CIPMEN – Incubation Center for SME in Niger

« Innovation and sustainable entrepreneurship »

Youth employment in Niger – The case of CIPMEN

The Hague - May 30, 2017
**The context of Niger**

<table>
<thead>
<tr>
<th>Landlocked country of 1.2 million square kilometres which 2/3 is desert</th>
<th>Population of 20 millions inhabitants</th>
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<tbody>
<tr>
<td>The fastest population growth in the world (3.8%)</td>
<td>67% of the population is less than 25</td>
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<tr>
<td>75% of the GDP is provided by informal economy</td>
<td>50% of the population is poor</td>
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<td>GDP: 7,143 billions USD (2015)</td>
<td>GDP growth en 2016: 5%</td>
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Niger’ challenges and priorities

- Security of the territory
- The modernization of the State
- The development of human capital
- The dynamization and modernization of the rural world
- The development of a vibrant private sector
- The demographic transition
Challenges to boost youth employment in Niger

Difficult access to productive resources: land, capital,…

Weak institutional framework

The gap between universities diplomas and the needs of enterprises. Also, vocational and technical trainings have remained very low.

The privatization of large state-owned enterprises was not accompanied by the emergence of a class of local entrepreneurs

The weight of the informal sector is an unfair competition for formal sector

Fight against radicalization of rural youth
To address these challenges, the state of Niger is implementing several actions:

- Promoting youth employment and entrepreneurship in key sectors such as agriculture, livestock raising, handicrafts, the digital economy.
- Increase the creation of industries especially in the mining and energy sectors that provide employment for young people.
- Set up appropriate funding for young people.
- Free and compulsory school until the age of 16.
- 40% of pupils will be oriented towards vocational education after the first cycle by 2020.
- Tax Facilitation for Youth-Driven companies.
- Supporting existing incubators and creation new ones in the regions.
As a business incubator, CIPMEN supports high potential startups that will create thousands of jobs through efficient services.
Since 2014, the CIPMEN it’s:

17 startups incubated...

... + de 150 direct jobs created ... et + de 1000 indirect jobs
...CIPMEN' impact

...+ 80 business creation projects supported...

... a cumulative turnover of + 900 million FCFA realized by incubated companies ...

Financial autonomy for CIPMEN up to 70% in 3 years ...
...CIPMEN' impact

... +1000 people trained in entrepreneurship ...

... The replication of the CIPMEN model in 2 countries: in Mali and Guinea, and in universities.

...The launching of SahelInnov network
FOFO!

www.cipmen.org
The Next Economy: Programme objectives
Local Employment in Africa for Development (LEAD)


Support youth to:
• Start their own business
• Upscale a promising startup
• Be prepared for a decent job
• 4200 youth skilled to either set up their own businesses or to enter the labour market
• 1700 youth found a job (through self-employment, or employment in a company)
The Next Economy Approach

Transitioning into work

1. Focus on the transition into work
2. Using existing skills / personal preferences as the starting point
3. No provision of vocational / sector skill
4. Combining training activities with personal coaching and career support
Youth Selection Criteria
Differing per programme context

1. Age 17 to 35
2. Minimum level of literacy / numeracy (completion Junior Secondary)
3. Both SOS and non-SOS background
4. Highly motivated
Core Basic Life Skills for Employment

- Inspiring Talks
- Visualize your own opportunities
- Soft skill development
- Pitch your personal preference

Programme Methodology

Training 4200 youth – getting ready for a job

Start a business - Get a job

Youth Coaching

Entrepreneurship
- Innovation, Co-creation in order to develop business concept
- Validation, Crowdfunding and get matched

Employability
- Write, pitch, apply, get a traineeship or job
- Coaching “on-the-job”
Challenges & Opportunities

The youth in

The Eco-system (context and partnerships)
## Challenges & Opportunities

<table>
<thead>
<tr>
<th>Getting / Keeping the youth in the programme</th>
<th>Challenge</th>
<th>Opportunity</th>
</tr>
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<tbody>
<tr>
<td></td>
<td>- Reaching the youth</td>
<td>- High number of applications</td>
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<td>- Competing priorities</td>
<td>- Retention rates</td>
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<td></td>
<td>- Managing expectations</td>
<td>- Word-of-mouth</td>
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<td></td>
<td>- Diverse backgrounds</td>
<td>- Youth Ambassadors</td>
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<tr>
<td>Making impact</td>
<td>- Intervention thinly spread</td>
<td>- Effective training (labour market appreciation)</td>
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<td>- Continued support after the programme</td>
<td>- Coaching support assures continuation</td>
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<td>- Education / skills background</td>
<td>- Strong partnership (Hubs)</td>
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<td>The Eco-system (context and partnerships)</td>
<td>- Limited involvement of labour market</td>
<td>- Partnerships with Govt agencies / departments</td>
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<td></td>
<td>- Limited training capacity of some partners</td>
<td>- Crowdfunding proves to be effective</td>
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<td>- Innovative approach (Crowdfunding)</td>
<td>- Involved companies willing to advocate</td>
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3 Key Factors for Success

