

# National Conference on Youth Skills for Employment, Entrepreneurship and Industry Growth



Ministry of Youth Development, Indigenisation  
and Empowerment and Zimbabwe Youth Council

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# **National Conference on Youth Skills for Employment, Entrepreneurship and Industry Growth**

Ministry of Youth Development, Indigenisation and Empowerment and Zimbabwe Youth Council

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This document was prepared by a team led by the Ministry of Youth Development, Indigenization and Empowerment and the Association for the Development of Education in Africa (ADEA) who were also part of the conference planning team.

## **List of Acronyms**

ADB	African Development Bank
ADEA	Association for the Development of Education in Africa
AIDS	Acquired Immuno-deficiency Syndrome
ASM	Artisanal and Small-scale Mining
CABS	Central African Building Society
CBZ	Commercial Bank of Zimbabwe
GDP	Gross Domestic Product
GEEPP	Graduate Entrepreneurship and Employment Promotion Programme
HIV	Human Immunodeficiency Virus
ICT	Information and Communication Technologies
ILO	International Labour Organization
ISOP	Integrated Skills Outreach programme
JICA	Japanese International Cooperation Agency
SAZ	Standards Association of Zimbabwe
SME	Small to Medium-scale Enterprise
TFE	Training for Enterprise Programme
UN	United Nations
UNDP	United Nations Development Programme
UNWTO	United Nations World Tourism Organisation
ZIMDEF	Zimbabwe Manpower Development Fund
ZIYEN	Zimbabwe Youth Employment Network
ZTA	Zimbabwe Tourism Authority
ZYC	Zimbabwe Youth Council

## **Executive Summary**

This report details the deliberations of the National Conference on Youth Skills for Employment, Entrepreneurship and Industry Growth organized by the Ministry of Youth Development, Indigenisation and Empowerment and the Zimbabwe Youth Council supported by Association for the Development of Education in Africa (ADEA), African Development Bank (ADB), International Labour Organisation (ILO) and Restless Development. The purpose of the conference was to facilitate policy dialogue among key stakeholders on how to address the economic empowerment of Zimbabwean youth through skills development and employment creation and also sustain and build economic growth in the country. The conference brought together policymakers from different government ministries, education and training practitioners, captains of industry, finance leaders, youth organisations and academics in Zimbabwe to consolidate their position and proffer integrated strategies for promoting youth economic participation and empowerment. It was anticipated that the discussions on policy and strategy would generate into partnerships that would contribute towards youth economic empowerment.

The conference sought to orient policymakers, business leaders and practitioners on the necessity and advantages of future scenario planning for youth participation in economic development of the country. This entailed exploring the key sectors of the economy, its current state and the prospects for future youth participation, as well as an audit of the skills required to benefit from these sectors.

The conference was also designed to provide an opportunity for participants to take stock of achievements on youth economic empowerment and orient them to integrated youth development policy and programme planning within all major national development and empowerment plans.. The specific objectives of the conference were to provide a platform for national sharing of good practices on skills development and youth economic empowerment; develop strategies to enhance integrated planning and mainstreaming of youth development and empowerment into national programmes.

The programme comprised of interactive panel discussions, with panellists drawn from diverse backgrounds civil service, private sector and the non-profit organizations. Good practices and innovative interventions for youth economic empowerment drawn from the national, regional and international experiences were shared. In addition, a select number of case studies were also presented and debated during the informative plenary discussions.

Key messages emanating from the conference, including those from the country's Vice President Hon. Cde. Joice Mujuru and Minister of Youth Development, Indigenisation and Empowerment Hon. Saviour Kasukuwere noted the lack of socioeconomic opportunities for young people in Zimbabwe, despite their potential as key players in the country's development. The high levels of youth unemployment and underemployment were noted to be potential sources of destabilisation for the country, hence the need to prioritise creation of jobs as well as other economic opportunities for the youth through promotion of entrepreneurship. Several resource persons commented on the gap between the skills set that young people acquired through the educational system and the actual requirements of work place needs. Others pointed to , , limited financing of opportunities for youth enterprises, slow economic growth and unenabling legislative and policy frameworks as being among the main factors inhibiting youth economic empowerment. However, the consensus was that a multi-stakeholder approach to youth empowerment in Zimbabwe supported by the effective implementation of frameworks such as the Revised National Youth Policy, and the Graduate Entrepreneurship

and Employment Promotion Programme (GEEPP) have the potential to stimulate the job creation and employment for the youth in Zimbabwe.

Key recommendations made by delegates at this conference, included *inter alia*,

- Mainstream youth development and socio-economic development as a cross-cutting issue in all national development policies, programmes and activities. Rejuvenation of the inter-ministerial committee on youth was seen as a key enabler.
- Establish a multi-stakeholder framework for youth development coordinated by the Ministry of Youth involving both state and non-state actors as partners.
- Increase young people's access to vocational training and entrepreneurial skills development Incentivise the funding of youth economic empowerment programmes, through the provision of tax breaks to companies providing financial support.
- Enhance youths' access to financing and venture capital for entrepreneurial projects
- Provide regular, reliable and harmonized labour market data on youth employment in the country to appropriately respond to the actual needs of young people at the local level.

The report gives more of the discussions, deliberations and action points in greater detail.

## I.0 Background and Introduction

The 'National Conference on Youth Skills for Employment, Entrepreneurship and Industry Growth' was organized by the Ministry of Youth Development, Indigenisation and Empowerment and the Zimbabwe Youth Council supported by Association for the Development of Education in Africa (ADEA), African Development Bank (ADB), International Labour Organisation (ILO) and Restless Development. The purpose of the conference was to facilitate policy dialogue among key stakeholders on how to address the economic empowerment of Zimbabwean youth through skills development and employment creation in doing so sustain and build economic growth in the country.

The youth empowerment agenda has been a priority for the Government of Zimbabwe since attaining independence. This has been in recognition of the vast number of youth with limited skills to become active in the mainstream economy. This conference gave impetus to the Ministry's newly launched Youth Policy (2013) which outlines government's commitment to youth empowerment and indigenization. Given the African Union's Decade of the Youth (2009-2018), Zimbabwe has pledged to numerous youth-related international recommendations<sup>1</sup>. This commitment is reflected in various programmes and policy frameworks such as the Zimbabwe Youth Employment Network (ZIYEN) framework and the Youth Development Programmes for employment creation. The conference comes seven years after the Government of Zimbabwe approved this framework.

The conference brought together policymakers from different government ministries, education and training practitioners, captains of industry, finance leaders, youth organisations and academics in Zimbabwe to consolidate their position and proffer integrated strategies for promoting youth economic participation and

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<sup>1</sup> Third Ordinary session of the Conference of the African Union Ministers in charge of Youth (COMY 111), Victoria Falls, Zimbabwe in April 2010. Africa Region Pre-Conference for Mexico 2010 World Youth Conference: June 2010, Joint meeting of SADC Ministers responsible for Youth and Vulnerable Children, Namibia from 31 May to 3 June 2011; African Union Heads of States Summit on the theme: Accelerating Youth Empowerment for Sustainable Development, held in Malabo, Equatorial Guinea from 23 June-2 July 2011

empowerment. It was anticipated that the discussions on policy and strategy would generate into partnerships that would contribute towards youth economic empowerment.

Conference participants directly engaged in the following two sub-themes:

- Meeting the combined goals of sector industry development and skills training for employment creation and economic growth in Zimbabwe.
- The essential package of services and support for promoting youth employment creation in Zimbabwe.

## **I.1 Conference Objectives**

The conference sought to orient policymakers, business leaders and practitioners on the necessity and advantages of future scenario planning for youth participation in economic development of the country. This entailed exploring the key sectors of the economy, its current state and the prospects for future youth participation, as well as an audit of the skills required to benefit from these sectors.

