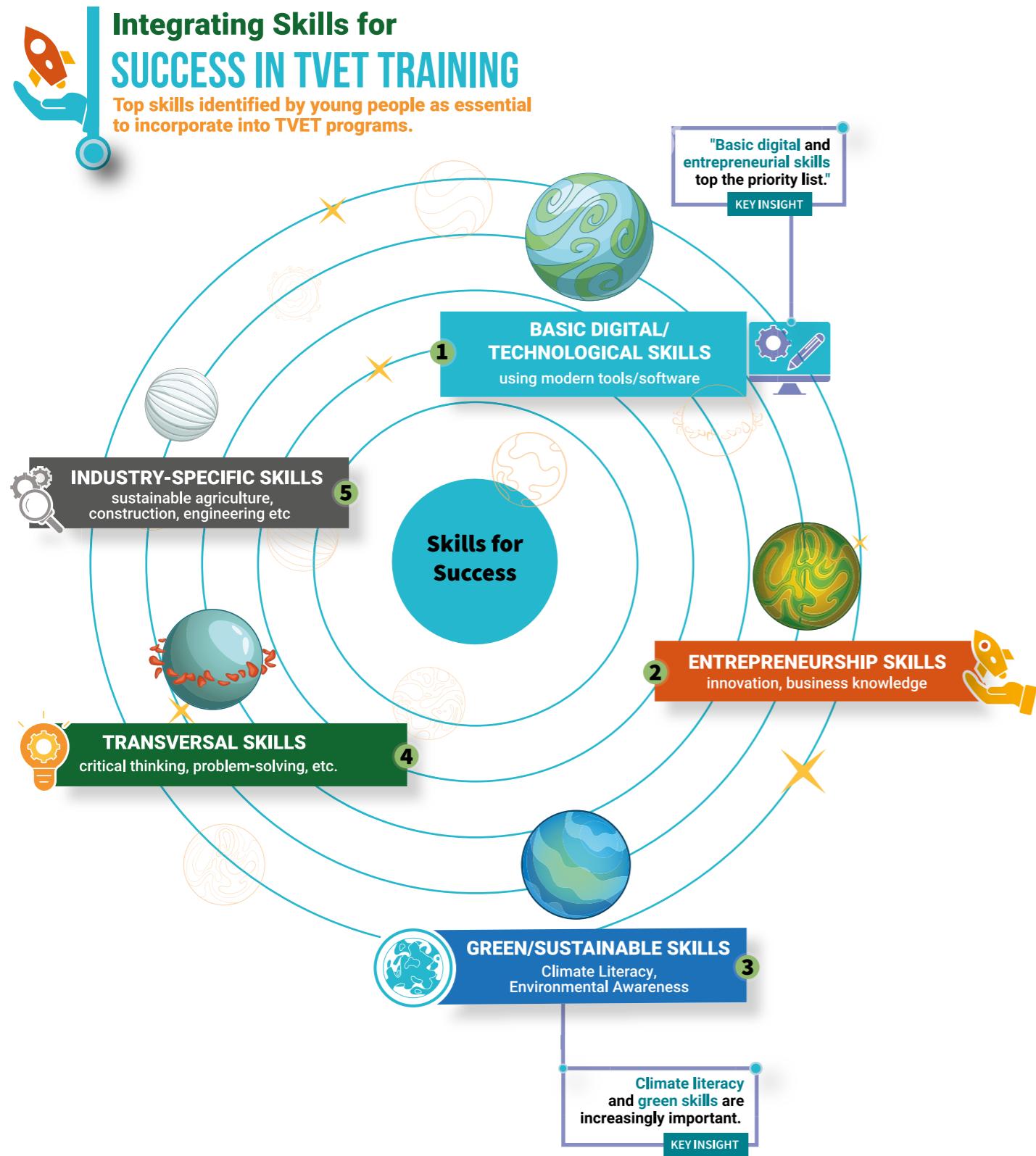
Hearing the Voices of Young People TVET PROGRAMMES

Addressing the barriers that prevent African youth from accessing TVET is crucial to advancing inclusive systems, ensuring equitable access, and strengthening the continent's young workforce. These challenges extend beyond logistical hurdles, touching on deeply rooted socio-economic, cultural, and systemic issues. Insights from this survey offer a foundation for targeted, actionable reforms that can help Africa build a future-ready and resilient labour force.

