

S4YE SOLUTIONS FOR YOUTH EMPLOYMENT

October 2019



About S4YE

Solutions for Youth Employment (S4YE) is a global program that brings together donors, governments, foundations, private sector companies, NGOs and youth to support catalytic programs to increase the number of young people engaged in productive work.

The S4YE Secretariat is housed in the Jobs Group of the Social Protection and Jobs Global Practice at the World Bank. S4YE acts as a strategic gateway to connect youth employment stakeholders with over 150 youth employment operations of the World Bank. S4YE partners include the World Bank, Accenture, The Rockefeller Foundation, Mastercard Foundation, Microsoft, Plan International, International Youth Foundation (IYF), Youth Business International (YBI), RAND Corporation, the International Labor Organization (ILO), the Governments of Norway, Germany, the UN Envoy for Youth, and multiple private companies (over 25 large corporations). Other bilateral partners that support S4YE through the Jobs MDTF include UK Aid, SIDA, and Austria.



S4YE Mission

To help address systemic and persistent unemployment and lack of quality jobs for youth across the world, S4YE’s mission is to identify, curate, learn from and scale up innovations in youth employment programs.



S4YE Key Priorities



S4YE has two key priorities: **1) Scaling Innovation** and **2) Knowledge Sharing** and three cross-cutting themes: *gender, youth participation, and private sector engagement.*

A major area of focus for the program is the role of technology in job creation, skills development and also in designing new solutions to address key constraints faced by youth in connecting with good jobs and firms in creating new jobs and opportunities.

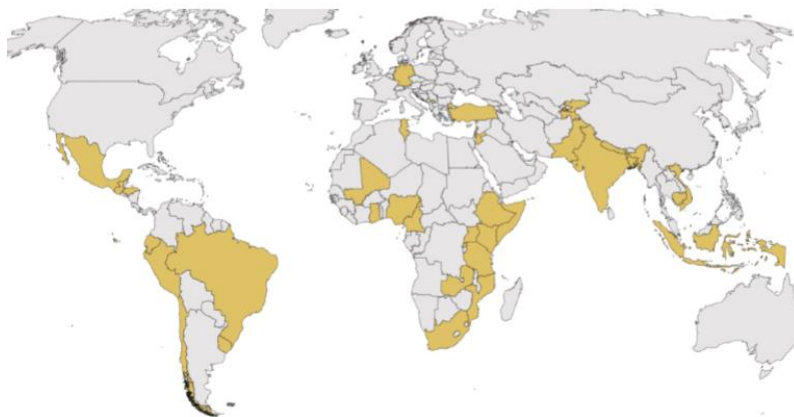


Priority 1: Scaling Innovation

Impact Portfolio

One of the pillars of S4YE’s work to promote bottom-up understanding of *live and ongoing innovations* in the field is its external community of practice (CoP), the “Impact Portfolio” (IP). Launched in January 2017, the IP is made up of 44 high-potential and innovative youth employment projects. This unique group of projects serves as a collective “learning laboratory” for S4YE coalition. Through the IP, S4YE aims to learn, assess, showcase and support these innovative youth employment interventions.

S4YE has curated micro-innovations from the first cohort of the 19 IP projects in its [S4YE Impact Portfolio Report](#). In 2019, S4YE scaled up its IP portfolio to expand the number of projects to 44, covering 6 regions and 38 countries.



A list of Impact Portfolio Community of Practice Member Projects is available in Annex

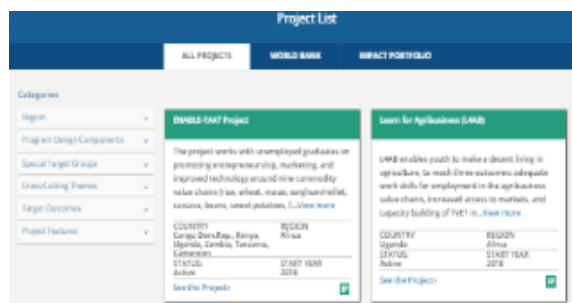
Priority 2: Knowledge Sharing

Knowledge Repository and Project Portal

S4YE has launched two new virtual tools to help practitioners improve the design, implementation, and evaluation of their youth employment operations.