The conference was also designed to provide an opportunity for participants to take stock of achievements on youth economic empowerment and orient them to integrated youth development policy and programme planning within all major national development and empowerment plans. These objectives were to be achieved through a combination of sector reports, case studies and panel discussions. The specific objectives of the conference were to:

- (i) Foster an enabling environment for integrated visioning and planning for youth development and empowerment among all stakeholders.
- (ii) Provide a platform for national sharing of experiences and good practices on skills development and youth economic empowerment.
- (iii) Develop strategies to enhance integrated planning and mainstreaming of youth development and empowerment into national programmes.
- (iv) Showcase Zimbabwe's youth skills development and economic empowerment strategies and programmes.
- (v) To provide a platform for young people, policy-makers and social partners to exchange views on the youth employment and empowerment situation in the region and good practices on accelerating youth empowerment for sustainable development.

## **I.2 Conference Methodology**

The programme comprised of interactive panel discussions, with panellists drawn from diverse backgrounds civil service, private sector and the non-profit organizations. Good practices and innovative interventions for youth economic empowerment drawn from the national, regional and international experiences were shared. In addition, a select number of case studies were also presented and debated during the informative plenary discussions.

## 2.0 Conference Proceedings

### 2.1 Opening Session

Principal Director in the Ministry of Youth Development, Indigenisation and Empowerment, Dr Thokozile Chitepo introduced Director, Youth

Mr Livingstone Dzikira, outlined youth employment creation cent of the unemployed in per cent, with the 40.6 per cent, being are graduating almost



the conference and Mr Elias Murinda, Acting Development made the welcome remarks.

Director of the Zimbabwe Youth Council, aspirations for skills development, and industry growth. He noted that 66 per Zimbabwean population were youth. Among Zimbabwe young people were the majority, 66 highest concentration of the unemployed, between the ages of 20 and 24 years<sup>2</sup>. Schools 300 000 school leavers annually yet the formal economy is only able to absorb 10 per cent of that number. Further, he noted that Zimbabwe has a larger female population and unemployment is more prevalent among young women. High levels of unemployment if unchecked were described as a likely source of instability. Mr Dzikira listed some barriers to youth participation in the economy as below.

- *Relevance of Skills to Market Requirements* - skills development institutions tend to graduate students into the public services sector yet the private sector has a 90 per cent chance of creating sustainable jobs.
- *Curricula lack entrepreneurship* - youth introduced to entrepreneurship very late.
- *Regulatory & Policy Environment* - policy environment is not enabling, business registration laws are cumbersome and expensive. Mining licenses take over a year to be processed and the required fees are above the reach of youth. Government bodies created to offer youth services are fragmented and the implementers operate in silos.
- *Government's Weakness on Protectionism*- Local businesses are suffering from foreign imports, there are no subsidies for local investors to allow them to compete and to provide an incentive for the employment of youth. Youth Funding has been left to the private sector over the past 5 years with little research on models for micro financing youth entrepreneurs.

Mr Dzikira underscored the critical aspects government needs to review to strengthen the youth empowerment agenda. These include:

- Review fees and requirements for entry into businesses. Agriculture sector was singled out, there is a need to provide funding for contract farming as the sector has a 49 per cent youth uptake.
- Training on entrepreneurship must be introduced in the curricula.
- Through legislation encourage more internships and trainee programmes.
- Provide incentives for organizations that take an active role in youth employment and skills development.

<sup>2</sup>Decent Work Country Programme: 2012-2015

## Official Opening Remarks, Hon. Joice Mujuru, the Vice President of Zimbabwe

Hon. Joice Mujuru was the guest of honour and officially opened the conference. She noted that youth are not homogenous in their interests or skills but face common challenges of poverty, lack of skills, early pregnancy, HIV and AIDS, among others. She reiterated that youth are a special group that need special protection by government, donors and the community at large. There was therefore need for an integrated vision for planning among stakeholders on youth empowerment.

She pointed out that the revised Youth Policy was launched to create an enabling environment for youth empowerment.

*“...this conference needs to provide a platform for sharing of best practices among key stakeholders and offer integrated strategies for youth promotion and empowerment. Our economy needs to be expanded with the appropriate skills. There is a need to strengthen training institutions and model the curriculum to be better related to the interests of the labour market. Our focus needs to go beyond job seekers but look at employment as a creation as a whole...”*

The Vice President noted that the Training for Enterprise programme where the Ministry of Youth has spearheaded the training of young people in vocational training centres to start up their own businesses and create employment for other youth, had by 2012 graduated over 5,000 youth in various disciplines ranging from clothing to motor mechanics. Further, the Ministry, in collaboration with other ministries, in particular Higher Education, Small, Medium Enterprises and Labour, has launched the Integrated Skills Outreach Programme which promotes technical and entrepreneurial skills among the youth so as to enable them to start viable enterprises and in the process creating employment for their peers.

The Vice President highlighted areas for improvement in these training models which must address standardization of the skill programmes, provision of high level skill proficiencies equivalent to diploma and degree qualifications; integration of ICTs, lowering entry costs through bursary schemes, identifying new funding mechanisms, improving infrastructure at VTCs and using tracer studies to establish the relevance, appropriateness and impact of the Ministry’s training programmes.

She also commended the efforts of the Ministry of Youth and the Zimbabwe Youth Council (ZYC) of driving youth entrepreneurship and employment programmes. In 2011, the ZYC started the Economic Development Programme which among other objectives sought to impart the youth with entrepreneurial skills. The programme covers four schematic areas namely: entrepreneurial training; market linkages programme, mentorship programme and Job placements.

In a bid to promote entrepreneurship and facilitate employment creation, the Ministry of Youth Development, Indigenisation and Empowerment and the Zimbabwe Youth Council launched the Old Mutual Kurera/Ukondla Youth Fund. The Fund is administered through the Commercial Bank of Zimbabwe (CBZ) and the Central African Building Society (CABS). There are also other facilities under the youth fund initiative being managed by other players, such as Stanbic bank.

The Vice President also pointed out that of particular concern to government, however, was the cumbersome nature of the requirements for accessing funding which disadvantage youth, particularly young women, who often lack the necessary skills and collateral required. The ZYC was tasked to provide advisory services to potential applicants. This would ensure that a larger cross section of youth will benefit from the fund. Additionally, she recognised that there were insufficient assessments on whether the youth are in fact starting up enterprises based on the funds they received. Her final advice was that for the new ventures, the youth needed to tap into expertise and learn from best practices locally, regionally and internationally.

#### Hon. Saviour Kasukuwere, Minister of Youth Development, Indigenisation and Empowerment

Hon. S Kasukuwere reminded participants of the meeting's objectives; he noted the meeting comes after the launch of the [Youth Policy](#) which aims to tackle youth unemployment and underemployment. The policy promotes youth participation in the economy with sustainable livelihoods through 13 implementation strategies which include the promotion of youth entrepreneurship in the school curricula; development of job creation strategies, especially for marginalized youth and regulation of the informal sector to prevent abuse in the work place.



The conference complements the Zimbabwe Youth Employment Network (ZIYEN) framework for employment creation. This framework seeks to harmonize national policies across different ministries involved in youth empowerment. ZIYEN proposes a national action plan on youth employment that addresses poverty alleviation and advocates the Training for Enterprise skills development approach which relies on informal business incubation and apprenticeship development programmes.

The Minister also highlighted that ZIYEN aims to introduce commercial farming apprenticeship programmes for youth to enhance food security and maximize land use. Opportunities for youth employment in public works programmes will also be increased. It was noted that a key tool in the implementation of this framework is the establishment of youth development and employment creation funds and loan guarantee schemes to increase access of youth to finance and capital. Building a culture of savings, borrowing, investment, collateral and loan repayment will underpin this strategy. Youth owned micro and small businesses and cooperatives will be strengthened through improvements in a government sponsored marketing system that will promote their products.