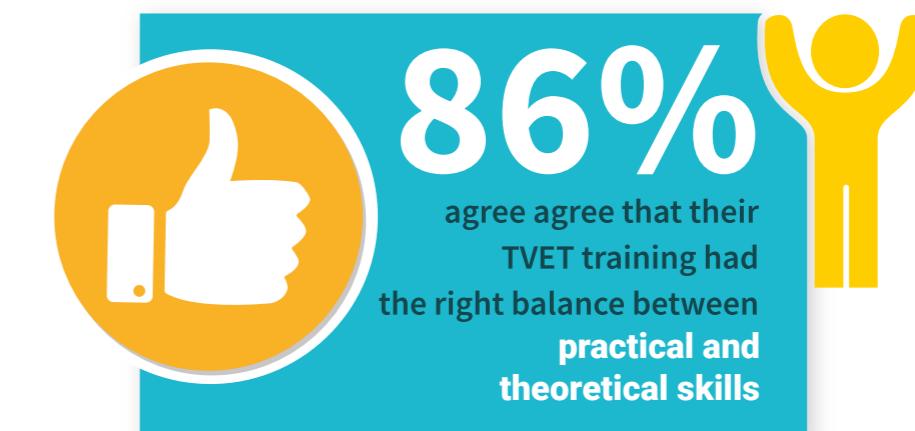
KEY INSIGHTS

- Financial Barriers Remain a Major Hurdle** – The most cited obstacle to TVET access is financial constraints (72%), followed by a lack of information (54%) and limited accessibility in rural areas (38%).
- TVET Programmes Provide a Balanced and Employability-Focused Education** – A majority (86%) of respondents agreed that their TVET training effectively balanced practical and theoretical skills. Additionally, nearly 60% participated in internships or apprenticeships, further enhancing their job-specific skills and employability.
- High Demand for Job-Specific and Holistic Skills** – A significant share of respondents highlighted the need for digital literacy (68%), soft skills (66%), and entrepreneurship (70%). Additionally, more than half valued family/work balance skills, indicating that young people prioritise more than just economic success.



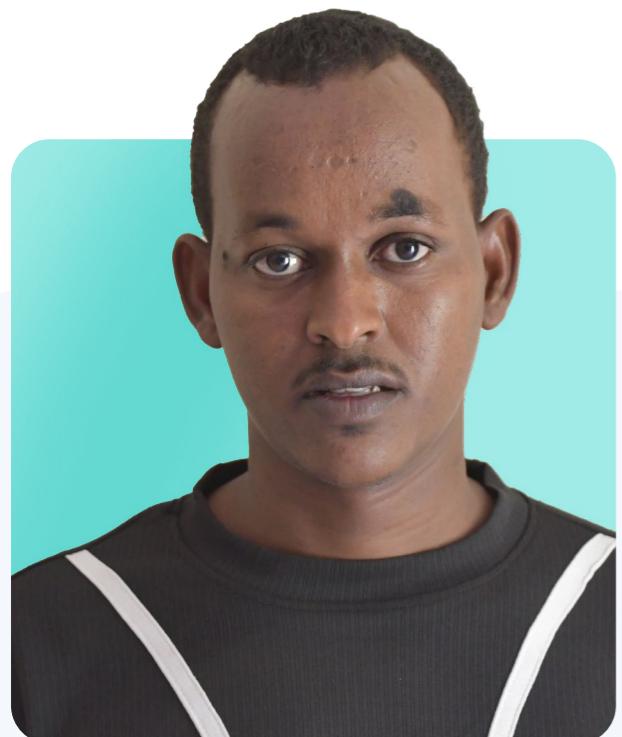


Practical Experience in TVET BALANCING THEORY AND PRACTICE FOR CAREER READINESS



OVERCOMING BARRIERS TO PARTICIPATION

The stories behind the competition winners, Malak Abshir Omar, Huda Arbab and Aline Niyomubyeyi, illustrate the survey's insights on barriers, highlighting the financial constraints, limited access to education, and societal challenges they had to overcome to access TVET spaces. Their determination enabled them to pursue technical training, leading to impactful innovations such as solar-powered irrigation systems and empowering women through crafts.



Malak Abshir Omar


Sector

Electrical Engineering


Innovation

Solar-powered
irrigation systems
(Somalia) -----
(based in Kenya's
Dadaab Camp)



As a Somali refugee in Kenya's Dadaab Camp, I faced limited access to education and technical training, leaving my community and me struggling to find solutions for everyday challenges. Despite these circumstances, I remained determined to make a difference. Through TVET, I learnt solar installation and electrical engineering skills, which enabled me to create solar-powered irrigation systems for sustainable farming in an arid environment. I also received support to train over 50 young people in the camp, ensuring the benefits of my learning reached others. TVET gave me not just knowledge but the confidence and resources to create meaningful change.