1. **S4YE’s Knowledge Repository** is a global inventory of over 200 practical toolkits, guidance notes, and other resources curated to help youth employment practitioners to design, implement, and scale programs. The Knowledge Repository is a searchable, interactive database that allows users to filter the resources by 8 different categories on themes that cover both the supply and the demand side of youth employment: Diagnostics & General Design; Training & Skills Development; Entrepreneurship & Enterprise Promotion; Employment & Intermediation Services; Private Sector Engagement; Sector-Specific Approaches; Special Target Groups; and Monitoring & Evaluation. The database is by no means exhaustive, but we aim to update it regularly to reflect new resources being developed by our partner network!



2. The **S4YE Project Portal** provides information on over 100 youth employment lending operations being supported by the World Bank across almost 70 countries. The Project Portal also lists all 44 youth employment projects within the Impact Portfolio community of practice, including activities by Save the Children, Digital Divide Data, Educate!, Laboratoria, and other international NGOs. Projects are displayed in **Map View** and **List View**. Users can search for projects by 6 different categories: Region; Program Design Components; Special Target Groups; Cross-Cutting Themes; Target Outcomes; and Project Features. The objective of the S4YE Project Portal is to help practitioners find potential partners to collaborate with (from within the World Bank Group or from S4YE’s Impact Portfolio network) in a specific country as they think through the design of their respective youth employment project.

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Communications and Advocacy

S4YE Secretariat disseminates policy notes, knowledge briefs, case studies, and reports developed in collaboration with S4YE partners and engages in further conversations through its partner networks, website,

monthly newsletter, workshops and events. Please refer to the Knowledge Products section below to view the latest S4YE publications.



Governance

S4YE operates in a three-tiered structure:

1. **S4YE Partner Forum:** includes all S4YE partners - World bank teams, civil society organizations, bilateral agencies, donors, governments, private sector companies, technical experts and youth that convene once a year for a broad-based dialogue among practitioners to learn from each and share insights and innovations.
2. **S4YE Steering Committee (SC):** Provides high-level strategic guidance on the focus of the S4YE work program. The SC includes all members of the previous Board of Directors, plus any additional partners providing financial or in-kind support. The SC meets at least twice a year (once virtually and once face to face during the Partner Summit).
3. **S4YE Secretariat:** Responsible for day-to-day operations implementing S4YE’s strategy, annual work plan, and budget. The S4YE Secretariat is housed in the Jobs Group of the Social Protection and Jobs Global Practice at the World Bank.

