



# AfricaWorking: The Corporate Human Capital & Entrepreneurial Development Association of Africa

Transforming Employability and Entrepreneurship Outcomes in Africa






**AfricaWorking:** The Corporate Human Capital &  
Entrepreneurial Development Association of  
Africa

Transforming Employability and Entrepreneurship Outcomes in Africa

## The Challenge

- There are 75 million jobless young people around the world today. By 2020 there will be a global shortfall of 85 million high and middle-skilled workers.
  - In Africa, nearly half the population are young people with little education.
  - Breaking the generational cycle of poverty will require experienced, skilled, educated workers and job creators.
- 

# Our Solution: AfricaWorking

Transforming employability and entrepreneurship outcomes in Africa

AfricaWorking is a unique collaboration of companies operating across Africa that see human capital development as a growth enabler for the companies and countries on the continent. AfricaWorking channels the collective power and voice of the private sector to make an impact on employability and entrepreneurship in Africa.

Initially working through two bespoke engines, the Employability Readiness Engine & Entrepreneurship Scaling Engine, members contribute to and benefit from the platforms, systems and engagement opportunities that are designed to deliver greater employability and scale entrepreneurship with member companies across the continent. The engines and any future solutions are created by building on the best of the members' existing approaches.

By bringing private and public employers together, AfricaWorking provides the opportunity to share best practices, create new partnerships and engage, gain visibility and build relations with government and civil society stakeholders.



## **Join AfricaWorking**

As a member of AfricaWorking, your company will have access to a powerful network of member companies, thought leaders, peers, and stakeholders—all focused on addressing the opportunity of greater employability and scaling entrepreneurship for your company and across Africa.

# Background

- © AfricaWorking was originally conceived by Microsoft's 4Afrika Initiative in consultation with a number of other companies during 2015 with support from Emerging World. Since then, the group of companies has grown and worked together to identify collaborative ways to drive growth in Africa through human capital development, focusing specifically on employability and entrepreneurship. AfricaWorking member companies contribute their existing programs, products, services and experience, utilizing initially two AfricaWorking Engines that are already in place on the continent, to
  - © pool knowledge and resources
  - © speak with a collective voice on associated issues that matter
  - © develop the best human capital for member companies and their supply chain or ecosystem
- © Emerging World serves as Secretariat and co-ordinating partner for AfricaWorking—providing management and advisory coordination, increasing collective action and providing opportunities for sharing experience and measuring impact.

# Membership Benefits

## Participating companies:

- © Apply and combine existing resources to leverage the Employment Readiness Engine, powered by the well-established and effective Knod System
- © Enable entrepreneurs within their value chains/ecosystems to access the resources required to grow and develop their businesses using the Entrepreneurship Scaling Engine, built on the YouthWorks platform that's already operational in more than 10 countries across Africa
- © Use data captured by the engines and a common set of metrics to improve programs and outcomes using the analysis and insights generated

# Pooling Resources – Working Together

## Participating companies will come together to:

- © Network with one another and other stakeholders to:
  - © Provide the opportunity to work much smarter, stop re-inventing the wheel and create efficiencies through scale
  - © Generate a collective voice and opinion on important issues of mutual concern that can be used to inform governments and other stakeholders on policy development and decision-making
- © Share experience and learn from a range of AfricaWorking member events including:
  - © An annual AfricaWorking Forum bringing members together from across Africa to share experience and discuss key issues
  - © Face to face meetings in each country where AfricaWorking is operational to maximize opportunities for innovation and impact
  - © Regular online discussions on areas of interest



## Creating Momentum

### **As AfricaWorking members, companies agree, wherever possible, to:**

- © Identify a senior executive to be the spokesperson for AfricaWorking for its company as well as a day to day contact that will drive engagement
- © Use its ecosystems to identify potential learners and entrepreneurs to access the Employability Readiness and Entrepreneurship Scaling engines
- © Encourage a network of committed companies at national/pan-Africa level to join or engage with AfricaWorking
- © Engage and advocate with governments to influence national policy frameworks and public policies on employability and entrepreneurship
- © Share good practice and experience with other AfricaWorking members
- © Consider investing to provide funding for those in need to access the employment readiness and scaling entrepreneurship solutions
- © Leverage its experience and services



## **Join AfricaWorking**

Any Company that is based in or has a major business interest in Africa is eligible to join AfricaWorking. A tiered membership system takes into account different levels of engagement. Download membership forms and information from the Join Us section of the website