*I faced limited access to education
and technical training.*



Huda Arbab


Sector

Cultural Heritage and
Entrepreneurship


Innovation

Training women in
traditional crafts and
expanding global markets
(Sudan) -----
(based in Kenya's
Kakuma Camp)



In Kenya's Kakuma Refugee Camp, I saw talented women unable to earn a living due to a lack of market access and training. The skills were there, but the tools to turn them into income were not. Through TVET, I gained modern craft techniques and digital marketing skills, which enabled me to launch Craft for Life, an initiative that helps women transform their talents into marketable products now sold internationally. TVET also gave me the ability to teach financial literacy, empowering over 75 women to achieve economic independence.



*The skills were there, but the tools to
turn them into income were not*



Aline Niyomubyeyi


Sector

Technology and Innovation


Innovation

Public transport mobile app for efficiency and inclusion
(Rwanda)



In Rwanda, I encountered gender stereotypes that made it difficult for women like me to succeed in technology. Many doubted my ability to lead or create innovative solutions, but I was determined to prove them wrong. TVET equipped me with automation and app development skills, enabling me to design Sot, a mobile app that improves public transport by letting commuters book tickets and track buses. My work has made transport more accessible, especially for communities with limited access to resources. More importantly, my success is encouraging other women to consider careers in technology.



As a woman, many doubted my ability to lead or create innovative solutions.



Hearing the Voices of Young People

CAREER DEVELOPMENT

The survey reveals a multi-faceted view of the factors that enable success for young Africans in TVET. Respondents identified financial aid, mentorship, accessible training, and quality resources as critical enablers. These findings highlight the systemic improvements and personal support systems that foster participation and achievement in vocational training programmes.

KEY INSIGHTS

- Financial Support and Job Placement Are Key to Career Advancement** – Nearly half (46%) of respondents identified financial support or scholarships as the most critical enabler for career success, followed by job placement assistance and internships (19%) and networking opportunities (16%).
- Optimism About Career Prospects Post-TVET** – More than half of respondents expressed high confidence in their ability to secure a job or become self-employed after completing TVET, indicating a strong belief in the programme's effectiveness in shaping future careers.
- Financial Constraints and Resource Gaps** – Financial limitations (39%) and limited access to quality training resources (19%) are key barriers hindering career development, impacting opportunities for skill advancement and employability.
- Industry Connections and Networking Are Key Gaps** – The lack of industry links and networking opportunities remains a major challenge for TVET students, potentially limiting career prospects and employability.

