

Youth Breakthrough Program

"Skilling and labour linkages for the youth"

Introduction

The **Youth Breakthrough Program (YBP)** is a Pathway Impact initiative intended to support the youth between the ages of 15 - 30 who are still in the schooling system or graduates that have not been able to make any further progression, especially in terms of a career or occupation. This program is intended to unlock potential and to address the common obstacles and barriers that prevent social mobility, employment and financial independence among Uganda's youth. According to the MasterCard Foundation, which has carried out significant work and analysis on youth employment in Africa, it clearly emerged that employment, particularly formal employment, leads to poverty reduction. In particular, when young people can secure formal work and a steady wage, their lives improve. Similarly, the World Bank also finds that employment and self-employment are how most people, particularly in Africa, find a way out of poverty. Bearing in mind that Uganda has a young population, where 75% of the population is below 30, we consider this program timely and relevant towards addressing the human capital shortages and youth unemployment in the country.

How it all started

Our inspiration for the YBP began in early 2020 when we advertised for an office intern position - over 400 applications were submitted for this single intern position. A majority of the applications showed signs of "application fatigue" and many of the applications lacked serious concern towards the advertised position and actual interest in the job. It became very evident that many of the applicants were not well versed with the essential soft skills and competencies needed to progress to the interview stage. And even for those that made it to the interview stage, several lacked the proper preparation and readiness for the interview. Our wider inquiry with external hiring staff showed the same appalling pattern during the hiring process. We realized that many of the educated youth, including degree holders, will remain unemployed even after jobs that they qualify for appear, because they lack essential skills to unlock their full potential for entry-level, formal employment.

Target group

The YBP targets youth that have received adequate schooling but are still left out of the system because of certain obstacles such as the lack of job-readiness skills and



essential soft skills required to apply for a job and pass an interview. Most specifically we are targeting:

- youth seeking wage-employment in the formal sector
- youth with or without prior business enterprise experience
- youth who are disillusioned about employment
- youth who are still in school

YBP is interested in this calibre of youth because they have a very high potential to create significant economic impact and to push the frontiers of national development. Given the opportunity to access jobs, establish business start-ups and to maintain a steady income, this group is bound to experience upward social mobility, improved wellbeing and financial independence and to live a fulfilling and dignified life.

Program Outcomes

The YBP program intends to introduce the youth to the employment and entrepreneurship ecosystem by not just providing them with essential skills but also the networking opportunities and labour linkages needed to sustain long term occupational success. Ultimately, the YBP will support youth in securing entry-level positions with strategic partners in order to kick-start careers, apply new skills and techniques for employment and to provide the much-needed exposure for employment, entrepreneurship and job-creation. The long term goal is for the youth to realize a significant return on their education investment, through employment, and to contribute towards the achievement of important sustainable development goals related to poverty eradication, decent work and economic growth and improved well-being.

We believe that the youth need a support system such as ours that addresses their concerns and also rekindles their passions, aspirations and dreams. We work with like-minded individuals and organizations to bring our mission to life. **Get in touch** if you are interested in working with the youth on an exciting project that is impactful, transformative and uplifting.

YBP Coordinator

Pathway Impact

Plot 2530 Gaba Road, Suite 149, Kampala, Uganda

info@pistudyabroad.com | +256 785 617 670