#### Mr Alphonse Tabi-Abodo, Country Director, ILO Zimbabwe Office

Mr Tabi-Abodo identified the unenviable situation of youth unemployment and underemployment in Zimbabwe, and spoke of how the youth were forced to find economic reprieve in the informal economy. He indicated that at least 60 per cent of people in the informal economy were between the ages of 15-34 years, an age range virtually encompassing the youth.

Mr Tabi-Abodo raised the concern of a growing number of children aged between the ages of 10 and 14 who ideally should be in school but instead are currently in the labour market<sup>3</sup>. Citing a recent survey on child labour<sup>4</sup>, he pointed out that of the children aged 5-14 years engaged in child labour, 84.8 per cent were attending school, 1.9 per cent had never attended school and an estimated 13.3 per cent dropped out of school. The majority of these surveyed children (95.9 per cent) stayed in rural areas and an estimated 95.6 per cent worked in agriculture, hunting and the fishing industry. Among the key action points Mr Tabi-Abodo raised included:

- Young people are not homogenous and require different interventions for them to be effective; some are entrepreneurs while others would seek employment. Not every wants to be in business because of the obvious challenges and the turnover periods.
- Need for local government to re-introduce public works programmes aimed at absorbing interested youth into public works projects such as road rehabilitation.
- Ensure that young women and other marginalised youth (e.g. the disabled) are effectively supported and enabled in entrepreneurial development initiatives, using affirmative action and quota systems in terms of loan access in cases where the needs are. There should also even be incentives for companies to have certain quotas of young women within their hierarchies.
- The role of donors, NGOs and other non-state actors in terms of youth empowerment in general and youth employment in general should not be ignored. It thus becomes important that the state harmonises its relations with these non-state actors and in the process creates an enabling environment for their smooth operations.
- Target sectors and processes that enhance the labour absorptive capacity of the economy by promoting backward and forward linkages between sectors, clusters and value chains locally, regionally and globally.
- Review the regulatory framework and processes to encourage the growth of SMEs and promote decent employment creation particularly for the youth.

### Mr Justin Mupamhanga, Deputy Chief Secretary, Office of the President and Cabinet

Mr Mupamhanga shared that in a quest to absorb the ever-increasing number of unemployed graduates from the country's tertiary institutions, the Office of the President and Cabinet launched the [Graduate Entrepreneurship and Employment Promotion Programme \(GEEPP\)](#) in May 2013. He noted that in Zimbabwe there are approximately 14,500 graduates produced per annum from universities and 7,000 from polytechnics and colleges. However, only 10-15 per cent accessed formal employment. In principle, the programme was intended to complement already existing youth entrepreneurship and employment creation programmes by focusing on the following initiatives:

- a) Equipping the unemployed graduates with appropriate entrepreneurial skills.
- b) Providing on-the-job skills development through internship at public institutions and private institutions.
- c) Providing resources to beneficiaries to develop entrepreneurial skills and start self-reliant projects through a revolving fund.
- d) Institutionalising the accelerated absorption of graduates from national youth vocational training centres into tertiary institutions such as polytechnics and agriculture training colleges by facilitating entry at appropriate levels.

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<sup>3</sup> Zimbabwe, 2012, The National Youth Policy - Zimbabwe

<sup>4</sup> Zimstat, 2011, Labour Force and Child Labour Survey

- e) Facilitating the placement of unemployed graduates in foreign countries under government to government arrangements.

The GEEPP initiative is anticipated to reach youth across the country and be multi-sectoral in nature with the Ministry of Youth as the key funder. It was hoped the outcomes of the conference will further refine GEEPP programme.

### Mr Damoni Kitabire, Country Representative of African Development Bank

Mr Kitabire commended government for holding the conference. His introduction covered five dimensions: Demographics; the Economy of Zimbabwe, Opportunities and Challenges, ADB's Human Capital strategy and the Way forward. After providing the regional outlook, Mr Kitabire reiterated the realities of youth unemployment in Zimbabwe. He emphasized that the country needed an integrated thinking about the youth and economy. Growth of the economy was recognised to be a critical pillar, underscoring the importance of boosting capacity utilization in other economic sectors beyond just agriculture and mining.

In terms of opportunities for Industry Growth in Zimbabwe, the ADB had identified some critical factors. Mr Kitabire noted that the quality of Zimbabwe's education system was ranked 30 out of 144 countries. He pointed to the potential of developing call centres as Zimbabwean are well educated and speak English well. He however pointed out that Zimbabwe's internet costs are among highest in the world. The quality of mathematics and science education in Zimbabwe was ranked 50 out of 144 countries. In terms of active participation of women in the labour force it ranked 18th. Zimbabwe has a very rich mineral resource base with a largely untapped tourism sector. These pillars were considered critical for economic growth as well as having potential to stimulate employment and other economic empowerment opportunities for the youth in the country.

Mr Kitabire further proposed that government needed to consider reducing the cost of borrowing by banks; lamenting that savings earned a maximum of 10 per cent but borrowing costs were up to 20 per cent. There was also a need to enhance the business environment. The presenter also remarked that the ADB also proposes that the country focuses on expenditure on physical infrastructures to improve the business environment. The Bank estimates the country needs approximately \$14 billion to recover infrastructure in terms of energy, roads, etc.

According to Mr Kitabire, the ADB's recommendations were to obtain government commitment, vision and leadership on addressing these challenges. This included improved coordination in existing sectors and a focus on skills that link to the drivers of growth.

### Mr Lancaster Museka, Permanent Secretary, Ministry of Labour and Social Services

Hon. Paurina Mupariwa, The Minister of Labour and Social Services was represented by Mr Museka, Permanent Secretary of the same Ministry. He underscored the fact that youth employment has become a global goal for all. Zimbabwe's Medium Term Plan (MTP) recognises the importance of growing the economy through employment, particularly among youth and women. He argued that for youth to be economically active they need to acquire the necessary skills to occupy available jobs as well as to have the innovation to create new ones.

This is where **skills development** for youth employment and entrepreneurship becomes so critical that it requires a comprehensive policy and programmatic response. Some of the policy measures contained in the MTP which include to:

- (i) involving the youth in national, provincial and district development programmes
- (ii) provide access to information on investment and skills training opportunities
- (iii) expand educational and vocational training facilities to prepare youth for productive, economic and social life
- (iv) expand career guidance and counselling for the youth at schools, tertiary and vocational institutions

Zimbabwe is implementing the third [Decent Work Country Programme \(2012-2013\)](#), an integrated expression of ILO commitment to Zimbabwe. Accordingly, Government and the social partners have prioritized four main areas of focus with an intention to achieve decent work in Zimbabwe. The Ministry of Labour has placed the promotion of productive employment and decent jobs as its top priority. Arising out of this prioritization, it is envisaged that there will be increased employability of workers, particularly youths, women and retrenchees, leading to livelihood improvement. It is also envisaged that tripartite collaboration in skills development will close the skills gap and a number of redundancies by improving skills development.

The [Zimbabwe National Employment Policy Framework](#) aims at transforming the education and training system so that it is more labour market driven. There is also need for a new education and training programme that targets school drop outs and provides “second chance” opportunities for them. The policy introduces innovative, gender sensitive approaches to skills development programmes, such as apprenticeship programmes, mentorship, business incubators, promoting a culture of entrepreneurship. Mr Museka highlighted the importance of creating an efficient Labour Market Information System to enhance labour market analysis, human resources development and utilization and promotes a partnership with private sector in education, training and planning of skills development programmes.

The policy also aims to promote the economic integration of the youth and other vulnerable groups such as women and people living with disabilities through: meeting their specific needs through targeted empowerment measures; targeting the sectors in which they are predominant, namely; the communal and informal economies; and providing specific employment incentives for these disadvantaged groups. Youth skills for employment require concerted efforts by all stakeholders and coordination across government ministries and institutions at both central and local level.