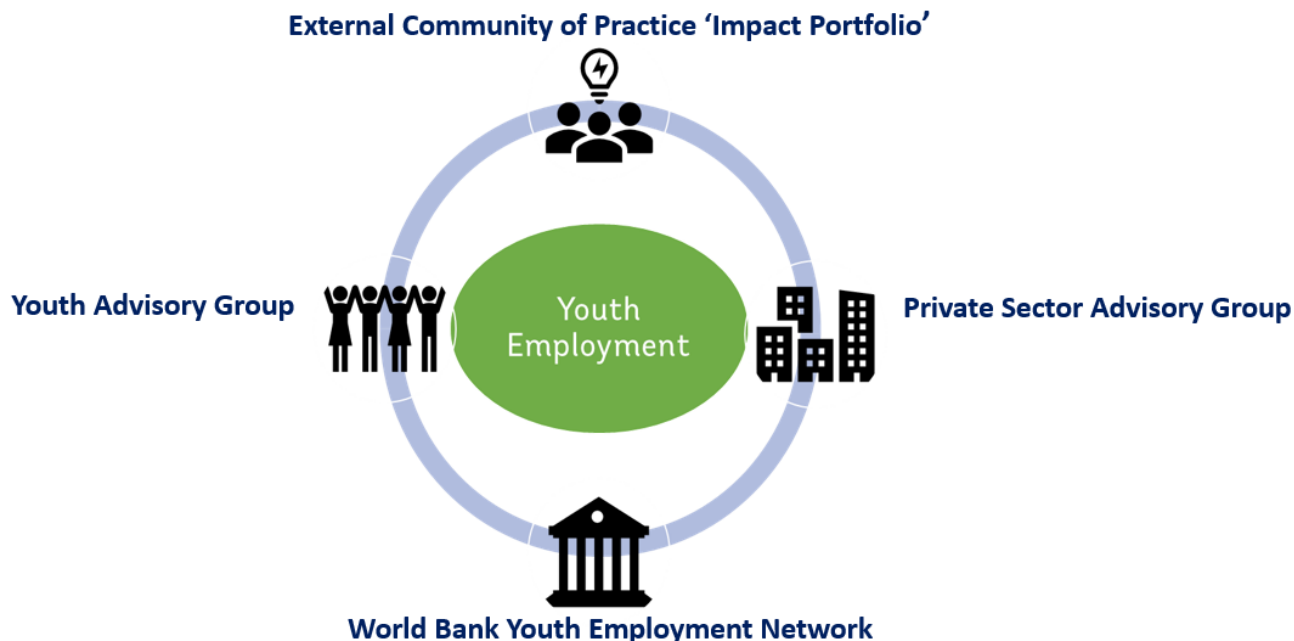


S4YE’s Ecosystem

S4YE's partners are advocates for identifying and promoting innovative solutions for youth employment.

The S4YE Ecosystem

We bring together multiple stakeholders to advance youth employment



S4YE's Youth Advisory Group (YAG)



To tackle youth unemployment, young people must have a greater say in the policies that directly affect them. Recognizing the importance of youth voice, S4YE has formed the **S4YE Youth Advisory Group (YAG)** that consists of 17 talented and enterprising global youth. YAG provides input on the design of youth employment programs of S4YE and the World Bank, engages in S4YE's knowledge work on the youth employment agenda, gains exposure and visibility in an international network and learns about governance and contributes to decision-making for the coalition.

S4YE taps into their youth perspective and ensures young people have a voice in all activities of the coalition.

S4YE's Private Sector Advisory Council (PSAC)



Recent World Bank Group research shows that the private sector provides 9 out of 10 jobs in developing countries. In recognition of the private sector's pivotal role in global youth employment, S4YE has identified private sector engagement as a cross-cutting theme for all its activities. To further advance the understanding and effectiveness of private sector engagement, S4YE has developed the Private Sector Advisory Council consisting of senior representatives from leading companies that care about the youth employment agenda. The objectives of S4YE's Private

Sector Advisory Council are to:

- Advise S4YE's Steering Committee on its program, policies, and projects,
- Promote peer-to-peer learning between private sector groups on tackling youth employment,
- Help crowd in and scale innovative and transformational approaches on youth employment, with a focus on Future of Work, 21st-century skill and job creation for youth, and
- Contribute to S4YE flagship or World Bank initiatives, e.g., the World Development Report, Human Capital Project.

Network of World Bank Group Operations on Youth Employment



THE WORLD BANK

S4YE attempts to connect its partner network with the World Bank Group's large portfolio of youth employment operations. To facilitate this S4YE coordinates with a network of World Bank Group teams that are working on research and operational activities related to youth employment.



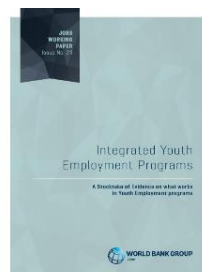
S4YE's Recent Knowledge Products

S4YE Annual Report 2018 – Digital Jobs for Youth: Young Women in the Digital Economy



S4YE's 2018 Annual Report, *Digital Jobs for Youth: Young Women in the Digital Economy*, provides operational recommendations for the design and implementation of gender-inclusive digital jobs interventions for youth. Co-authored by S4YE coalition members including The Rockefeller Foundation, Plan International, RAND Corporation, and the World Bank Group, the report develops a new typology of digital jobs, and draws insights from 19 case studies based on past and ongoing employment programs implemented and/or supported by S4YE coalition members that connected youth with digital jobs opportunities.

A Stock Take of Evidence on Youth Employment Programs



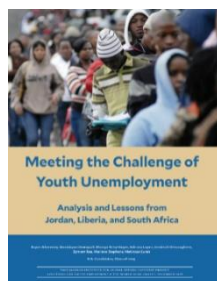
With support from the Jobs Multi-Donor Trust Fund, S4YE finalized the *Stock Take of Evidence on Youth Employment Programs* on what works and what doesn't in youth employment programs. It found that only one-third of youth employment programs reviewed had a significant positive impact on labor market outcomes. The limited impact of traditional youth employment programs is because of their focus only on supply-side interventions to increase employability while doing little to ensure enough high-quality, inclusive, and youth relevant jobs are made available to meet the increasing demand for jobs.

