

# > Designing & delivering MSD youth employment programming in sub-Saharan Africa

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# AGENDA

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## PRESENTATION (30 minutes)

- 01 | What is the Rough Guide?
- 02 | Why is it relevant?
- 03 | Some findings
- 04 | General reflections and next steps

## AUDIENCE Q&A (25 minutes)



# 01

## What is the Rough Guide?

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### SUMMARY:

- New operational guidance for donors and implementers
- A framework [not a single 'best practice' solution]
- Builds on a previous study<sup>1</sup>, evidence on 'what works', and conversations with 20+ practitioners
- Written alongside the *M4P Operational Guide*
- Intended to support dialogue and collaboration in the YE space

### Who Is The Rough Guide For?

- Experienced MSD practitioners interested in strengthening youth employment outcomes
- Audiences less familiar with MSD looking for ways to make their activities more systemic

<sup>1</sup>Somji & Duffin (2020) *Getting Africa's youth working. Taking a systems approach to create more & better jobs for young people in sub-Saharan Africa*. DCED, ILO Lab & Mastercard Foundation [beamexchange.org/resources/1368](https://beamexchange.org/resources/1368)



# 02

## Why Is The Rough Guide Relevant?

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### THE CHALLENGE

- Good quality jobs are integral to inclusive economic growth and social development
- Job creation is lagging population growth in SSA
- Underemployment and working poverty on a large scale



### THE OPPORTUNITY

- Causes and potential solutions becoming better understood
- A policy priority and continued development partner investment in the space
- Opportunity to align some of these efforts

### The MSD approach aligns with the evidence on 'what works'

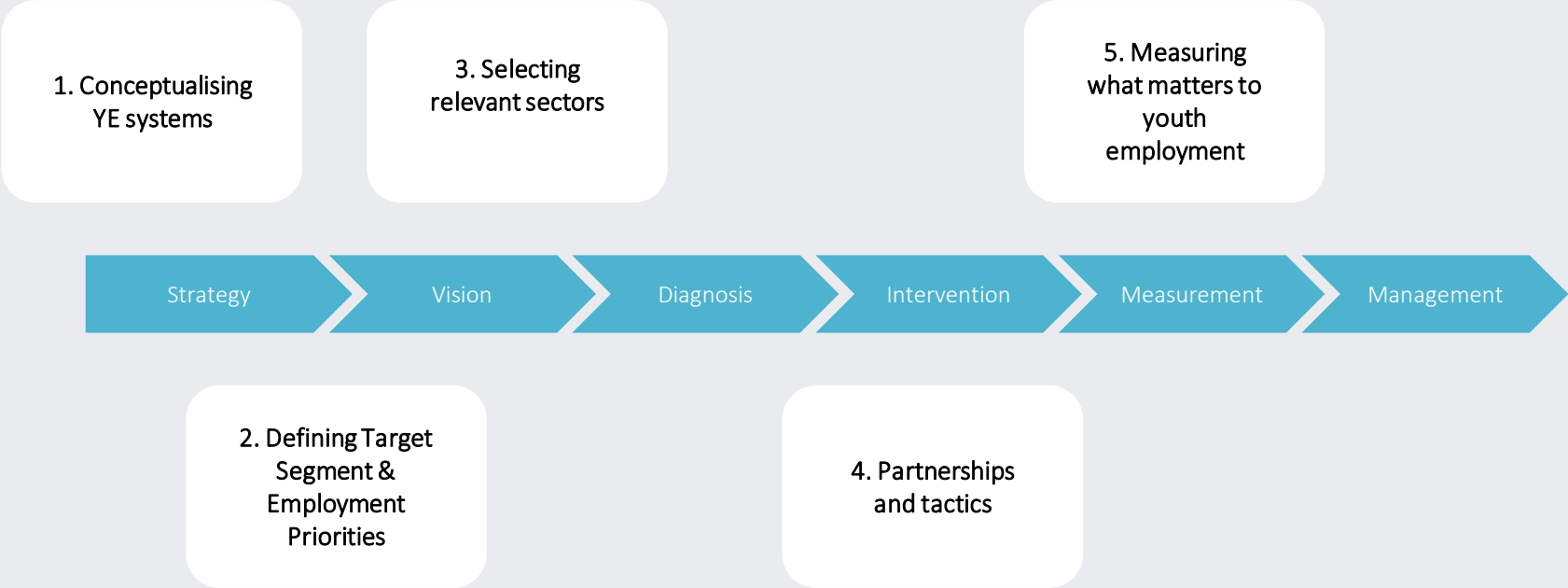
- A framework for building a tailored strategy (vs. trying to prescribe a single 'best practice' solution)
- Inherently inclusive, putting young people at the centre of analysis and strategy
- Aims to address multiple constraints across the youth labour market in an integrated way
- Relies on an iterative, 'learning by doing' approach to delivery