EFFECTIVE SUPPORT for Career Development

Job placements and networking are critical to bridging career gaps

Job Placement Assistance and Internships

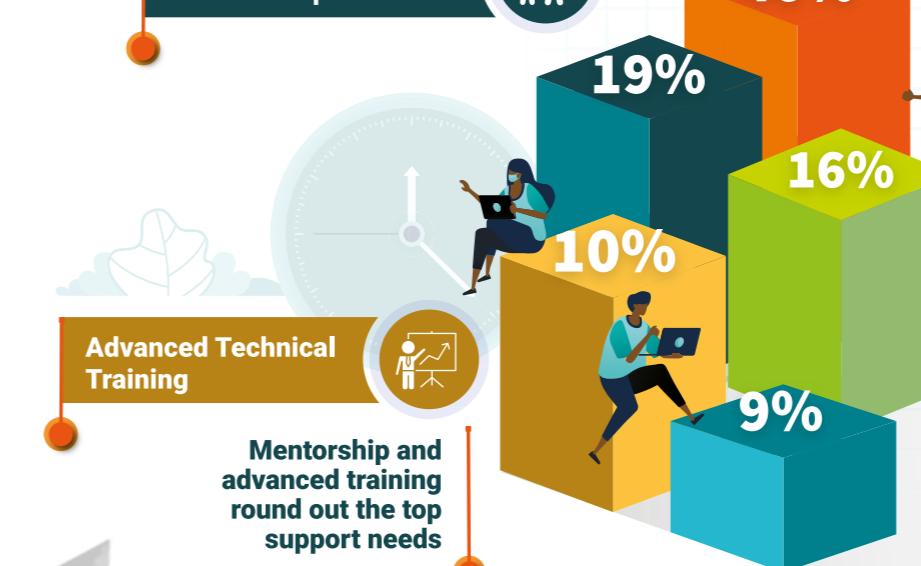
Financial Support or Scholarships

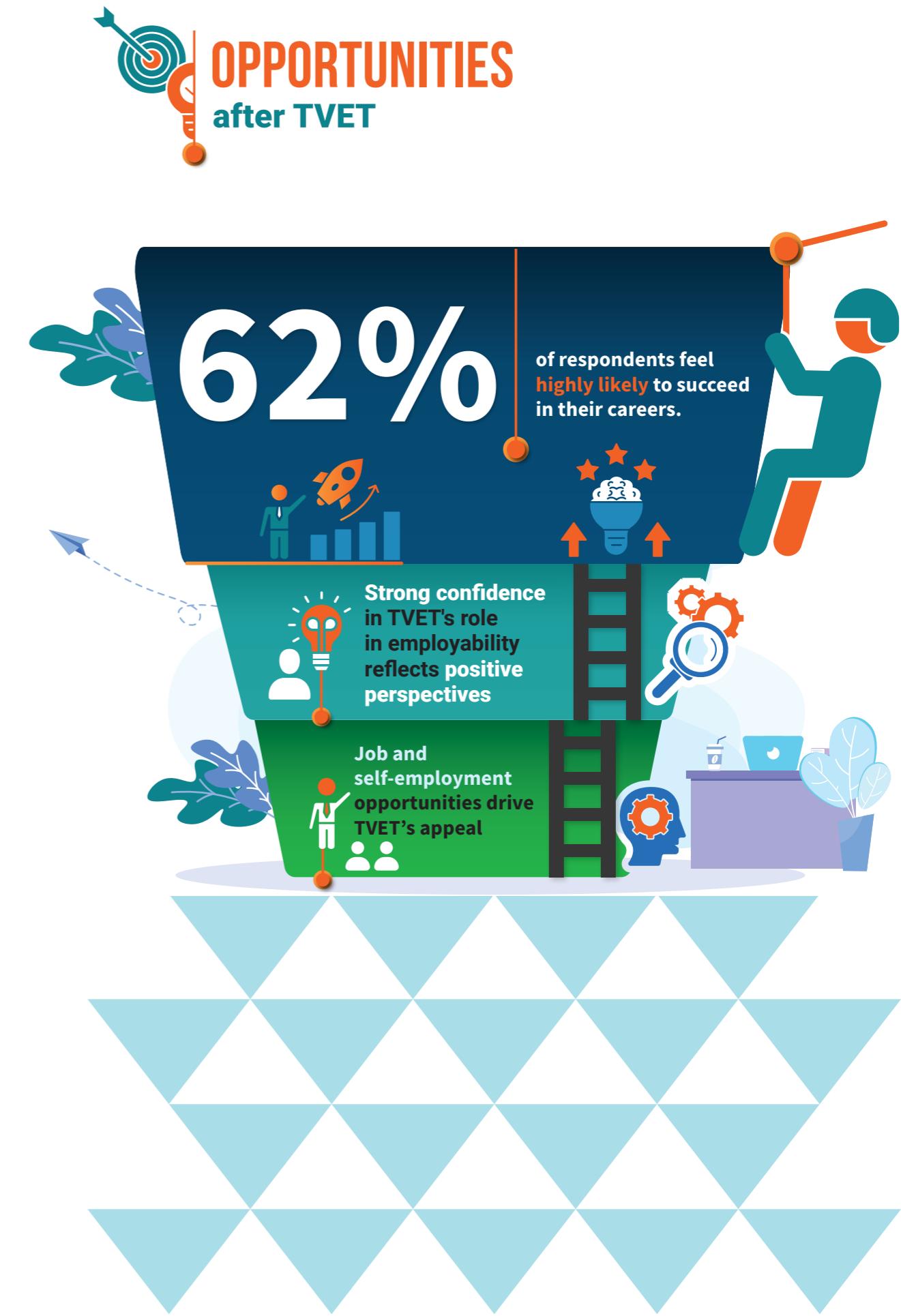
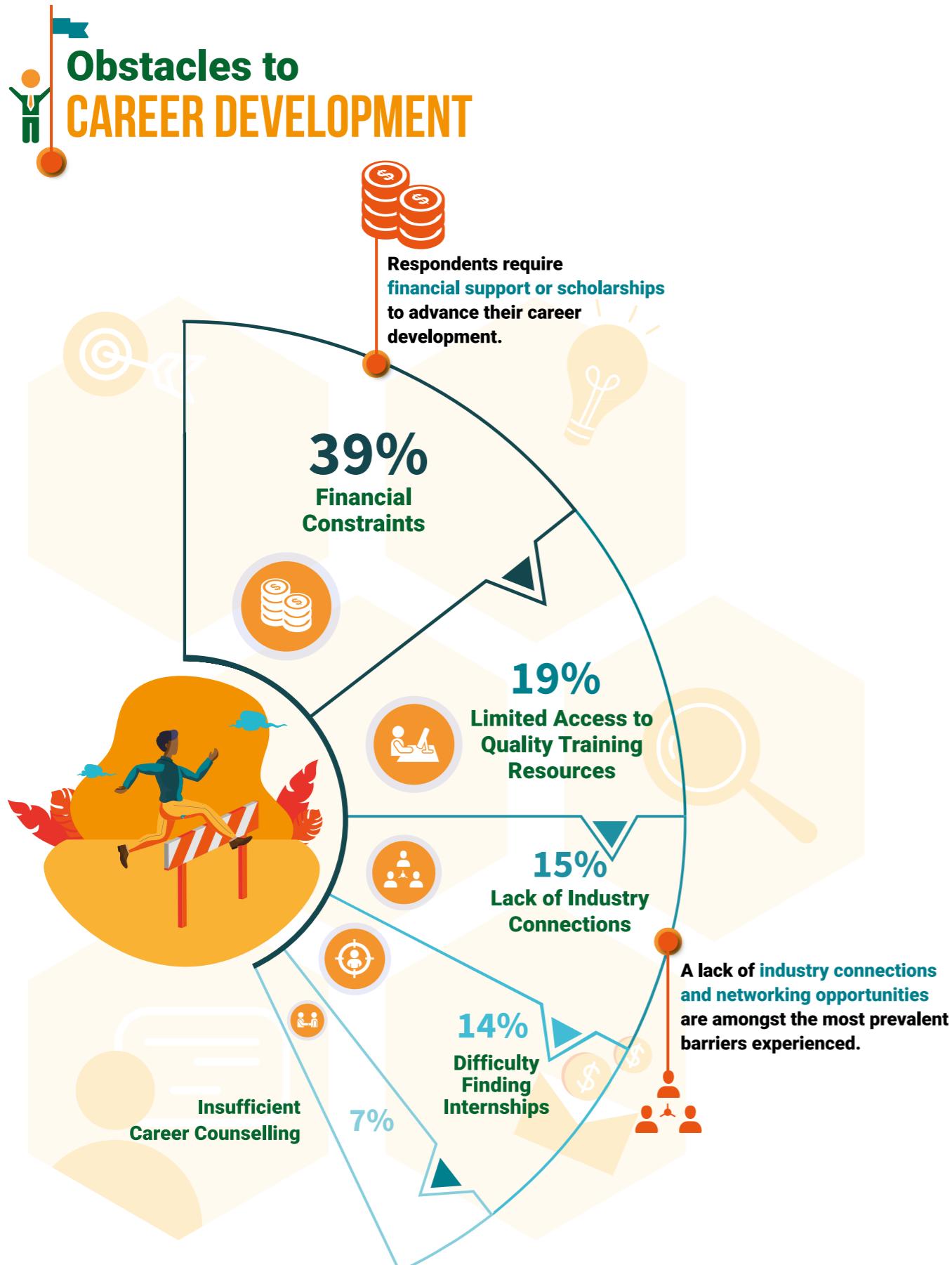
Networking Opportunities