Guidelines for a New Generation of “Integrated” Youth Employment Programs



Building on the stock-take, a new integrated approach for youth employment programs are outlined in the *Guidelines for a New Generation of “Integrated” Youth Employment Programs* that presents practitioners with clear practical guidelines on youth employment programs that better integrate supply side with demand-side interventions. These guidelines for an integrated approach to youth employment have been informing the design of several World Bank youth employment projects.

Meeting the Challenge of Youth Unemployment: Analysis and Lessons from Jordan, Liberia, and South Africa – December 2018: A Youth-Led Diagnostic



As part of its strategy to engage youth in its work, S4YE partnered with a diverse group of student researchers from the Yale University Jackson Institute for Global Affairs for research on three countries in which the World Bank is currently designing youth employment operations - Jordan, Liberia, and South Africa. Over the course of four months, the students worked with project teams in the World Bank, conducted a country based stocktake and gap analysis and compiled their findings in this report. It includes interviews with representatives from select programs, country/topic experts and local youth themselves, a catalog of 108 interventions.

New and Promising Approaches in Youth Employment Programs: The S4YE Impact Portfolio – July 2017



This report has two main objectives: The first is to provide youth employment practitioners insights into important aspects of the operations, design, and innovations of the 19 projects in the IP. The second is to support the development of this group of 19 projects as a live learning community and catalyst of innovation in the global youth employment space.

Skills Gap or Signaling Gap? Insights from LinkedIn in Emerging Markets of Brazil, India, Indonesia, and South Africa (Executive Summary)



S4YE collaborated with LinkedIn to use LinkedIn’s unique database to address the question: what is the alignment, or mismatch, between the skills employers are demanding and those among the young talent supply? This unique piece of research sheds light on labor market trends for entry-level talent in emerging economies, assesses mismatch in how skills are signaled, and shares recommendations for skills training providers, employers, and youth. It focuses on four middle-income countries (Brazil, India, Indonesia, and South Africa) and analyzes 390,000 entry-level postings and 6.4 million LinkedIn profiles of youth ages 21-29 to better understand top industries of employment, as well as recruitment and skills trends.

Knowledge Brief Series – 2017 & 2018

Knowledge creation and sharing are vital aspects of S4YE’s work. S4YE has built a strong knowledge and evidence base which contributes to thought leadership on finding solutions to youth employment. The Solutions for Youth Employment (S4YE) Knowledge Brief series highlights the nuts and bolts of youth employment programs.

Knowledge Brief Issue 6: Supporting social entrepreneurship through youth employment interventions



This Knowledge Brief aims to serve as basic guidance on developing and designing a social entrepreneurship program to combat youth employment challenges. This is the second in a series of two Solutions for Youth Employment (S4YE) Knowledge Briefs that study the role of social enterprises in youth employment through two main dimensions (1) as youth employment programs and (2) in creating entrepreneurs that launch social enterprises.

Knowledge Brief Issue 5: Social Enterprises: A Win-Win Approach for Youth Employment



In this Knowledge Brief, we discuss ways in which youth employment programs can apply the social enterprise approach in their operations. It outlines where social enterprises fit in the landscape of youth employment, characteristics that make the model suitable, the types of social enterprises that can function as youth employment programs, and an example of the social enterprise approach in action from Digital Divide Data's (DDD) impact sourcing work in Cambodia, Laos, and Kenya.

Knowledge Brief Issue 4: Leveraging Youth Employment Program Beneficiary Data



In this Knowledge Brief, we discuss ways in which youth employment programs can make strategic use of their data. This Brief is part of the Solutions for Youth Employment (S4YE) Knowledge Brief series, which highlights the nuts and bolts of youth employment programs.

Knowledge Brief Issue 3: Transportation Costs and Youth Employment



This brief highlights the challenging transport costs (TCs) present towards youth getting a job and some potential solutions to overcome it. We also share an in-depth example of a solution at work with Harambee's experience in South Africa.

Knowledge Brief Issue 2: Promoting Coordination to Advance Employment Services for Youth



This brief will inform, inspire, and guide employment service providers, government, businesses, and civil society agencies seeking to strengthen youth employment outcomes through impactful employment services to better design and coordinate their activities.

Knowledge Brief Issue 1: Linkages and Youth Employment - Opportunities in Extractives and Infrastructure



Approaches that ignite the private sector and generate jobs that harness the productive capacity of young people are increasingly essential. Linkage-oriented strategies can open up supply and value chains and stimulate opportunities for youth enterprise and young workers. This brief will inspire and guide corporations, linkage service providers, and donors seeking to promote youth employment through designing or strengthening the activities of impactful linkage programs.