1. Individual support to the youth

- Assuring their motivation and match with the programme through individual entry interviews / assessment
- Personal follow-up on the (learning) trajectories of the youth
- Brokering between labour market and youth during learning on the job
3 Key Factors for Success

2. Offering multiple options / trajectories
   - Working with “me” during the general Core Life Skills Phase; identifying personal strengths and linking these to opportunities
   - Offering different options for continuation in the programme
3 Key Factors for Success

3: Youth Availability and Competing Priorities

- Acknowledge competing priorities for youth (time = money) and offer the programme at times when youth can make themselves available

- Room for financial investment (e.g. compensation of costs / time, versus time investment by youth to show commitment)
Decent Rural Youth Employment: Nigeria’s Youth Employment in Agriculture Programme (YEAP)

Peter Wobst
Senior Programme Advisor

30 May 2017
The Hague, The Netherlands
Nigeria’s economic and employment challenges

• Economic growth has slowed down
• 70% of labor force is engaged in agriculture
• Agriculture accounts for 21% of GDP
• By 2050, youth population will double
• 60% of youth are unemployed or underemployed
• 40 million youth will enter the labour market in the next 10 years

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Youth aged 15-24 years in SSA and Nigeria, 1950-2080

Data source: United Nations, World Population Prospects, the 2015 Revision
Solution: Youth Employment in Agriculture Programme

- **Goal:** Contribute to food security and nutrition, rural income generation and improved livelihood for youth in rural areas

- **Specific objective:** Create DRE for young women and men along area-based priority agricultural value chains

**COMPONENT 1**
Enabling environment for YE in VCs and agribusiness development

**COMPONENT 2**
Support to young N-Agripreneurs and market-oriented producers

**COMPONENT 3**
Programme coordination, monitoring and evaluation (M&E)
YEAP approach to promote YE along value chains

Private Sector
- Market
- Commodity Zones
- Agro-Industries

Financial Services
- Credit and risk insurance through MFI’s and cooperatives

Capacity development & training
- VTCs, JFFLS, Songhai Centres and Agricultural Techn. Acquisition Centres

Government
- Regulatory and institutional framework
  - Federal
    - Ministries of Agriculture, Labour, Youth, Education, etc.
    - Fund for Agricultural Finance in Nigeria (FAFIN)
  - State
    - State Ministries and Departments of Agriculture, TVET Centres, etc
  - Local
    - Local government authorities, producer associations, community organizations

Enabling environment

Private Sector
- Agri-Business
  - Agro-processing
  - Storage
  - Value addition
  - Transport

Market oriented producers & transformers

Agricultural value chains

Input services
- Seeds, fertilizer, agrochemicals, veterinary services, animal feed etc.

Technical services
- Advisory and extension services, business services, market information
Capacity development in the YEAP

Specialized institutions, universities, private sector specialists

Agricultural vocational training centres
Specialized institutions
N-Agripreneurs (Knowledge service providers)

Young N-Agripreneurs
Graduated youth trained in specialized training centres

1st level Training Centres
Young producer’s leaders
trained by experts in groups of 20-25

Supervised and back-stopped by a local N-Agripreneur

2nd level Village
Market-oriented producers
Groups of young producers/transformers trained
FAO’s support: Design, institutional capacity, and set-up

1. Improve the **institutional capacities at federal and state levels** to create an **enabling environment for YE in agriculture**
   - Policy dialogue and coherence to integrate YE and agribusiness
   - Coordinate and build partnerships with existing programmes
   - Training of national, regional and local stakeholders such as government, producers’ organizations, large-scale farmers, etc.

   Mutually reinforcing

2. Enhance **youth leadership and skills** in agricultural value chains
   - Training of faculty staff of selected VTCs on JFFLS
   - Demand-driven management and leadership skills training
   - Utilize successful agro-entrepreneurs to promote agriculture
   - Promote participation of youth in farmer organizations
FAO’s support in Nigeria’s Northeast

• The conflict has **negatively affected** the **productive capacity, employment, and livelihoods** of over 6 million people

• The **lack of employment opportunities** can lead to **youth radicalization** and enrolment in armed groups

• A **specific sub-programme** was developed for this context while waiting to expand the YEAP to the Northeast States