Advanced Technical Training

Mentorship and advanced training round out the top support needs

Access to Mentorship and Career Guidance





UNLOCKING SUCCESS THROUGH ENABLERS

The stories behind the competition winners, Naleh Befii Victory and Retiana Tiyamike Phiri embody the survey's findings on enablers, highlighting the critical role of mentorship, accessible training, and hands-on learning in translating creative visions and technical innovations into impactful projects that benefit their communities.



Naleh Befii Victory



Sector
Creative Arts



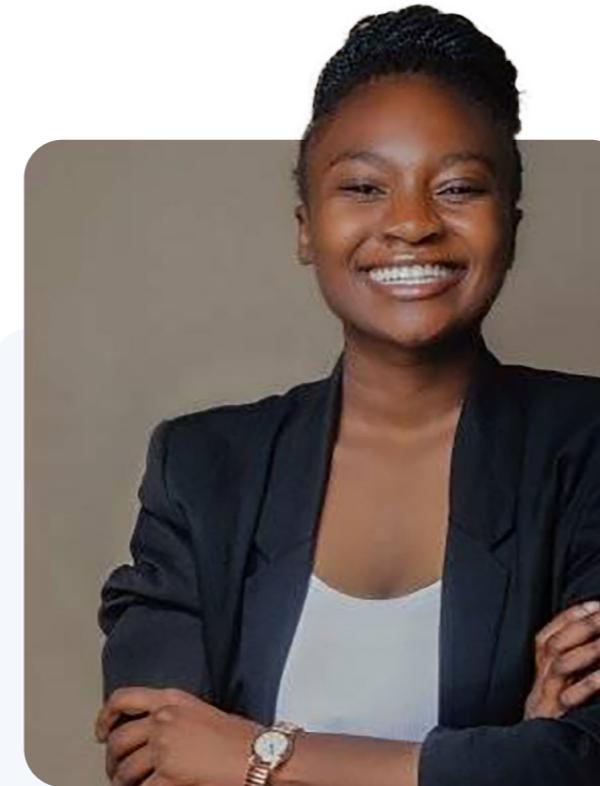
Innovation
EcoFusion sustainable
fashion
(Ghana)



Achieving my dream of transforming African fashion required more than creativity—it demanded access to training and resources to bridge the gap between my vision and reality. Through TVET, I gained the technical knowledge to combine upcycled materials with traditional African techniques, leading to the creation of EcoFusion, a sustainable fashion brand that celebrates heritage while reducing environmental impact. Mentorship opportunities during my training helped me refine my approach and scale my work, including training young designers to adopt sustainable practices.



