

SANKOFA

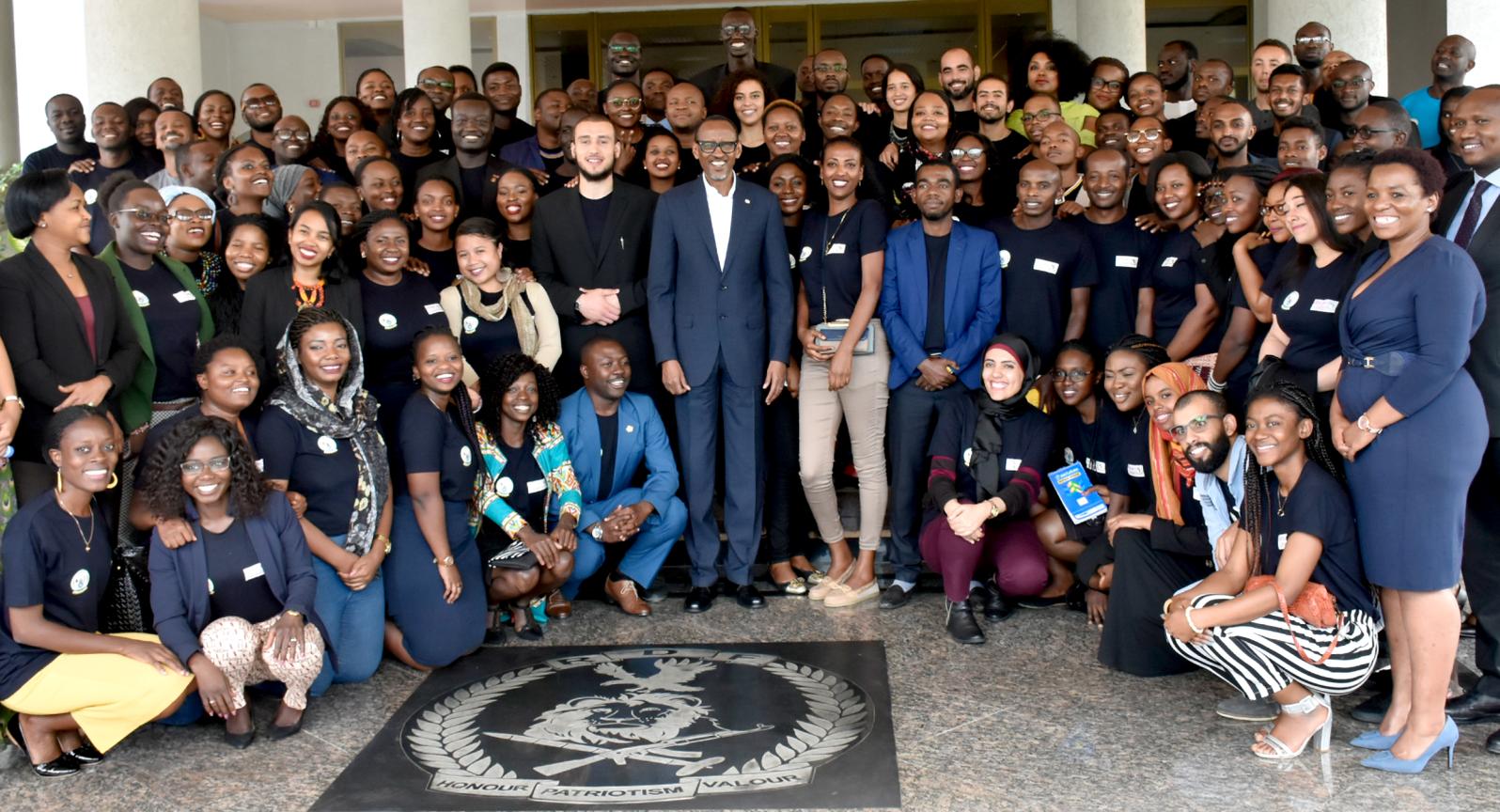


BATO MALAMU SANKOFA WATA-WATA

September - October 2018 #17

THEME

**Youth Empowerment
and Development**



AFRICAN CITIZENS

UNLEASHING THE FULL POTENTIAL OF YOUTH

FOCUS

Promoting youth
volunteerism in Africa

INTERVIEW

Investing in Africa's
young people

INSIGHT

Advocating for youth
programs at continental
and national levels



Mrs. Rekia Mahamoudou
*Ag. Director - Administration
and Human Resources
Management*

Africa is the only region in the world where the youth population is increasingly growing over the years. According to the United Nations Africa's youth population is expected to reach over 830 million by 2050.