# 03

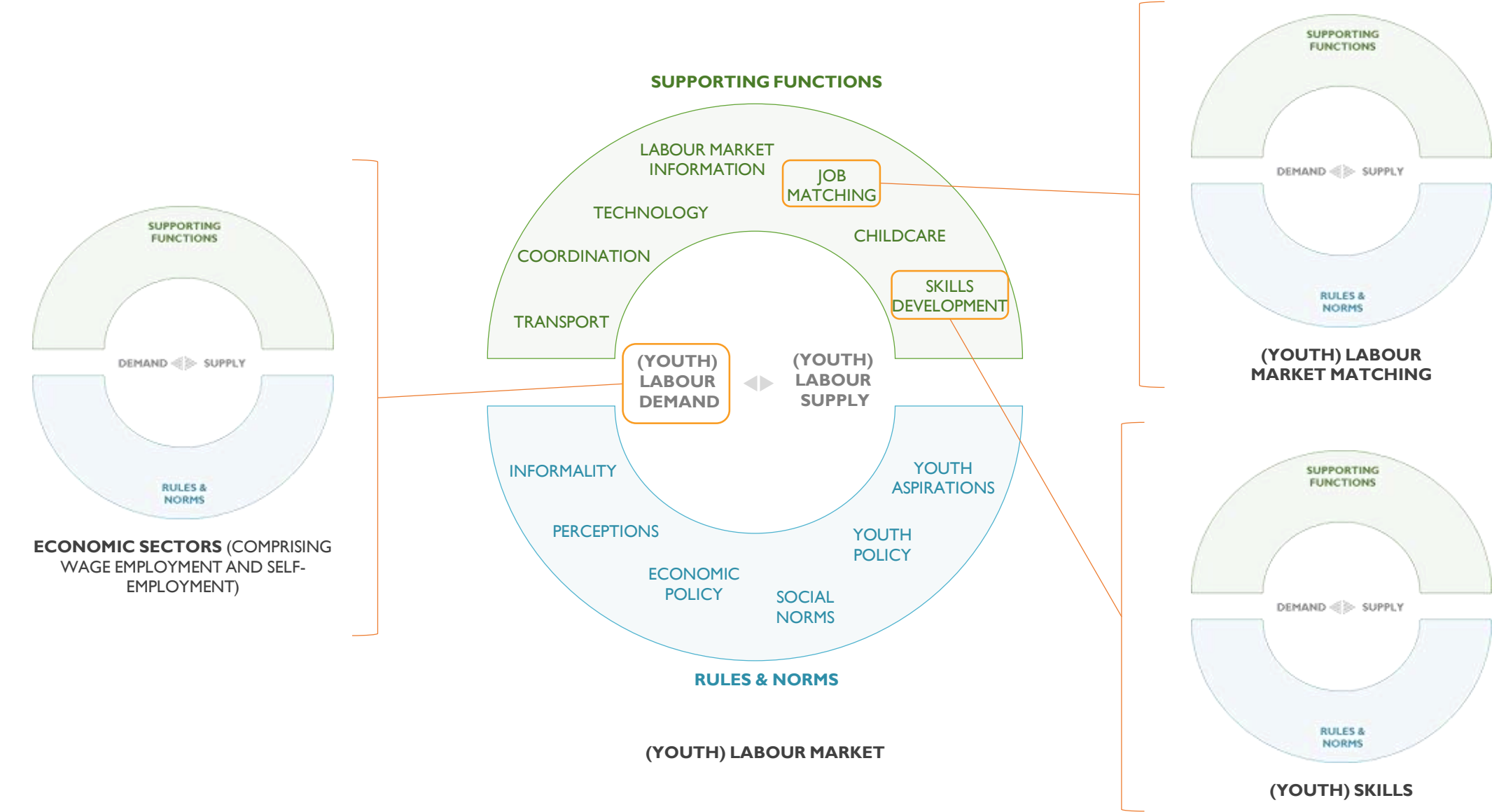
## Selected findings