## 2.2 Panel Sessions

### Session 1: Enabling Youth Participation in the Mining Sector

**Panel:** Policy – Ministry of Mines and Mining Development, Sector Growth Strategy – Chamber of Mines, Business – Mimosa Mining Company, Small Miners – Zimbabwe Artisanal & Small Scale Mining Council, Youth in Mining, Case Study - Embassy of India

The Ministry of Mines and Mining Development outlined the future of Zimbabwe's mining industry and its prospects for young people. Future production trends will depend on the level of investment into the sector with gold, platinum, coal, diamonds, chrome, and iron-ore being the minerals to be on the lookout for. The sector faces a number of challenges that require policy interventions such as environmental protection, reducing social conflict as a result of mining, reducing reliance on traditional minerals and improving the availability of geological information to assist prospective investors, in particular artisanal and small-scale mining youth. The sector also has to devise means to develop, attract and retain local skills.

One of the major concerns raised in this sector discussion was to do with the role of small scale miners where youths are the major players. It was highlighted that the current institutional framework governing the mining sector is not conducive for artisanal and small mining (ASM) operations. ASM is largely poverty driven activity and may be the only avenue for communities to earn livelihoods, despite the noble role played by this economic activity it is criminalised and associated with negative perceptions, often given derogatory term like "*makorokoza*". Because of the opaque nature of operations most ASM's are forced to trade their output illicitly and consequently the Government is not benefitting. Government and other players in the sector were urged to recognise the potential ASM offers in terms of youth empowerment.

Another concern highlighted during the conference was the shortage of skilled artisans within the mining sector. Training for the industry is at two levels. For the technical fields training is conducted at the Zimbabwe School of Mines and at a graduate level at the University of Zimbabwe and the Midlands State University. A number of training opportunities are also available to young people within the sector. For instance Mimosa Mining Company runs a program where "A" level graduates are sent to University on a fully paid scholarship program in mining engineering. In addition, Mimosa sponsors some young people to the Zimbabwe School of Mines. They also take on a number of graduate trainees within various fields.

The Ministry estimates that there are approximately 1.5 million people involved in mining as a livelihood in Zimbabwe. This includes 25,000 registered small scale miners, some 70 per cent of artisanal and small scale miners are youth. Career opportunities for young people include geology, mining, mineral processing, mine surveying, and engineering as an employee or an entrepreneur. Involvement in the business of mining spans the acquisition of shareholdings in existing mining operations, investing in own mining operations, partnering others in developing a mining operation or investing in the supply of goods or services to mining companies.

## Session 2: Maximising Productivity in Agri-Business

**Panel:** Policy – Ministry of Agriculture, Mechanisation and Irrigation Development, *Grain* –Grain Marketing Board, Agro-processing- Mr K. Katsande, Horticulture–Mr B Sandamu, Youth in Farming, Case Study –South Korea



The Ministry of Agriculture developed a comprehensive agriculture draft policy awaiting approval and endorsement. The objective of the policy is the promotion and participation of youths in agriculture production and marketing.

The role and the function of the Grain Marketing Board was also outlined, the statutory body is espoused in the Grain Marketing Act Chapter 18:14, section 26, some of the key functions of the Grain Marketing Board are to market, including buying and selling, controlled products locally and internationally within any prescribed area. Despite the GMB being strategic agribusiness organization it is faced by a number of challenges. Climate change has led to successive years of drought which has compromised the ability to produce adequate food for the country. This situation has reportedly been compounded by inadequate inputs and support for irrigation and mechanization. All these factors have culminated in subdued agricultural production and low capacity utilization of existing local manufacturing facilities. It was discussed that in the face of these challenges there are some opportunities in the sector such as the creation of rural service milling centres, agro-dealerships' in communal areas animal husbandry and horticulture.

### Case Study of Korea

Industrialisation in Korea had negative impacts on the agriculture sector as it resulted to rural -urban migration. Young people who were the major source of labour move to urban areas in search of lucrative jobs. To improve rural conditions and revive Agriculture the Korean government introduced the New Community Movement (Saemaul Movement). The movement also focused on more economic concerns, group farming, common seed bed, livestock production, forestation and even joint marketing and factories.

### Horticulture

The Horticulture Promotion Council highlighted the need for capacity building to farmers to ensure they grow appropriate crops, considering seasons and markets. Farmers should be made aware of disease and pest control measure to protect their produce. Information gaps in respect to infrastructure and technological changes also need to be bridged. Since most production of horticulture crops is on a small scale it is prudent for these small scale farmers to form groups to necessitate ease engagement in line with marketing , selling locally and also exporting their produce.

The issue of value addition on agricultural products was recurrent in all the presentations, and speakers recommended the formation of alliances by farmers, bringing agro processing business close to farmers, hence cutting marketing costs and creating employment for youth.

## Session 3: Construction Industry-Leveraging Local Resources

**Panel:** Policy - Ministry of Public Works, Ministry of National Housing and Social Amenities Construction Industry - Masimba Construction, Construction Industry – Aloe Enterprises, Youth in Construction, Case Study - China

The Construction industry was described as presenting numerous opportunities for youth to participate in the economy. Developed countries have benefitted from infrastructural development as it creates massive employment. The construction industry in Zimbabwe offers prospects for the involvement of young people as infrastructural development is key to the economy. However, there is need to improve perceptions of young people towards the industry for them to benefit from it.

The case of China was presented as an example of infrastructural development programme which created youth employment. Youth are initiated into construction starting with simple local projects before graduating to more complex projects. The construction industry in China gave rise to Small and Medium Enterprises which has seen many young people being employed or creating employment for themselves and for others thereby lessening the burden of unemployment on the government.

According to the Ministry of Public Works, opportunities are plenty for young people to be absorbed in the construction industry. Public works involves building and maintenance thus young people will get exposed in all aspects of the industry.

Participants noted that it is important for young people to realize that the industry is capital intensive and they need to have incremental growth before they attempt bigger projects. Young people can be involved in the provision of materials such as bricks, sand, equipment and take part in small building jobs for the big companies which would have won tenders for construction.

There is affirmative action for indigenous local contractors to get first preferences when vying for construction tenders. Even when an international contractor is called for, local contractors are entitled to a 10 per cent chance to be preferred over other bidders. It is also very important that young and upcoming contractors become registered for them to be recognized for them to operate competitively in the industry.

The Ministry also highlighted that there is need for training of young and upcoming contractors to be equipped with business management and accounting skills as well as skills on the preparation of tenders and how to cost projects to be able to run their companies professionally.

The promotion of local building materials has ushered in young players in the construction industry. Young people can take advantage of this opportunity to gain entry into the industry through supplying building materials.

Young and upcoming contractors face a number of challenges that inhibit them from fully engaging themselves in the construction industry. Many small contractors fail to raise enough capital to buy or hire equipment for their operations thereby relegating themselves to small jobs with little proceeds. However it is important to note that young people have found solutions to avert these challenges. Young people have



resorted to forming syndicates of supplying materials and sharing contracts. This has helped in giving them a competitive advantage when bidding for construction jobs.

## Session 4: Finance: Options for New and Growing Businesses

**Presenter:** Bankers Association of Zimbabwe

Zimbabwe's finance sector continues to embrace youth and SME development. A common practice in the past, for example, was for banks to offer student or youth accounts. Such financial products are, however, not as common as they used to be and the industry now views youth and SMEs as high risk group in terms of creditworthiness. This is partly due to the fact that the Government is currently unable to provide guarantees on loans at the moment and the poor record keeping practices and inadequate collateral by the two groups, in addition to the high administrative costs banks incur in lending small amounts to the groups. Positively, banks have begun to use a case by case approach with regards to collateral, and can give a loan on merit or based on invoices or orders secured. Another positive trend is emerging where, due to new technologies, banks have begun providing digital and mobile banking in both rural and urban areas, with ECOCASH being one example – a welcome move that can improve with more training on using financial services.