This situation is a major challenge for the continent. It could either be seen as an opportunity for the development of Africa or a major issue for its future over time. These numerous young people could either be trained to be a workforce to build the Africa We Want, or an additional burden on welfare spending.

Aware of the role this factor plays in the continent's future, the Union has developed the African Youth Decade Plan of Action (DPoA) to fast track youth empowerment and development. This framework, running from 2009 to 2018, promotes the engagement of all stakeholders in achieving the objectives of the African Youth Charter.

This edition of SANKOFA aims at highlighting the efforts that African women and men are making to integrate our youth in the development of our continent. Major achievements have been made so far, including the creation of the African Union Youth Volunteer Program for better representation and participation of young people in intergovernmental decision-making processes. The proclamation of 2017 as the year of youth has likewise helped AU Member States to be aware of how important this subject is.

This edition does not attempt to document an exhaustive list of programs focusing on promoting African young people. Its main purpose is to highlight the ongoing efforts of the Union and its members in this area.

Enjoy your reading! ●

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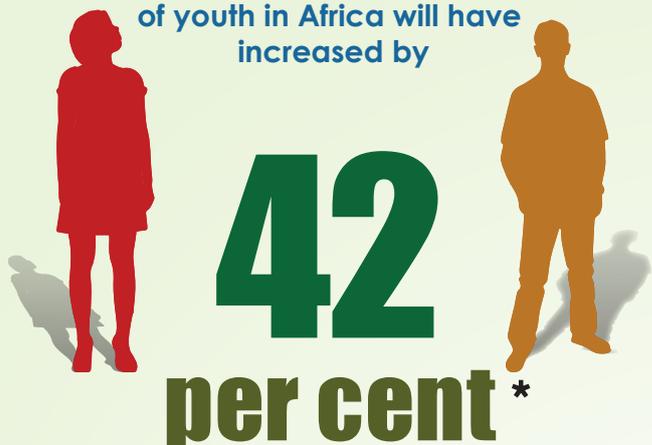
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"Bato Malamu Sankofa Wata-wata", is a combination of three African languages : Lingala (Bato Malamu - Good people), Asante Twi (Sankofa - return to the good history), and Hausa (Wata-wata - monthly).

Published by the Administration and Human Resources Management Directorate/AUC

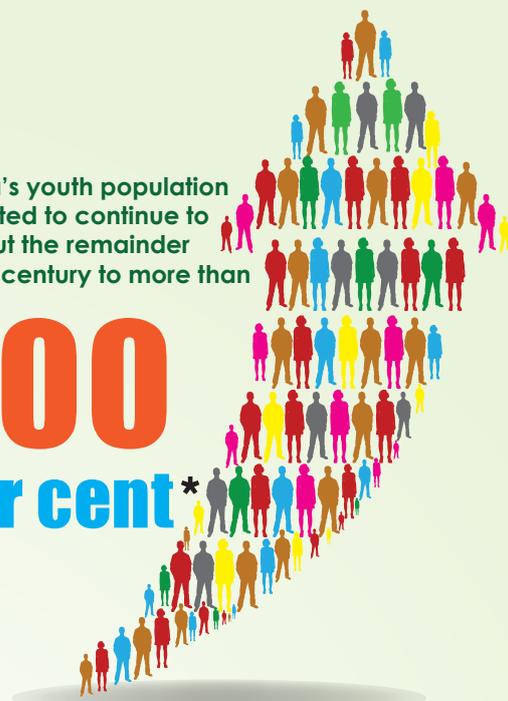
Infographic: key figures about youth

By 2030, it is projected that the number of youth in Africa will have increased by



Africa's youth population is expected to continue to grow throughout the remainder of the 21st century to more than

200 per cent*



The African Union has trained



17.6%

of AU staff are less than 35



* <https://www.un.org/esa/socdev/documents/youth/fact-sheets/YouthPOP.pdf>

** 2018 AU Youth Division Report



THEME

Youth Empowerment and Development: The Pathway to Securing the Africa We Want

Imagine that the youth of Africa is able to effectively and efficiently contribute and benefit from its political and socio-economic transformations, living the “African Dream” of an integrated, prosperous and peaceful continent as well as a global dynamic force. The manner in which Africa chooses to leverage the current shifting demographics, empower and support the younger generation as they transition into adulthood is quite critical for the realization of this development agenda.