Annex: Impact Portfolio Community of Practice Member Projects

PROJECT	ORGANIZATION(S)	COUNTRY(S) OF OPERATION
Accelerate Prosperity	Aga Khan Foundation (AKF) and Industrial Promotion Services (IPS) Aga Khan Fund for Economic Development (AKFED)	Pakistan, Tajikistan and Kyrgyz Republic
Bridge. Outsource. Transform (B.O.T)	Digital Opportunity Trust	Lebanon
Buildher: Empower Disadvantaged Young Women through Construction	Buildher	Kenya
Building University Capacity Supporting Business Incubation in Nepal (BUCSBIN)	Oulu University of Applied Sciences	Nepal
CADERH Code School	CADERH	Honduras
Digital Ambassador Program (DAP)	Digital Opportunity Trust	Rwanda
Digital Data Divide (DDD)	Digital Divide Data (DDD)	Cambodia
Educate!	Educate!	Uganda
Education for Youth Empowerment (EYE)	Save the Children	Bangladesh
Empower Youth for Work (EYW)	Oxfam Novib	Bangladesh, Ethiopia, Indonesia, Pakistan
Empowering young women from underserved backgrounds by educating them and work in technology	Laboratoria	Peru, Mexico, Chile, and Brazil
Enablecode Training Ecosystem	Enablecode	Vietnam
ENABLE-TAAT Project	IITA Youth Agripreneurs	DR Congo, Kenya, Uganda, Zambia, Tanzania, Cameroon and Nigeria
Gaza Sky Geeks	Gaza Sky Geeks (Mercy Corps)	Palestine
Generation India	Generation: You Employed, Inc.	India
Harambee Youth Employment Accelerator	Harambee	South Africa
Improvement and growth of the quality of apprenticeship programs	ÁNIMA - TEC	Uruguay
JOBLINGE – Joining Forces Against Youth Unemployment	JOBLINGE – Joining Forces Against Youth Unemployment	Germany
Learn for Agribusiness (L4AB)	Heifer Nederland, Edukans Foundation	Uganda
Livelihood Programme Targeting Entrepreneurship Skills and Business Creation (LP-ESBC)	Habitat Association (Turkey), Youth Business International (YBI) & Accenture	Turkey

PROJECT	ORGANIZATION(S)	COUNTRY(S) OF OPERATION
Lynk	Lynk Jobs Limited	Kenya
Maharishi Institute	Maharishi Education Invincibility Trust (MEIT)	South Africa
Next Generation Cocoa Youth Programme	Solidaridad West Africa	Ghana
Personal Career Pathways	Open Learning Exchange	Somalia, Kenya, Nepal, Ghana
PPAF Combined Portfolio	Pakistan Poverty Alleviation Fund (PPAF)	Pakistan
Programa Valentina	Programa Valentina	Guatemala
Project Octopus	Knack.it Corporation	India and South Africa
ReBootKamp (RBK)	RBK For Training	Jordan, Tunisia, Palestine
Rise of Digital Artisans for the 4th Industrial Revolution	Mentec Foundation	South Africa
Rural-Based Girl-led Innovation & Entrepreneurship Program	Asante Africa Foundation (“AAF”)	Kenya and Tanzania
Sama Impact Solutions	Samasource	Kenya
Skilling for Sustainable Tourism (SFST)	VVOB – education for development	Ecuador
Skills to Succeed	Accenture	South Africa
Supporting Job Creation for Young Tunisians from Marginalized Communities	Education for Employment	Tunisia
The Next Economy – How the African Youth Make It Work	SOS Children’s Villages the Netherlands	Nigeria, Somalia, Mali
Tounes Ta3mal	Silatech	Tunisia
U-LEARN 2	Swisscontact	Uganda
UPSHIFT	UNICEF – Innovations Lab Kosovo	Kosovo
Ventures Platform Incubation-Acceleration Program	Ventures Platform	Nigeria
Via: Pathways to Work	International Youth Foundation	Tanzania
Vusha Girls Employability Program	The African Centre for Women Information and Communications Technology (ACWICT)	Kenya
Work 4 Progress	“la Caixa” Foundation	India, Mozambique, Peru
Youth Employment Service (YES)	Youth Employment Service(YES)	South Africa
Youth-Inclusive Entrepreneurial Development Initiative for Employment	Global Communities	Ghana