According to the Bankers Association of Zimbabwe, there are few legal instruments supporting the financing of the SME sector. One of these is a directive from the Reserve Bank of Zimbabwe stipulating that all banks must allocate 30 per cent of lending books to SMEs, translating to USD 1 billion. The banking sector has taken a cautious approach to this directive, lending prudently so as to safeguard investors' funds. The need for clarity regarding the classification criteria of SMEs<sup>5</sup> by the reserve bank was also highlighted.

Young people do not have a good enough understanding about how to run their businesses. This contributes to the poor performance of youth loans. The youth, on the other hand, attribute their failure to access such loans to unclear policies on the loans by the bank. Thus, there appears to be a need to strengthen the relationship between the banking sector and the education and training system so as to improve financial literacy among Zimbabweans and ensure that more people take advantage of the services that banks offer.

Requirements by banks in loan applications include what the applicant knows about business (the full implications, projections and financial literacy), who the applicant knows, his or her service providers and suppliers and whether they are well networked, and the applicant's integrity and reputation. This calls for training and financial literacy to be co-opted into the education curricula. The Bankers Association of Zimbabwe has engaged a Financial Inclusion and Advocacy Officer who will consult government arms widely in a bid to help make financial literacy a cross cutting issue. The Association is also working to hire a point person who will teach young people about financial literacy.

<sup>5</sup> The RBZ classifies a Small and Medium Enterprise as any business with the following characteristics:

1. An asset base of \$10 000 to \$2 000 000
2. Employs 2-20 people
3. Turnover of \$30 000-\$5 000 000

The banking sector needs to undertake an assessment on the performance of several revolving loans that have been instituted to concretely determine why these funds have so far not been successful as this will help the sector make better decisions. Other recommendations include the establishment of venture capital vehicles for youths and entrepreneurs, wider consultations with the banking fraternity during the drafting of policies on indigenisation, better record keeping by young business entrepreneurs as part of financial literacy and the development of a code of conduct by the banking fraternity to improve customer service and integrity.

## Session 5: Tourism and Cultural Industries Sector: Tapping into the tourism stream. Lessons for Players in the Tourism Sector

**Panel:** Policy – Ministry of Tourism and Hospitality Industry, Arts and Cultural Industries – Ministry of Education Sport, Arts and Culture, Hospitality - Africa Sun, Youth in Tourism, Case Study – Zimbabwe Tourism Authority

Tourism and cultural industries promote entertainment, recreation as well as cultural exchanges between the host destination and the visitors. There are various opportunities which the youth can participate in these sectors. The panellists from the various organizations shared the nation's tourism policy framework, as well as ideas of how young people can be engaged in tourism and cultural industries. According to the Ministry of Tourism and Hospitality the tourism sector is one of the main pillars of the economy which aims to alleviating poverty and creating employment. The ministry is in the process of developing its tourism policy which would be launched by the end of the year.

Youth could benefit from the concept of community based tourism which would be one of the features of the new policy which promotes the decentralization of resources. The sector also facilitates the co-existence of activities which promote employment and livelihoods such as agricultural processing, health spas, air services, exhibition parks and sporting activities.

There are other meaningful benefits which the youth may enjoy through Public-Private Partnerships the ministry has entered into with organisations such as JICA and UNWTO. These agreements commit to support community based tourism by offering training on how to market and improve the quality of tourism products such as artefacts and crafts available in communities. Assistance is being offered by the ministry for young persons to register small lodges and businesses related to the sector.

Zimbabwe Tourism Authority shared the organization's perspective of how the youth can be engaged in the sector which contributes a significant 10 per cent towards the GDP with earnings reaching USD 700million. The sector has a potential of employing up to 300 000 people, but due to financial constraints faced between 2000 to 2008, only 42 000 people employed so the youth need to be innovative in order to enjoy the benefits of tourism

Currently more than three universities offering tourism degree programmes as well as tourism studies courses offered by private institutions. Over the past thirty years, the sector has been indigenizing because it is estimated that 70 per cent of businesses related to the sector are owned by locals, giving the youth a better chance of entering the tourism industry.

In terms of opportunities which could be availed to youth interested in the sector, the presenter called for the adoption of the 5As for engagement which are; Attraction, Accommodation, Accessibility, Amenities and Activities. The rationale for promoting the 5As is that the domestic tourism market is neglected; as a result,

more empowerment and employment opportunities can be developed through it. Interactions with other sectors through the As of engagement may help in reducing the graduate surplus in tourism as youth find opportunities in sectors such as information technology which is an enabler for marketing tourism products.

The challenges for the tourism sector were presented by ZTA and these include

- Insufficient training on how to promote the development of the sector by luring more domestic and international tourists
- High dependency from the government in terms of capitalizing the sector
- Constraints in registration of tourism organization due to resource constraints such as the payment of fees to the authority

The Chief Executive Officer of Africa Sun also shared with the participants on how youths could tap into the hospitality industry. Emphasis was given on the importance of first impressions in the industry as they make or break the development of new opportunities for a young entrepreneur. A lot of sentiments were raised regarding policy which was said to cater for a niche market, the foreign elite. However the problem with this approach is that the elite constitute only 10 per cent of the clients available. More gains could be realised if the tourism product could lower prices and encourage domestic tourism as has been the case in Asia.

The Africa Sun speaker argued that tourism is a “hands on” industry which requires practical training and personal interest. Furthermore, it is important for young entrepreneurs to produce goods and services rather than being “business card carrying businesspersons with no structure” as this will reduce the levels of faith amongst potential clients. As an example of youth tapping into the tourism value chain, he cited that youths can engage in agricultural production as a means of supplying food production to the sectors. Players in the sector currently have attachments for students in institutions of learning where they acquire practical skills. In order to promote youth participation in tourism he recommended instilling a culture of entrepreneurship and injecting capital.

The Secretary in the Ministry of Education Sport, Arts and Culture gave the ministry’s perspective on Arts and Cultural Industries in Zimbabwe. She said that the cultural industries can help to generate income through the promotion of cultural heritages. The Creative sector involves the marketing of local artefacts, paintings, dance and music. This sector is currently experiencing growth fuelled by social cohesion activities, theatre and carnivals all of which boost the country’s image.

Infringement on copyrights and intellectual property, lack of data on the economic contribution of cultural industries, limited funding and the fragmentation of the sector due to weak coordination are some of the challenges stunting growth in the arts and cultural industries. Increasing funding and revising the policy on culture were touted as some of the potential responses to these challenges.

A representative for Youth in Tourism indicated that tourism cuts across all sectors and young people can explore all the opportunities so that they can earn livelihoods and contribute towards the GDP. She gave an example of Diamond museums in South Africa, where tourists pay fees to visit former mines and lessons can be drawn. Five areas where youths can be involved were highlighted and these include;

1. Rural Tourism - where international tourists visit a rural homestead for a fee.
2. Township Tourism - marketing some historical sites which include homes of veteran nationalists.

3. Agricultural tourism - involves the production of indigenous foods that could be sold in restaurants and hotels attracting visitors both local and international.
4. Night entertainment - promotion of night entertainment for tourists, this can be in the form of nightclubs and karaoke clubs.
5. Volunteering tourism - involves international tourist coming to assist a marginalised community where they pay participation fees.

In conclusion, the panels recommended a paradigm shift in tourism policy. The focus should be more on community based tourism for the inclusion of youth. The sector has can further develop if the target market is oriented towards serving the local population basing on a population of 13 million Zimbabweans as this may result in tourism being more viable in terms on employment creation and poverty alleviation. Lessons from other countries can be drawn if the country is to embark on various forms of tourism with the youth initiating such initiatives. This can only turn into a reality if there is increased access to capital for financing such activities.