The continent has the youngest population in the world which has been on a steady increase over the past years. According to the United Nations, in 2015 alone, Africa’s youth population (aged 15-24) reached 226 million, accounting for 19% of the global youth population. It is projected that this number will have increased by 42% in 2030 and more than double by 2055. This youthful population is often considered as an incredible and invaluable asset worth investing in, since

an increasing working-age population is synonymous with economic growth. However, this demographic advantage can be a “blessing” or “curse”: with appropriate investment, it can be converted into a dividend for socio-economic transformation, or if neglected, it could explode into violent conflicts with disastrous effects.

Therefore, being the world’s youngest continent, any plans of improving or transforming Africa must feature the role of these youngsters and include them in the entire process. Aspiration 6 of the Agenda 2063 reiterates this fact as it puts forward “*An Africa whose Development is People-Driven, Relying on the Potential of Africa people, especially its Women and Youth...*”. To this regard, African policymakers within the African Union (AU) have been keen to this prerequisite, designing and implementing youth policies and programs at continental, regional and national levels.

(...)

AU Youth-Centered Initiatives

The main document guiding the formulation of youth policies in Africa is the African Youth Charter (AYC) endorsed by the AU Heads of States and Governments in July 2006 in Banjul, Gambia. The AYC aims at ensuring the constructive involvement of youth in the development agenda of Africa and their effective participation in the debates and decision-making processes in the development of the continent. In addition, the years spanning from 2009 to 2018 were declared the Decade on Youth Development in Africa, and a Plan of Action on the Decade was devised to serve as a road map towards the implementation of the AYC.

As such, the AU is diligently implementing a series of programs, coordinating and organizing workshops and fora to empower youth and strengthen their capacity. The Commission is open to all interested and outstanding graduate-level and final year students through its Internship Program which provides them with direct exposure and real work experience, and a possibility – though not a guarantee – of pursuing their career within the Commission upon completion of their studies. This program is designed to complement development-oriented studies with practical experience in various aspects of multilateral technical cooperation, but also complement other international studies, including law.

Moreover, the AU developed a flagship program for promoting youth participation, capacity building and empowerment: the AU Youth Volunteers Corps (AU-YVC) launched in December 2010 in Abuja, Nigeria. This continental youth volunteer scheme that falls in line with the AYC, not only recruits and works with young African professionals, but also provides them with an avenue to enhance their participation in policy development, as well as the design and implementation of

relevant interventions towards the realization of Agenda 2063. Since its launch, close to 800 young people have been recruited and trained, and over 400 have been deployed, some of whom had the opportunity to secure jobs within the Organization at the end of their contracts.

The Legal Associate Program, launched in 2016 by the Office of the Legal Counsel, is another highly competitive capacity development initiative of the Commission. This initiative targets young African lawyers and focuses on emphasizing the role of law in the continent's development, raising the next generation of legal professionals who understand, defend and promote Africa's legal positions and interests, as well as provide appropriate legal advice to the Organization, RECs and Member States. Currently, there are 12 young Legal Associates, aged 25-30, with equal and fair representation in terms of gender and regions of the African Union.

To complement these programs and unleash the leadership potential of all these young professionals, the AU Emerging Leaders Program was recently introduced by the Learning and Development Unit. Implemented in the form of a three-day workshop, this initiative is geared towards boosting the confidence of these young Africans to eventually become proactive leaders with adequate decision-making skills to effect change within their communities, nations and the continent at large.

However, despite these significant programmes and initiatives, the vision of the African Union for African youth cannot be fully achieved without the full implementation and domestication of continental youth-centered policies at national levels.

African States “Doing it Right”

The Youth Charter sets a continental framework to enable policy makers mainstream youth issues in all development policies and programs. Hence the need to provide a legal basis to ensure youth presence and participation in government structures and fora at national, regional and continental arenas. At the national level, most African countries are making efforts to involve young people in political and decision making processes, as reflected in the establishment of national youth parliaments and youth appointment in executive positions and consultation with young people on policies as well as programs affecting their lives.



Bogolo Joy Kenewendo - Minister of Investment, Trade and Industry, Botswana

Botswana's new president Mokgweetsi Masisi in his inaugural speech pledged to invest in youth and create more job opportunities for them. A promise which he seems to be upholding through the recent appointment of 30 years old Bogolo Joy Kenewendo as Minister of Investment, Trade and Industry. Kenewendo has also been the youngest member of Parliament since 2016 and founder of a women leadership and mentorship program – Molaya Kgosi. She is very passionate about women and youth empowerment, poverty eradication and development, as she hopes to use this new platform to create a conducive investment climate in her country, enhancing trade and economic development.