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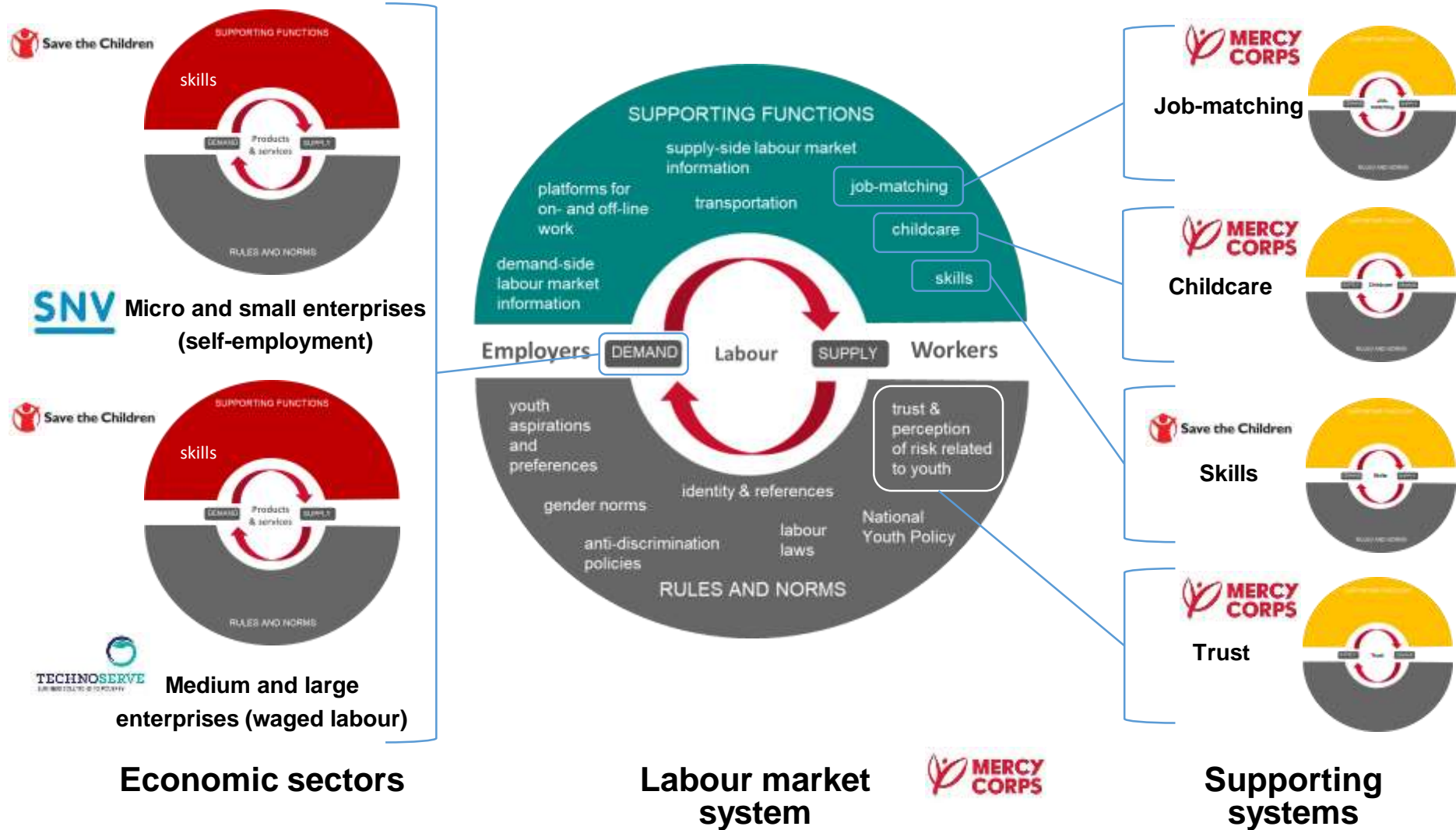