## Session 6: Ensuring efficient Small and Medium businesses that meet Quality Standards and satisfy the local demand

**Panel:** Policy – Ministry of Small and Microenterprises and Cooperatives Development, Quality Assurance – Standards Association of Zimbabwe, Entrepreneurship Development and Financing - Empretec

The Micro Small and Medium (MSME) sector in Zimbabwe is grappling with definitional issues, how to distinguish a small and medium enterprise. The current legislation, SME Act, largely defines enterprises according to economic sector, value of assets, annual turnover, legal status (registered/license) and number of employees. Despite efforts to align legislation most regulations remain designed for large corporations there is also limited coordinated of the existing institutional framework. This situation is compounded by limited access to finance, inadequate investment towards research and development.

Despite the challenges mentioned the Ministry of Small and Medium Enterprises and Cooperative Development highlighted some of its interventions meant to improve the situation such as policy revisions, establishment of revolving fund, tax incentives, encouraging the formation of cooperatives, business linkages and skills development.

The Ministry of Small and Medium Enterprises and Cooperative Development recognizes the micro, small and medium enterprises (MSMEs) as important contributors to job creation, poverty alleviation and development. About 5.7 million people work in the sector; of these 2.8 million are owners while 2.9 million are employees. Of these workers in the MSME 22 per cent were unpaid the majority of these being women. Among those who earn an income 40 per cent earn less than US\$ 200 per month, and a further 11 per cent reported that they do not have a monthly income. The sector generates a turnover of about USD 7 billion in 2012. It was noted that educational attainment is low with up to 31 per cent of workers having completed primary education and 4 per cent without any formal education.

In total 85 per cent of all MSMEs are not registered or licensed while 39 per cent operate from residential premises A huge number of business owners, 43 per cent are financially excluded, i.e. they do not use any financial products or services (neither formal nor informal) to manage their business finances of those with access to financial services one of every two relied on informal mechanisms. Sourcing finance and securing of

operating space were described as the two largest challenges faced by SME's. The majority of businesses are young (in operation for 5 years or less). Sustainability and upward mobility is hampered by numerous factors. The majority of MSME owners did not have any strategies in place to cope with potential problems and thus were vulnerable to shocks and business cycles.

Empretec Zimbabwe outlined challenges to the development of MSME sector in Zimbabwe. Access to markets was noted to be one of the leading factors. The inadequate research and development and information dissemination within the sector was also stunting growth. MSME sector also failed to grow because of an inability to take advantage of intellectual property rights. Gender disparities, HIV and AIDS and poor occupational health and safety practices at work places were also fingered to be problematic.

In order to deal with challenges that have been highlighted Empretec recommended the development of an Entrepreneurial Ecosystem where governments offer appropriate regulatory and policy environment, funding and support. Academic institutions chip in through skills development, technology and innovation. The importance of outreach was underscored. Businesses have a role to play in this ecosystem through networking which could promote the awareness of innovative practices. Multi stakeholder partnerships should also be established to ensure champions, entrepreneurs and NGO's impact the business environment.

The role of the Standards Association of Zimbabwe was outlined; it monitors compliance of businesses to industry specification standards for global competitiveness. Quality Management Systems are indispensable pre-requisites for SMEs. Small and medium-sized enterprises are a diverse group, ranging from simple crafts manufacturers to innovative high-tech companies. It was argued that SMEs could derive greater benefit from standardization, although standards are sometimes perceived as a burden rather than an advantage. Consistency and quality were noted as key drivers for the growth of SME's as it gives customers the confidence to trust SME's ability to deliver on their promise. SAZ is exploring ways to ensure their services are available to those in rural areas and in the informal sector. Youth organizations were advised to approach SAZ and receive standards accreditation.

The value of standards having been noted to be crucial participants enquired about how SAZ was serving those in the informal economy and rural areas. It was noted that there were feasibility studies ongoing but services would only be expanded to areas which provided a strong business case.

During discussions participants called for the formation of incubators that could promote "green ideas" and have these developed up to a level where banks could fund them. The cost of support and advisory services from organizations such as Empretec was also discussed. It was noted that in the past government grants and donor funds meant services were free, but the new scenario is that businesses have to pay for services, at times subsidized rates. Businesses are made to pay for two reasons firstly services that a business pays for have greater impact and secondly funding service providers such as Empretec is now more challenging.

It was highly recommended that issues of standards could be taught from the schools. In addition the government was advised to speed the implementation of the Nziramasanga Commission ensuring vocational education and entrepreneurship are an integral part of the curricula. In addition it was recommended that the Ministry of Science and Technology should collaborate with the Ministry of SME's to provide Business Incubation Centres and Technology Parks to impart some of this knowledge on business development.

Participants also recommended the Ministry of SME improve its mechanism of disbursing funds to those in business as well as develop means to protect unregistered businesses from abuse during the various raids that

are conducted. The Ministry should ensure these raids are used as a platform to disseminate information and facilitate registration instead of harassing traders.

## Session 7: Weaving the skills tapestry: Building a comprehensive skills framework for industry in Zimbabwe

**Panel:** Policy - Ministry of Science and Technology Development, Ministry of Youth Development, Indigenization and Empowerment; Technical and Vocational Skills Development in Zimbabwe – (ADEA) Association for the Development of Education in Africa; Demand Driven Courses – International Labour Organization ; Manpower Development – (NAMACO) National Manpower Advisory Council.

A strong argument was made by some speakers, in particular ADEA, that there is a need for a paradigm shift of current education and training system if Zimbabwe wants to equip its youth with the appropriate skills to effectively enter the world of work.

Education access for all is not a reality. On average over the past eight years, 70 per cent of pupils have failed the national grade seven examinations every year (see table). This raises concerns about the levels of literacy and numeracy among this age group. Some 60 per cent of appropriately aged children and youth are not in secondary school – they have dropped out for various reasons. Further, of the small proportion of students that sat for five O levels, the minimum requirement for entering most tertiary institutions, approximately 80 per cent have failed every year. There is a need to consider strengthening of educational curricula from primary level up to tertiary level in Zimbabwe, in the process ensuring greater balance between the academic and entrepreneurial or practical life skills subjects. That way, students would emerge from school with the necessary balance that would enhance their employability or even give them impetus to set up their own enterprises.

A question was asked on whether we are reaching enough youth with the appropriate skills? It is estimated that of the 300,000 annual school leavers, only 10 per cent obtain jobs in the formal sector. The remainder of youth are unemployed (4 out of 5) or

find jobs in the informal sector which lack social protection and are too low to generate savings. There are limited opportunities for students who have dropped out or not achieved high O level results despite the multiplicity of post-secondary training institutions<sup>6</sup>. The concern, as raised by a number of speakers with reference to the Nziramasanga Commission (1999), is that schooling is too academic and even if students are required to do a practical O Level subject such as building studies or woodwork, metal work, agriculture, fashion and fabrics, food and nutrition – the content is very theoretical and does not equip them to earn a livelihood.

Further, general perceptions of technical and vocational courses are poor and the institutional providers, in particular the VTCs, are seen as under-equipped and poorly staffed with the out-dated course offerings. Of concern, as the graph below indicates, enrolment in formal technical vocational courses, such as trades, has been dropping in recent years although there is a huge need for such skills.