Mentorship opportunities during my training helped me refine my approach and scale my work.



Retiana Tiyamike Phiri



Sector
Biomedical Engineering



Innovation
Wearable devices for
pain management
(Zambia)



When I recognised the challenge of chronic pain in my community, I knew addressing it required both innovation and expertise. However, creating practical solutions was impossible without specialised training and mentorship. Through TVET, I developed the skills to design wearable medical devices that provide real-time pain management, reducing dependency on opioids. Hands-on training and mentorship enabled me to refine my designs and ensure their effectiveness. Today, my devices are improving lives and setting an example for young innovators across Africa.



*Hands-on training and mentorship
enabled me to refine my designs and
ensure their effectiveness.*

The role of young people IN SHAPING TVET

Understanding the perspectives of young Africans on the relevance of TVET is essential for aligning educational strategies with their career aspirations and the needs of the evolving labour market. This analysis aims to delve into how young individuals view TVET's applicability to current and emerging job demands, its value in tackling societal challenges, and its efficacy in equipping them with industry-ready skills, thereby providing a holistic understanding of its significance.

Practical experience is a fundamental element of TVET, serving as a bridge between theoretical knowledge and real-world application. This aspect of the survey evaluates the contribution of internships, apprenticeships, and hands-on training to the employability and skill development of young Africans.

KEY INSIGHTS

- Youth Recognise their Role in Promoting TVET** – Over 80% of respondents acknowledge the importance of young people in advocating for TVET institutions to enhance their competitiveness against traditional higher education institutions.
- Strong Advocacy for Vocational Skills** – A significant 86% of respondents would recommend vocational training to others, primarily due to its hands-on approach and the employable skills it provides.
- TVET as a Pathway to Entrepreneurship** – Young people view vocational education not just as a route to employment but as a stepping stone to entrepreneurship, reinforcing its value in fostering self-sufficiency and business creation.



“Breaking the stigma around TVET can inspire more participation.”

“Aligning TVET with labour market demands will make it more impactful.”



“Youth voices must shape the future of TVET in Africa.”

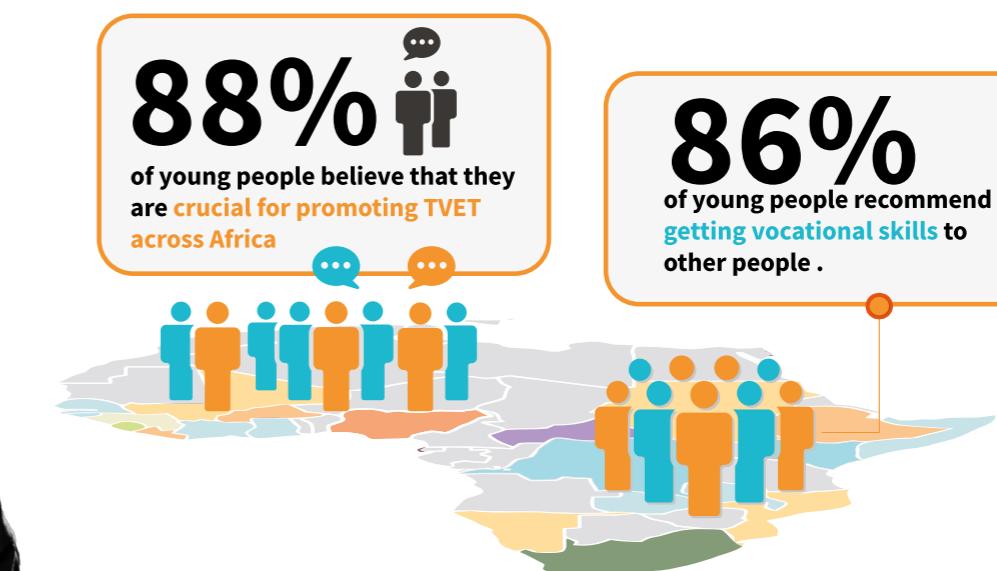
“Mentorship opportunities are critical for career advancement.”

“Financial aid and accessible training are essential for success.”

