



harambee[®]
YOUTH EMPLOYMENT ACCELERATOR

QUARTERLY Newsletter

FY23 Q3 (January 23 - March 23)



FY23 Q3 IN NUMBERS

1,377

Network joiners

2,087

Received a Harambee
intervention

216

Earning from an
employer

100

Earning for
themselves

GBS Update

Building on the success of last year's work to promote Rwanda as a Global Business Services (GBS) destination, the sector has continued to grow - with three new companies joining the market this quarter: [CCI Global](#), [CRENG](#) and [Test Solutions](#). **Over 1,200 young people are employed by the sector as a whole.**

This quarter, Harambee, in partnership with the Rwanda Development Board and GIZ, hosted a GBS Employer conference. This dynamic event gathered GBS employers who are already established in Rwanda, potential investors, the government and key ecosystem players to present the [value proposition](#) of Rwanda as an [emerging GBS destination](#), and learn from the experiences of employers that have already set up their businesses in the country.

Tek Experts, CCI Global and Deriv, among others reported that Rwanda exceeded their expectations as a new business location. They commended government responsiveness to accelerate business operations, the incredible talent of young Rwandan employees, and the existence of an ecosystem that enables new companies to quickly launch and grow. Conference participants met with a number of government officials including the Minister of ICT and Innovation, visited youth training sites, and GBS company offices.

In partnership with CCI Global, Harambee continued to source and match their first cohort of talented

employees. This process included assessments of both English and French language skills, as well as communication and workplace behavior training. To date, 69 young people have been hired by CCI this quarter, with a target of growing to several hundred employees this year.



The effort that everyone puts in to have these young people is fantastic. The quality we have seen from them as CCI has been brilliant, all our clients are happy and from what we have seen in the process, everything has been spot on. We want to do more and more with Harambee as they have gone out of their way to assist us to excel. This is a good partnership, (we) are keen to grow for the long term.



Victor Sen

Country Director, CCI Rwanda

Microenterprise Update

An [Access to Finance](#) workshop in February connected young micro-entrepreneurs with youth finance and support organizations to discuss challenges, share successes, and identify how the ecosystem can better support young entrepreneurs. This built on the success of the September 2022 Learning Exchange hosted by Harambee.

Partners including [Akazi Kanoze Access](#), [Inkomoko](#), [National Youth Council](#), [Umutanguha](#), [RIM](#), and different Saccos in Kigali gathered to identify priorities, key areas of intervention, and how to move forward together.

Recommendations included:

- Microfinance institutions reaching young people and youth serving organizations in their communities to share clear information on their products and services, building trust and their clientele.
- Youth serving organizations collaborating with financial service providers to include more financial literacy trainings in their curricular.
- Young people coming together in savings and investment groups to build their credibility and financial muscle.

This quarter, Harambee trained **321 young people in its Problem Solving for Earning program**, with 67% female participants. This 3-week online program encourages young people to find opportunities and start earning for themselves without significant financial investments.

An extraordinary 15% of graduates from the program went on to start their businesses by the end of the three weeks. A second tracer survey, that follows up with participants six weeks later, has historically shown at least 40% of graduates increasing their earnings or starting to earn via micro-enterprise.

174 young people completed our “Get to Work” training, an in-person program that supports young people with limited access to digital tools and/or skills to understand how to identify and take advantage of opportunities around them to start earning for themselves.

We continued to partner with [GAERG](#), a youth serving organization that supports University graduates who are genocide survivors. **We trained over 200 of GAERG members this quarter** on work readiness skills: how to build your professional skill set, CV development, and job interview skills. **We also conducted a Training of Trainers for 18 of their staff in order to ensure sustainability of the programs.**

Next quarter we will continue to work alongside GAERG trainers to build their capacity, consistency and the quality required to deliver regular training full time.

Alice Niyonsingiza, GAERG’s Internship and Employment officer said, *“The training tools are great, and the learner-centered approach is perfect for our beneficiaries. This training will enable us to support more of our members and increase their chances of finding employment”*

Youth Voice



Nafsa Nsengiyumva graduated from university with a degree in information systems in 2017 but since graduating, had struggled to find a job. The gap in time after her studies with no work experience made it difficult to secure interviews, much less regular employment.

Nafsa joined Harambee's network in 2019 and due to her spoken English assessment score, qualified for a GBS training program run by Harambee in partnership with SolvIT Africa.

After graduating from the program, Harambee sent her for an interview with new GBS employer, CCI. She now delivers customer support in French and English to clients in Canada with CCI. The job has transformed her life.

She's grateful for the opportunity that the GBS sector has brought for young women like her, who previously had limited access to employment opportunities.



I am able to provide for my young children. Supporting customers successfully gives me a strong sense of accomplishment.





“

*To my fellow youth,
I encourage you not
to give up, find your
passion, and put in
the work. You will
eventually become
the person you
hope to be.*

”

Nelson Manzi Mirambi
Mining Engineer

Nelson Manzi Mirambi (MI)

Nelson is a mining engineering graduate from UR College of Science and Technology (KIST). His passion for engineering began when alumni visited Lycee de Kigali, his high school, and one of the speakers talked about his career as an engineer.

“It was something new for me. I became interested in practical implementation, hands-on problems, and solutions because the ability to solve complex matters benefits people everywhere.”

Nelson first engaged with Harambee through the university Toastmasters club where Harambee conducted English assessments to benchmark English spoken proficiency nationally.

After graduation, Nelson benefited from Harambee’s Mock Interview service, which trains individuals who are applying for jobs - building confidence, organizing information, and improving communication skills through storytelling.

Nelson was shortlisted, passed his interview, and now works for Big mining as a mining engineer.

He said mock interview training accelerated his self-confidence and public speaking skills and strengthened his knowledge of professional preparation for interviews. He plans to hone his abilities as he gains experience, to establish his own business in the near future.