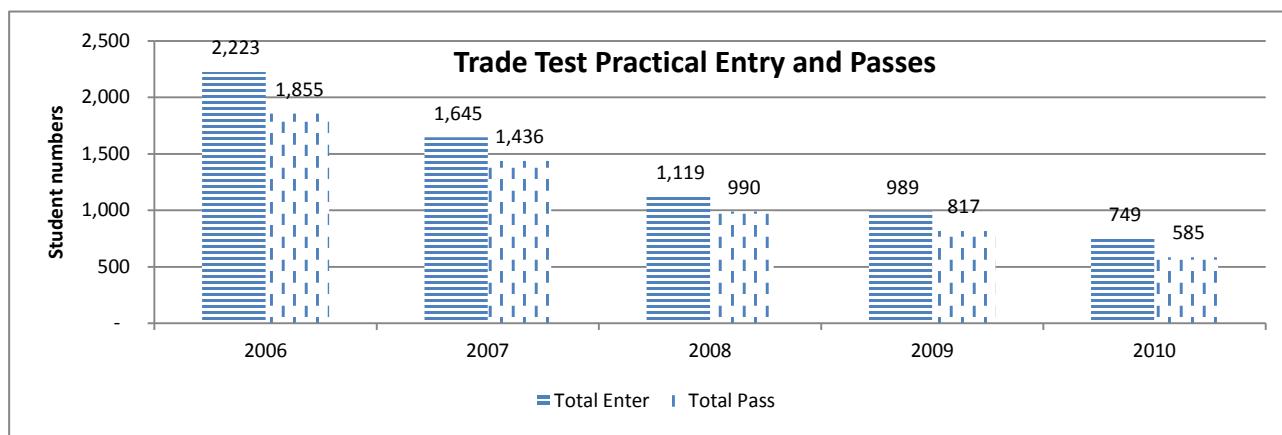
National Pass Rates in Schools 2005-2012								
	2005	2006	2007	2008	2009	2010	2011	2012
Grade 7 Passes	33.0%	38.5%	35.0%	30.3%	20.1%	25.0%	28.9%	
O Level Passes	12.2%	14.0%	9.9%	10.0%	12.0%	16.5%	19.5%	18.4%

National Pass Rates in Schools 2005 – 2012

Source: ADEA obtained from ZIMSEC

<sup>6</sup> Which include 42 Vocational Training Centres, 2 Industrial Training Centres, 7 Polytechnics, and 8 Agricultural colleges/institutes. There are also approximately 220 private Industry training centres, numerous formal Apprenticeships schemes (including Enterprise based Training programmes at VTCs) and a huge number of unregulated informal Apprenticeships

The ILO noted that there needs to be recognition that young people are not homogenous and have different needs in terms of employment and this should be given utmost consideration at the level of intervention design. The Ministry's [Training for Enterprise \(TFE\)](#) programme, being offered at most VTCs addresses developing entrepreneurial skills associated with different trades, among youth enrolled in short or long courses. This programme is undergoing a review with increased standardization of the curriculum, modularisation of its components and enhanced ability to deliver medium to high end skills associated with higher level graduate courses. The Ministry proposes that either a new funding vehicle is considered, along the lines of the Zimbabwe manpower Development Fund (ZIMDEF), or the existing National Youth Fund is expanded. There is also a need for an impact assessment on the value of TFE empowering job creation.



A number of speakers argued for [skills for competitiveness and jobs](#) by using various strategies to enhance an appropriately educated workforce such new technologies to build a knowledge economy, involvement of the private sector in designing and funding training programmes, using accurate and updated labour market information systems to inform programme design and course offerings by institutional providers, reducing the mismatch between skills supplied by training institutions and those demanded by the market, strengthening Science and Technology including research and innovation as part of public, private partnerships in education, addressing governance, voice and accountability issues, promoting the regional integration of existing institutional training providers through regional centres of excellence and regional networks of knowledge.

NAMACO, government's national manpower planning commission, stated that it plans to mainstream the youth-specific training agenda into its core business. Their speaker argued for the [mainstreaming of disability, gender, environmental and sustainable development issues in the curricula of all youth-centric programmes](#). The speaker stressed the importance of 21<sup>st</sup> Century skills such as problem solving, learning how to learn skills, presentation of ideas, presence as a professional, research and development, ICTs, teamwork, innovation and science and technology. They also pointed out the need to adopt a talent management approach which allows mentors to identify and nurture the potential of youth to mature into confident professionals.

The Ministry of Science and Technology echoed these sentiments and argued that our global world requires a [new paradigm in curricular offerings](#) to address high levels of skills and infrastructure. The vocational curriculum must be science and technology led. However new technologies cut back on large scale employment and hence new ways of work and job creation are emerging. Zimbabwe is in a technology trap and needs youth programmes and SMEs to rise above this and address techno-preneurship. Chinhoyi University is one of the few institutions that offers this subject.

In conclusion, there was consensus that there is a renewed emphasis on building the appropriate skills to empower youth to become self-employed entrepreneurs. This requires the education and training sector to undergo a paradigm shift and rise above the traditional vision of a highly academic education stream leading to white collar work and it should rather provide alternative paths to education and training with a strong emphasis on technical and vocational skills development (TVSD). Proposed skills building strategies include provision of second chance opportunities for out of school youth, insertion of financial literacy and entrepreneurship into the primary school curriculum, emphasis on science and technology, more recognition of practice-orientated O Levels and the broadening of a range of technical and vocational skill offerings at various levels. Educators are encouraged to develop the link between the supply of education and demand of the work place from primary education upwards. Stakeholders should be involved in formulating policy, structuring the mechanisms to be promoted and linking them to the economic and social development of the country. Government needs to ensure that the national qualifications framework recognizes non-formal education qualifications. There is also need to link technical faculties and units of universities, polytechnics, industrial centres and VTCs to rural and urban producer associations to improve agricultural yields, product design and quality control such as it being undertaken in other parts of the world.

## **3.0 Way forward**

The final session of the conference involved drawing up of a way forward based on a framework that had policy, financing, education, skills & training as well as knowledge generation as pillars. The output of that session is given below:

### **3.1 Policy**

- 1) Continued investment in fostering a culture of youth participation in designing and implementation of youth empowerment programmes.
- 2) Recognition and regularisation, review existing legislation, of artisanal mining as a significant employer for young people. The Mines and Minerals Act is in need of a review particularly on the high cost of mining licensing fees.
- 3) Develop a National Action Plan (NAP) on Youth Employment through multiple stakeholder engagement. NAP will provide practical guidelines on creation of employment and other socio-economic opportunities for young people in the country.
- 4) Government to provide opportunities for young entrepreneurs in public procurement through quota systems to encourage youth led enterprises. Provide incentives for the private sector to encourage awarding of contracts to youth.
- 5) Invest in strengthening ICT's infrastructure, removing barriers to entry into the ICT sector in the country (including the repealing or modification of non-conducive policies and laws) so as to enhance opportunities for employment and entrepreneurship for the youth. There should also be incentives for foreign investors keen to support the ICT sector's growth in Zimbabwe,
- 6) Mainstream youth development and socio-economic development as cross-cutting issue in all national development policies, programmes and activities. Rejuvenate the inter-ministerial committee on youth to play a lead role.
- 7) The Ministry of Youth to coordinate the implementation of the revised youth policy to ensure mainstreaming of youth development at all levels of policy, planning and implementation of development strategies in the country.

- 8) Government and its partners should prioritize rural development and rejuvenate the concept of growth points to stem rural – urban migration. Strengthen local enterprise development.
- 9) Create the regulatory framework to encourage SMEs and promote creation of decent work.

### 3.2 Financing

- 10) Establish tax incentives for companies involved in pre-determined thresholds of funding for youth entrepreneurship as well as skills training.
- 11) Broaden the scope and reach of the National Youth Fund so that more young people could access venture capital from the facility. Build the capacity of youth so that those benefitting from such facilities go on to successfully execute planned business initiatives.
- 12) Harmonize relations with non-state actors to allow more funding from donors and NGO's
- 13) Coordinate funding by developing a basket funding facility, with resources from state and non-state sources being pooled together for youth economic empowerment.

