More than 40% of the world’s population is under the age of 25 and most of them are living in developing countries. Youth unemployment and underemployment are chronic problems. There are few decent job opportunities for young people, creating poverty or “low-pay” traps, driving social unrest, exclusion and migration. The effects of climate change are projected to create new poverty traps which will particularly affect those in vulnerable groups, such as women, children and young people. Urgent solutions are required to create employment opportunities for young people by investing in workforce development, job creation, improved education and the redistribution of incomes. Based on our understanding of investing in young peoples’ potential, SNV has been implementing a successful market-based approach, developing inclusive business solutions for youth employment and enterprise development in agricultural and energy sectors. We have also been addressing climate adaptation and mitigation through our work on supply-chains and support to farmers, businesses and communities. We believe there is a pressing need and opportunity to align our work in both impact areas.

**Links between employment and climate change**

Climate change interacts with employment in several ways. Firstly, climate change and environmental degradation pose significant challenges to economic growth and employment. Climate change-related shocks will slow down our progress in reducing poverty. Without appropriate adaptation measures climate change will cause 100 million additional people to live in extreme poverty by 2030. The impacts will disproportionately affect those in developing countries working in economic sectors that are reliant on natural resources and climate such as agriculture, energy and...
Climate Change and Youth Employment

Secondly, by contrast, both adaptation to climate change and measures to mitigate greenhouse gas emissions offer opportunities to create new jobs, while increasing the resilience of existing ones. Climate action will stimulate investment and innovation in emerging products and services, creating new jobs and transforming others. Thirdly, the growth of innovative climate-technologies and industries can be limited by slow growth in workforce skills. The development of youth skills for employment is an opportunity to fill demand and facilitate the needed transition. In addition, anecdotal evidence from SNV’s projects on youth employment to date shows that particularly amongst young people there is great interest to work in innovative (technology driven) climate smart industries – contributing to society through meaningful and sustainable work provides them with an additional incentive to engage and participate in our programme.

SNV’s approach for youth employment and climate change

Maximising the employment opportunities of climate action, and reducing the negative impacts, requires targeted skills and employment programmes in the right places, in the right industries. Countries must ensure their workforce can adapt to the challenges and respond to the opportunities ahead - hence the alignment of SNV’s approaches on Youth and Climate Change.

The approach outlined here builds on our successful OYE model to support youth employment for climate change mitigation and adaption. It consists of four interrelated elements: (A) Climate smart youth inclusive market development; (B) The “Push, Match, Pull” OYE pathway; (C) Leveraging for scale, and (D) Supportive ecosystem and market development. These four elements are further explained below.

A. Climate smart youth inclusive market development

Based on our extensive knowledge of local economies, we select businesses and industries that provide growth prospects for young people, with a specific focus on sectors that are inclusive to young women. Climate smart and youth inclusive opportunities are identified in partnership with local stakeholders, based on climate change trends, hazards and opportunities in the target regions. This is based on our expertise in:

- Identification of relevant and green growth strategies, their impact on investment and innovation in certain sectors and industries, including climate smart agriculture and renewable energy;
- Market skills needs assessment associated with the transition to a low carbon economy and achievement of National Determined Contribution/SDG targets.

SNV and Youth Employment

SNV’s Opportunities for Youth Employment (OYE) model is a market-based approach to provide young people with access to employment and enterprise development. We act as a match maker between young people, private companies and consumer markets. Our model is based on SNV’s decades’ long experience in value chain and inclusive market development for the agriculture and energy sectors.

- Facilitate business linkages – including youth who seek employment and entrepreneurship - through the establishment of multi-stakeholder processes;
- Strengthen the capacity of local providers of incubators, accelerators and general business support services both for existing businesses as well as promoting youth entrepreneurship and enterprise development.

B. The “Push, Match, Pull” OYE pathway

Many young people in developing countries lack skills relevant in the jobs market, even if they have completed local vocational training courses, as many formal curricula do not cater for the skills markets are in demand of. Experience shows that providing additional education and training [only] to these young people is insufficient to attain meaningful employment. What is required is the matching of skilled youth with markets and maturing (self) employment in order to be more sustainable. Hence, SNV’s Opportunities for Youth Employment (OYE) model goes beyond training. Our “push, match, pull” approach has been extensively tested, implemented and informed by lessons learned proved successful in relevant contexts.
Push
At “push” we usually start by providing young people with basic life, leadership and business skills that make them attractive and reliable for markets.
- We select applicants based on their enthusiasm and motivation;
- We work with vocational training centres to make their curriculums more responsive to market demands;
- We strengthen young people’s basic life and leadership skills through training on issues such as responsibility, time management and financial literacy.