• FAO is supporting **young IDP in host, resident and returning communities** through:
  
  o **In-kind distributions and cash transfers for youth groups** to provide access to seeds, irrigation equipment, tools and other inputs
  
  o **Cash-for-work for youth** to rehabilitate market infrastructure
<table>
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<th>Success factors</th>
<th>Challenges</th>
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<td>• Support at <strong>national, state and local levels</strong> to create an <strong>enabling</strong></td>
<td>• Inception phase longer than expected due to <strong>national and state elections</strong></td>
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<tr>
<td>environment and ownership**</td>
<td>• <strong>Fluctuation of revenues</strong> due to economic and governance factors**</td>
</tr>
<tr>
<td>• <strong>Training</strong> staff of <strong>Vocational Training Centres</strong> to integrate <strong>life skills</strong></td>
<td>• <strong>Inadequate and insufficient capacities</strong> at federal and state levels**</td>
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<tr>
<td>and <strong>agri-entrepreneurship</strong> into curricula**</td>
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<tr>
<td>• The <strong>Training of Trainers model</strong> helps develop the capacities of <strong>young</strong></td>
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<td>leaders and <strong>N-agripreneurs</strong> to train young producers at village level**</td>
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Rural Youth Employment as a priority for Africa

- Malabo Declaration / 2063 Agenda
- CAADP 2014-24 Results Framework
- AU First Five-Year Priority Programme (5YPP)
- AU year of youth (2017)
- AfDB’s ENABLE Youth (Empowering Novel Agri-Business-Led Employment)
- World Bank’s next generation of youth employment support programmes in Africa and beyond
- Rural Economy theme under the Global Initiative on Decent Jobs for Youth (DJ4Y)
- NEPAD’s Rural Futures Programme
FAO’s Integrated Country Approach (ICA) to promote YE and entrepreneurship in agriculture

Programmatic approach for country-level support on employment issues, with emphasis on ARD

Multi-level, multi-stakeholder, and multiple core functions

Focused on employment quantity and quality
Nigeria as one of FAO’s priority countries on RYE

• Support countries in developing an enabling environment for rural youth employment
• Invest in the education and training of rural youth
An extensive **portfolio of approaches, tools, and knowledge materials** has been developed – ready for wider application at country-level.

### Approaches
- Integrated country approach (ICA)
- Junior Farmer Field and Life Schools (JFFLS)
- PPP model for youth employment in agriculture

### Tools
- Policy database
- E-learning courses
- Guidance materials
- Toolbox

### Knowledge
- Briefs
- Papers
- Good practices
Main **FAO publications and resources** on decent rural employment are systematized in the **online Decent Rural Employment Toolbox**

**Provide guidance** to policy makers, rural development practitioners and FAO staff

**Organized in modules** covering the **main components of FAO's approach**
Thank you!

Peter Wobst
Senior Programme Advisor
Peter.Wobst@fao.org


Learn with us: www.fao.org/rural-employment/resources/e-learning/en/

Contact us: Decent-Work@fao.org
Include: Boosting youth employment in Africa

Conflict sensitive youth employment

Jos Meester
Research Fellow at
Clingendael’s Conflict Research Unit

May 30th, 2017
Conflict sensitive youth employment
Unpacking youth employment

Core argument:
*Idle young people lacking future prospects are more vulnerable, and therefore more likely to become involved in violent activities*

Aim 1:
Job creation

Aim 2:
Promoting peace
Conflict sensitive youth employment
Unpacking youth employment

Core argument:
Idle young people lacking future prospects are more vulnerable, and therefore more likely to become involved in violent activities

Aim 1: Job creation

Aim 2: Promoting peace

Who gets the jobs?
How are at risk youth defined?
How does this interact with the conflict context?
Conflict sensitive youth employment
To understand the impact, one has to understand 1) the context

Context matters, but what is the context?

Conflict risks to intervention lie under the surface.

The visible world: national strategies, action plans, formal institutional structures, etc.

Political processes: contestation and negotiation of power, wealth and goods

Economic and financial processes, and their link with politics

Formal and informal institutions

Relations, incentives and interests of actors « under the surface »
Conflict sensitive youth employment
To understand the impact, one has to understand 2) the interaction

Employment intervention

Fragility

Incl. politics
Justice
Security
Eco found
Rev&servi

Clingendael
Netherlands Institute of International Relations
Conflict sensitive youth employment
To understand the impact, one has to understand 3) act sensibly

I think you should be more explicit here in step two.
Conflict sensitive youth employment

Key takeaways

- Employment interventions in fragile situations are inherently political
- No checklists, but behavioural change needed
- Secure time needed for conflict sensitive analysis, M&E, adjustments
Conflict sensitive youth employment
Practical experiences

- What conflict risks have encountered in your projects?

- How have you dealt with conflict risks in the past, and why did or didn’t this work?

- What roadblocks do you encounter to effectively dealing with conflict risks?