“Enhancing hands-on training with modern equipment will attract more youth to TVET.”

“Innovation and practical skills are the future of education.”

“TVET empowered me to create eco-friendly solutions for my community.”



The Real-World RELEVANCE OF TVET

The stories of competition winners, Adaugo Felix and Ochieng Benedict Onyando emphasise the survey's insights on TVET relevance. They showcase how vocational skills empower young people to address societal challenges like sustainability and food security while creating economic opportunities.



Adaugo Felix



Sector
Sustainable Fashion



Innovation
Circular economy
in design
(Nigeria)



I saw the growing issue of textile waste in my community as both a challenge and an opportunity. I believed that vocational skills could help me transform this waste into something valuable while also raising awareness about sustainability. Through TVET, I learned eco-conscious design techniques and business management skills, which allowed me to launch Araverme Wardrobe. This initiative repurposes discarded materials into clothing and home décor, blending environmental responsibility with economic opportunity. By training others in these techniques, I am building a network of artisans committed to sustainable practices.



Through TVET, I learned eco-conscious design techniques and business management skills, which allowed me to launch Araverme Wardrobe.



Ochieng Benedict Onyando



Sector
Fisherries



Innovation
Bamboo cages for
fish farming
(Kenya)



Growing up near Lake Victoria, I was deeply concerned about the environmental damage caused by unsustainable fishing practices. I wanted to develop methods that were both environmentally friendly and economically viable, but I needed specialised training to make my ideas a reality. Through TVET, I gained expertise in aquaculture and sustainable materials, enabling me to introduce bamboo cages for fish farming. These cages have reduced environmental degradation while increasing fish yields, providing a reliable food source for my community. My success demonstrates how TVET can deliver the knowledge and skills needed to address pressing issues like food security and sustainability.



Through TVET, I gained expertise in aquaculture and sustainable materials, enabling me to introduce bamboo cages for fish farming.

YOUTH CALL to Policymakers



Expand Access

- Prioritise investment in establishing new TVET training centers in rural and underserved areas, equipped with modern facilities and technology to provide quality and accessible education. Ensure the geographical spread addresses existing gaps in access.
- Develop scholarship programs and financial aid tailored to groups that face systemic barriers, including women, refugees, and persons with disabilities, to alleviate cost barriers. Public-private partnerships can play a key role in funding these initiatives.
- Provide subsidised transport options or boarding facilities to enable rural youth to attend training centres, especially in regions where long distances to institutions are a key barrier.

Promote Entrepreneurship

- Introduce entrepreneurship modules into TVET curricula, covering topics such as business planning, financial management, marketing, and accessing funding.
- Create incubation programmes and provide seed funding to support TVET graduates in turning innovative ideas into successful businesses. These initiatives should prioritise sectors with significant potential for job creation and community impact, especially in rural areas, where opportunities need to be actively created to stimulate economic development.
- Partner with financial institutions to develop tailored loan schemes and micro-finance options for young entrepreneurs.

Modernise and ensure curriculum relevance

- Collaborate with industry stakeholders to regularly revise TVET curricula to meet emerging labour market needs, focusing on high-demand sectors like renewable energy, digital technology, healthcare, and advanced manufacturing.
- Integrate work-based learning, including quality apprenticeships and practical training, to ensure students acquire hands-on experience that mirrors real-world applications.
- Embed soft skills training, such as communication, teamwork, and problem-solving, to complement technical skills and improve overall employability.
- Develop and implement robust mechanisms to identify and anticipate evolving skills needs, ensuring education and training systems remain aligned with labour market demands.

Promote Gender Inclusivity

- Implement specific initiatives to encourage women to enrol in male-dominated fields like STEM, including targeted outreach campaigns, role model programmes, and financial incentives, and collaborate with key stakeholders to ensure a more enabling and supportive environment for female TVET graduates.
- Provide on-site childcare and flexible class schedules at training centres, allowing students with caregiving responsibilities to participate fully in TVET programmes.
- Create safe and inclusive learning environments by training staff to address gender biases and offering support systems for female students.
- Design tailored programmes for marginalised and vulnerable groups, offering support that accounts for their unique circumstances and includes financial assistance when needed.
- Certify competencies and recognise prior learning acquired through formal, non-formal, or informal pathways to facilitate access to the labour market.

Leverage Digital Platforms

- Develop online and hybrid TVET programmes to accommodate youth in remote areas or those unable to attend in-person training due to work or family commitments.
- Incorporate digital literacy training across all TVET curricula, equipping students with essential skills for the modern workforce.
- Use digital tools for mentorship, networking, and knowledge-sharing, connecting students with industry experts and peers across regions.