Match
OYE “matches” trained young people with labour market opportunities, for instance through internships and vocational or on-the-job training.
- We work with businesses whose interests are aligned with ours, and leverage their expertise and resources into training and employment;
- We work with government and service companies to expose young people to job fairs, branch and market exhibitions;
- We cooperate with local companies to create on-the-job training that provide participants with technical skills with concrete perspectives for (self-)employment;
- We link participants with financial services, allowing them to access credit for enterprise development.

Pull
We support demand for labour and create a market based “pull” by stimulating youth-friendly business policies, mentoring young people towards employment and the establishment of new youth-led enterprises.
- We continue to mentor our graduates in their employment or enterprise;
- We collaborate with authorities to develop youth employment friendly policies, such as governmental credit mechanisms, that favour investments in youth employment and innovation;
- We contribute to youth-inclusive business models for local companies, for example by promoting youth inclusive out-grower schemes or by creating self-employment in rural retail chains.

C. Leveraging for scale
We help companies to scale their climate smart business ambitions by helping them to access financing. In particular we:
1. Assist companies to develop climate smart business plans and broker partnerships for financing.
2. Work with local financial institutions to develop climate smart as well as youth inclusive financial products.
3. De-risk investments, and reducing transaction costs, for financial institutions; e.g. by increasing productivity of farmers and offtake guarantees.
4. Support the development of climate smart business pipeline for targeted investment funds.

D. Supportive ecosystem and market development
We support the development of a more conducive enabling environment for climate smart businesses to thrive. To this end we provide the following services:
1. Applying knowledge development with key stakeholders in public and private sectors, we contribute to identify, analyse and build consensus on solutions towards youth driven climate smart agriculture.
2. Engage national and sub national authorities to influence policy, including fiscal measures or budgetary allocations, to encourage the shift to support transformational change benefiting climate and youth.
3. National level engagement in particular with regards to the promotion of and strategic support to youth inclusive and climate smart market system development.
SNV Youth and Climate projects

- **Realizing Aspiration of Youth in Ethiopia through Employment** | multi-country | 2019-2024 | €20 million
  - Mastercard Foundation (MCF) in Ethiopia | 2019-2024

- **Opportunities for Youth Employment** | Mozambique | Netherlands Embassy in Mozambique | €9 million

- **Boosting green employment and enterprise opportunities** | Ghana | European Union Trust Fund and Netherlands Embassy | €12 million
  - Implemented with WASTE and ICCO as partners

- **L’Emploi des Jeunes cree des opportunités, ici au Mali** | European Union Trust Fund and Netherlands Embassy | €22 million
  - (Implemented with WASTE and ICCO as partners)

- **Les jeunes entreprennent et s’emploient au Niger** | European Union Trust Fund and Netherlands Embassy | €12 million

- **Scaling up Youth Employment in Agriculture Initiative – OYE+** | Zimbabwe, Zambia | SDC and SIDA | €7 million

- **Dutch Fund for Climate and Development - DFCD** | multi-country | 2019-2023 | Netherlands Ministry of Foreign Affairs | €160 million (value to SNV €15 million) (Implemented by Dutch development bank FMO (lead), SNV, WWF and Climate Fund Managers)

- **Climate Resilient Agri-business For Tomorrow - CRAFT** | multi-country | 2018-2022 | Netherlands Ministry of Foreign Affairs | €39.5 million (The project is implemented by SNV (lead) with Wageningen University and Research, CGIAR-CCAFS, Agriterra, and Rabo Partnerships in Kenya, Uganda and Tanzania)

- **Mobile data for pastoralists in West Africa (STAMP and MODHEM projects)** | Mali | 2014-2021 | Netherlands Space Office and Netherlands Ministry for Foreign Affairs | €11.1 million
  - Together with the private sector, SNV has developed the market-based Garbal mobile phone service on biomass and water availability, market prices along transhumance routes for pastoralists in Burkina Faso and Mali.

- **Mangroves and Markets project (MAM - phase I&II)** | Vietnam | 2016 - 2020 | German Ministry for the Environment (BMU) | €3.3 million
  - The MAM project works with processing companies in the region to establish eco-certified shrimp supply chains, which increase farmer incomes and protect local mangrove forests.

- **AgResults Vietnam Emissions Reduction Pilot (AVERP)** | Vietnam | 2016-2021 | USAID | €1.7 million
  - The project is developing, testing and scaling up innovative technologies, and approaches to reduce greenhouse gas emissions in the rice sector.

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SNV is a not-for-profit international development organisation that makes a lasting difference in the lives of people living in poverty by helping them raise incomes and access basic services. We aim for premium quality and focus on only three sectors: agriculture, energy and water, sanitation and hygiene (WASH). With a long-term, local presence in over 25 countries in Asia, Africa and Latin America, we know how governments work and how relationships are built. Implementing our mission exclusively through project financing requires us to work efficiently and invest in operational excellence every day. Our team of more than 1,300 staff is the backbone of SNV.

Visit for more detailed information [www.snv.org](http://www.snv.org) or contact:

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