### 3.3 Education, Skills and Training

- 14) Ensure the national qualifications framework recognizes non-formal education qualifications. At the very least, there was need to ensure that HEXCO recognizes technical and vocational subjects as equivalent O level credits for accessing post-secondary institutions.
- 15) Continuous capacity building and training of trainers initiatives for lecturers in the VTCs so that their teaching remains relevant, cutting edge and equips students to meet the ever-changing needs of the workplace and industry in general.
- 16) Ministries of Education and Training should liaise with industry to draw up a unified strategy on skills development that would ensure that young people are trained in competencies relevant and required by industry.
- 17) Review the curricula to ensure a greater balance between the academic and entrepreneurial or practical life skills subjects to ensure graduates are employable or can start enterprises. Need to develop teaching and learning material on entrepreneurship as this is currently limited.
- 18) Revive youth centres that have become redundant.
- 19) Continuously improve access to relevant technical, vocational and entrepreneurial subjects for out of school youth and students at vocational training centres. Important lessons could be drawn from models such as the Informal Sector Training and Resource Network (ISTARN), and the ILO's Training for Rural Economic Empowerment (TREE).
- 20) Link technical faculties and units of universities, polytechnics, industrial centres and Vocational Training Centres to rural and urban producer associations to improve agricultural yields, product design and quality control such as it being undertaken in Thailand and Malaysia.
- 21) Local authorities to re-introduced public works programmes aimed at absorbing interested unemployed youth into some form of temporary employment.
- 22) Establish business incubators where young people in the informal sector can receive marketing, financial management, technical and soft skills training at a competitive cost.

### 3.4 Knowledge

- 23) Dissemination of information related to youth development, such as the National Youth Policy, the implementation framework and other related knowledge needed to be disseminated more effectively so as to even inform interventions at the local level. A call was therefore made to make use of ICTs as well as the emerging new media e.g social media to disseminate information of youth development.

An opportunity was also realized in making use of existing facilities such as youth centres and vocational training centres to create knowledge hubs where information on youth development could be accessed. Need for synergy in moving forward – information packages of all programs, utilize existing facilities such as technology, social media to mainstream youth in national development.

It was noted that currently there are limits in terms of empirical evidence regarding efficacy of initiatives such as the youth fund. There is without doubt need to understand how many viable jobs are actually being created, how viable the enterprises are among other issues. In other words, there is need for documented evidence of efficacy of such initiatives. To that end, research should be put into understanding these key issues for purposes of guiding future youth empowerment initiatives.

A need was also realized for more in-depth empirical research that would make available regular, reliable and harmonized labour market data on youth employment in the country as well as at regional level. This was seen as crucial in development of knowledge-driven interventions responding to the actual needs of young people at the local level.

## **ANNEX I: Conference Programme**

### **PROGRAMME FOR NATIONAL CONFERENCE ON YOUTH SKILLS FOR EMPLOYMENT, ENTREPRENEURSHIP AND INDUSTRY GROWTH, 24-26 JUNE 2013**

#### **Day One**

Facilitator: Dr T. Chitepo

Time	Activity	Presenter
08:00-09:00	Arrival and Registration	Secretariat
09:00-09:10	Welcome Remarks	Mr G. Magosvongwe – A/Permanent Secretary
09:10-09:20	Youth aspirations for skills development, employment creation and industry growth	Zimbabwe Youth Council – Speaker TBA
09:20-09:30	Youth Employment and Entrepreneurship Perspectives	Mr Tabi Abodo – ILO Country Coordinator
09:30-09:40	Opening Remarks	Mr J. H. Mupamhangwa – Deputy Chief Secretary, Office of the President and Cabinet
09:40-09:50	Remarks	Hon. S. Kasukuwere – Minister of Youth Development, Indigenisation and Empowerment
09:50-10:00	Labour policy: Implications for skills development and entrepreneurship	Ministry of Labour and Social Services
10:00-10:30	Keynote Address – Guest of Honour	Hon J. T. R. Mujuru, Vice President of the Republic of Zimbabwe
10:30-11:00	TEA	
11:00-11:30	Harnessing youth potential - Motivational Speech	Milton Kamwendo
11:30-12:00	State of the Zimbabwean Economy, Opportunities for Employment and Industry Growth	Mr D. Kitabire - African Development Bank
12:30-13:00	Finance options for new and growing businesses	Bankers Association of Zimbabwe
13:00-14:00	LUNCH	
14:00-16:30	Panel Discussion - MINING  Topic: Enabling youth participation in the mining sector.  Moderator: TBA	Panelists: Policy – Ministry of Mines and Mining Development Sector Growth Strategy – Chamber of Mines Business – Mimosa Mining Company CEO Small Miners – Zimbabwe Artisanal & Small Scale Mining Council Youth in Mining Case Study - Embassy of India

## Day Two

Facilitator: Dr T. Chitepo

Time	Activity	Presenter
08:00-08:30	Recap of Day One	Secretariat
08:30-10:30	Panel Discussion: AGRI-BUSINESS Topic –Maximizing productivity in Agri-business: Production, markets and value addition Moderator: Mr Mlalazi	Panelists: Policy –Ministry of Agriculture, Mechanisation and Irrigation Development , Grain –Grain Marketing Board, Agro-processing- Mr K. Katsande, Horticulture–Mr B. Sandamu, Youth in Farming, Case Study – South Korea
10:30-11:00	TEA	
11:00-13:00	Panel Discussion: CONSTRUCTION Topic- Leveraging local resources for infrastructural development Moderator - Eng. G. Mlilo	Policy - Ministry of Public Works, Policy – Ministry of National Housing and Social Amenities Construction Industry - Masimba Construction, Construction Industry – Aloe Enterprises, Youth in Construction, Case Study - China
	Panel Discussion: TOURISM AND CULTURE Topic: Tapping into the tourism stream. Lessons for players in the tourism sector. Moderator - Mrs C. Chigwamba	Policy –Ministry of Tourism and Hospitality Industry Policy –Arts and Cultural Industries – Ministry of Education Sport, Arts and Culture, Hospitality - Africa Sun, Hospitality – Garwe Restaurant, Youth in Tourism, Case Study – Zimbabwe Tourism Authority
13:00-14:00	LUNCH	
14:00-16:30	Panel Discussion: ENTREPRENEURSHIP, FINANCE AND BUSINESS DEVELOPMENT SERVICES Topic: Ensuring efficient Small and Medium businesses that meet Quality Standards and satisfy the local demand Moderator - Mrs. Ndlovu	Policy –Ministry of Industry and Commerce, Policy–Ministry of Small and Microenterprises and Cooperatives Development, Quality Assurance – Standards Association of Zimbabwe, Small Business - SME Federation, Entrepreneurship Development and Financing - Empretec, Case Study – National Youth Development Agency, South Africa

## Day Three

Facilitator: Dr T. Chitepo

Time	Activity	Presenter
08:00-08:30	Recap of Day Two	Secretariat
08:30-11:00	Panel Discussion: SKILLS DEVELOPMENT  Weaving the skills tapestry: Building a comprehensive skills framework for industry in Zimbabwe  Moderator: Mrs Karimanzira	Panelists: Ministry of Higher and Tertiary Education Association for the Development of Education in Africa (ADEA) Ministry of Science and Technology Development Training for Enterprise–MoYDIE, Technical and Vocational Skills Development in Zimbabwe –a, Client-Driven Courses –International Labour Organization, Manpower Development – NAMACO
11:00-11:30	TEA	
11:30-12:00	Summary from sector policy makers and industry leaders	Policy and Sector Representatives
12:00-12:30	Way forward and conclusions	Dr. Thokozile Chitepo – Principal Director
12:30-12:45	Vote of thanks	TBA – Youth Representative
13:00-14:00	LUNCH AND DEPARTURE	