Amplify Youth Voices

- Establish formal mechanisms, such as youth advisory councils, to integrate young people's perspectives into TVET policy and curriculum design, implementation, monitoring, and evaluation. These councils should include representatives from diverse socio-economic backgrounds.
- Conduct regular surveys and focus groups to gather actionable insights on the aspirations and challenges of African youth regarding TVET.

Strengthen Partnerships

- Establish structured collaborations between governments, private sector actors, educational institutions, trade unions and development organisations to co-create TVET programmes that align with industry needs.
- Encourage the private sector to invest in training infrastructure and provide resources like up-to-date equipment, ensuring students are familiar with current industry standards.
- Encourage partnerships to create internships and quality apprenticeship opportunities to support students to transition seamlessly from training to employment.
- TVET should be complemented by strong career guidance, job counselling, and employment services to support young people in navigating the labour market.
- Establish platforms for collaboration among TVET institutions at the regional level to support knowledge sharing and facilitate the exchange of best practices.

Reshape TVET narratives

- Design and launch nationwide campaigns showcasing the diverse success stories of TVET graduates from a range of backgrounds who have achieved significant career and entrepreneurial milestones. These stories should highlight both traditional trades and modern industries like ICT and renewable energy to appeal to a broad audience.
- Use multimedia platforms, including television, radio, print media, and social media, to ensure the campaign reaches rural, urban, and peri-urban, youth effectively.
- Engage influential figures, such as community leaders, local entrepreneurs, and policymakers, and families to promote the socio-economic value of vocational education. This collaborative effort can help shift perceptions of TVET as a 'last resort' to a prestigious and viable career pathway.
- Emphasising the role of families is crucial, as their support significantly enhances the likelihood of individuals choosing TVET. Awareness campaigns targeted at families can encourage their backing for sons and daughters considering TVET, presenting it as a valuable and viable opportunity rather than a limitation.

Align with Agenda 2063

- Incorporate training in climate-smart and environmentally sustainable practices, such as renewable energy systems, sustainable agriculture, and circular economy principles, to align TVET with global sustainability goals.
- Support projects and initiatives that address pressing challenges like waste management, water conservation, and community health, positioning TVET graduates as drivers of socio-economic change.
- Establish metrics for tracking the alignment of TVET programmes with Agenda 2063 goals, ensuring continuous improvement and relevance to Africa's development priorities.

THANK YOU

This publication represents the culmination of a collaborative effort to spotlight the voices, aspirations, and innovations of Africa's youth in shaping the future of TVET. AUDA-NEPAD and Humana People to People extend sincere thanks to everyone who contributed to bringing this vision to life.

Gratitude is extended to the partners and collaborators whose expertise and dedication made this work possible:



Special recognition goes to the young people who participated in the "Make Yourself Heard" survey. Your stories, insights, and contributions are the heart of this initiative. To the participants and winners of the Africa Skills Revolution Competition, your achievements demonstrate the transformative power of technical and vocational education, inspiring progress across the continent.

Acknowledgement is also due to the educators, policymakers, and development partners who continue to work tirelessly to enhance TVET systems, ensuring young Africans have the tools to thrive.

These efforts represent a shared commitment to empowering Africa's youth and advancing a vision where skills unlock potential, foster innovation, and build a brighter, inclusive future.

Thank you for taking the time to engage with this publication. By exploring the voices and insights of Africa's youth, you are playing a part in shaping a future where skills unlock opportunities and drive change. Your interest and support are vital in transforming ideas into impactful action across the continent.

Contact Us

africaskillsrevolution@nepad.org | <https://www.nepad.org/africaskillsrevolution>

Find Us At

Twitter	@NEPAD_Agency	@HumanaHPP
LinkedIn	@AUDANEPAD	@the-federation-humana-people-to-people
Instagram	@auda_nepad	@humana_people_to_people
Facebook	AUDA NEPAD	@Federation HPP
Website	www.nepad.org	www.humana.org

#AfricaSkillsRevolution
#AUYearOfEducation
#TheAfricaWeWant

PUBLISHED BY



CO-FINANCED BY



IMPLEMENTED BY

African Union Development Agency (AUDA-NEPAD)

www.nepad.org

Contact: Unami Mpofu | Email: UnamiM@nepad.org

Humana People to People

www.humana.org

Contact: Ana Ramos | Email: ana.ramos@humana.org

CONCEPT, TEXT & DESIGN BY



www.conceptafrika.com



Implemented by
giz Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH



An initiative by:



AUDA-NEPAD
AFRICAN UNION DEVELOPMENT AGENCY



HUMANA
PEOPLE TO PEOPLE

Co-financed by:



Humana People to People
Educational and Training Foundation

SIFA
Skills Initiative
for Africa