# 1. Conceptualising Youth Employment Systems





# Example from LIWAY Ethiopia





## 2. Defining Target Segment And Employment Priorities

1

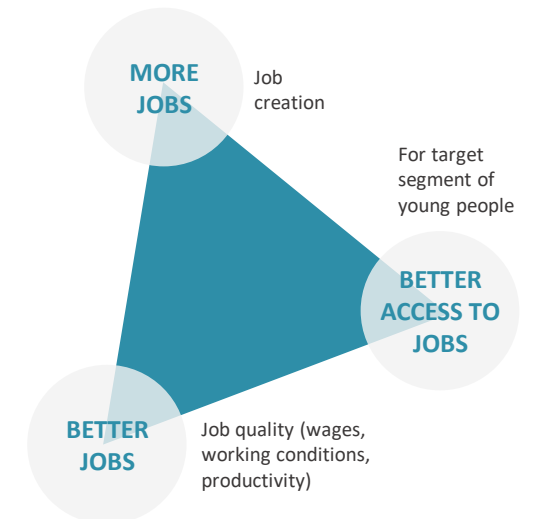
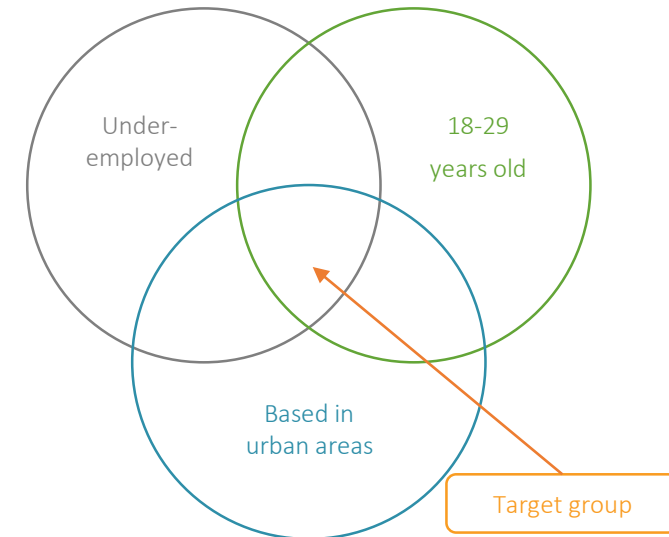
### Defining the target segment of young people

- Specific enough to build a targeted strategy, broad enough for a 'critical mass'
- Understand the target segment. Check assumptions and biases
- Meaningful youth participation

2

### Defining youth employment priorities

- Quantity, quality and access
- Too many competing priorities can confuse a strategy
- Beware of doing harm and flag/discuss trade-offs early

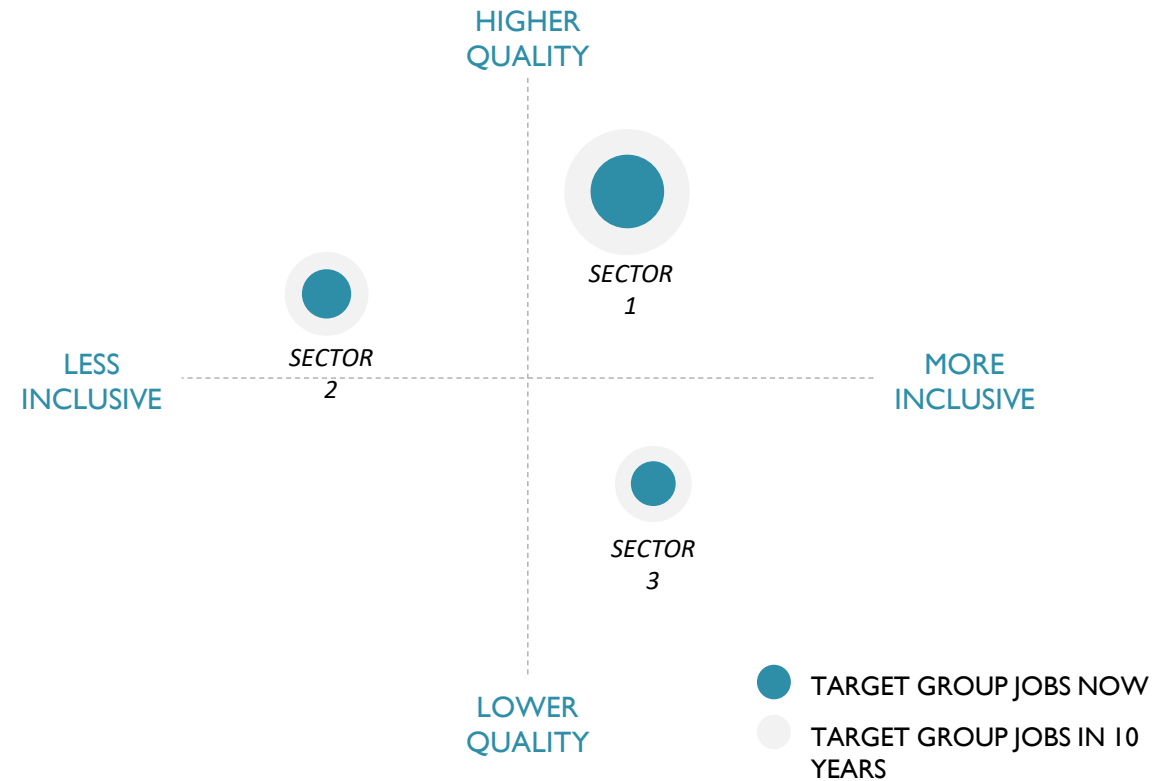




### 3. Selecting sectors

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- The 'right' sectors depend on the target segment, employment priorities, and context
  - For example, quality vs quantity
- Labour market scan
- Relevance, Opportunity, Feasibility criteria adapted for employment priorities and target group.
- Re-packing or grouping sectors





## 4. Partnerships and tactics

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1

### Partnerships

- Some nuances in the context of MSD for youth employment:
  - The dual role of private firms
  - Government entities in a context of weak public service delivery
  - Youth-specific partners

2

### Tactics

- Facilitation versus service delivery – sometimes a fine line
- Labour market interventions in ‘thin’ systems



## 5. Measuring what matters for youth employment

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1

### HEADLINES

- No single definition of success
- Measure a small number of things that matter

2

### MEASURING EMPLOYMENT OUTCOMES

OPPORTUNITY

QUALITY

ACCESS

SKILLS

- May require adjusting some expectations e.g. scale of job creation

3

### MEASURING SYSTEMS CHANGE

- Systems change in a results framework
- Changes in market actor behaviour and the impact of those changes on performance
- Be conscious of 'vanity metrics'



# 04

## Next Steps

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1

### Field testing the Rough Guide

- What is most helpful for funders and for programme teams? Where are the gaps?
- Would further guidance on certain topics be useful?
- What do you see as the big unresolved issues in youth employment?

2

### Joining up different approaches towards common aims

- The Rough Guide as a point of reference for debate and discussion
  - Opportunity to continue capturing emerging good practice
  - Highlight points of disagreement



# AUDIENCE Q&A