Kamissa Camara - Minister of Foreign Affairs, Mali

Mali recently embarked on a similar journey, as President Ibrahim Boubacar Keita appointed 35 years old Kamissa Camara as Minister of Foreign Affairs. Camara is not only Mali's youngest minister, but also the first woman to hold this position in the history of the country. Prior to her nomination, she was the President's foreign policy adviser after formerly serving the United States Department of State. She is the founder of the Sahel Strategy Forum, a platform that promotes peace, security and development across the Sahel region.



Kirsty Coventry - Minister of Youth, Sports, Art and Recreation, Zimbabwe

Zimbabwe's new President Emmerson Mnangagwa seems to have embraced this new trend by appointing 34 years old Kirsty Coventry as Minister of Youth, Sports, Art and Recreation. Coventry who won a swimming Olympic gold medal for her country and is also serving as the Chair of the International Olympic Committee (IOC) Athletes Commission, has pledge to serve her nation with pride and dedication to contribute in achieving its development agenda.

Since African governments are now opening up and gradually including youth in governance, this seems to be a new era for the latter to harness this opportunity to shape not only their future or those of individual countries, but Africa as a whole as well. Today, there are numerous platforms and tools to empower dynamic young Africans, piloted by different international organizations, as well as local African organizations and young people themselves.

Initiatives, Fora and Platforms to Empower African Youth

The majority of projects geared towards youth empowerment are intended to awaken innate leadership potentials within youth, creating critical African thinkers, promoting entrepreneurial thinking and the innovative exploitation of ICTs, information, knowledge and opportunities for the benefit of the continent and the world as a whole.

African youth can benefit from various summits and conferences such as the UN Africa Youth Conference and UN Youth Assembly where they can make their voices heard and benefit from international support to design and implement projects for themselves and their communities. The Young African Leaders Initiative (YALI) launched by former US President Barack Obama in 2010 is a famous signature effort to invest in the next generation of African leaders through coursework, leadership training, and networking opportunities. Young members of the African diaspora have been provided with the African Diaspora Young Leaders Summit organized by the AU Mission to the US in partnership with the US State Department, to leverage their expertise by linking them with like-minded young leaders so they can assist in the continent's development.

The African Youth Connekt Summit – a Rwandan homegrown solution launched in 2012 to leverage technology to connect youths to their role models and create opportunities for civic, social and economic engagement – today brings together youth from across the continent and beyond. The initiative has been adopted by other countries on the continent including Liberia, Republic of Congo, DR Congo, Sierra Leone, Uganda, Gambia, Zambia and Cabo Verde.

Youth networks have been created at regional and continental levels, including the Pan-African Youth Union to serve as

a channel for youth engagement and for conveying youth perspectives for integration into national, regional and continental policies, strategies and programs.

There is also the Afrika Youth Movement (AYM), a pan-African, action-oriented, youth-led movement that focuses on the participation, development and leadership of African youth. Founded by Ms. Aya Chebbi, the recently appointed African Union Special Youth Envoy, this movement is connecting young change-makers around the vision of pan-Africanism, empowering them to participate and mobilizing them to lead the change needed for Africa.

The African Youth Commission (AYC) is an independent Pan-African youth network founded by youth leaders to foster synergy amongst youth and youth organizations on the continent and among the diaspora; providing a space and voice for youth to drive their own agenda, promote the involvement of young people as key partners in the implementation of AU's Agenda 2063 as well the UN Agenda 2030 for sustainable development, amongst others.

Conclusively, the growing level of youth awareness, activism and work as civil society clearly depict a youthful population who is eager to contribute and participate in creating a suitable future for themselves. They are relentlessly seeking for opportunities to unearth their talents and create employment opportunities for themselves and their peers. This effort therefore has to be accompanied by meaningful government commitment, and the creation of more opportunities such that this growing youthful human capital can be channelled into driving the Africa We Want. ●



Mrs. Ngwenya Nonkululeko Prudence
Head of Human Resources and Youth
Development Division - HRST

Mrs. Ngwenya Prudence Nonkululeko - a global citizen, passionate ambassador of the African continent and an advocate for Pan Africanism was born in the Royal Kingdom of eSwatini. Early on in her life, she developed a passion for service to her community for development. This culminated in a career aligned to her vision of Africa realizing its full potential. Since then, she has taken on numerous and multiple roles in the development space within the continent and abroad.

Prior to joining the African Union Commission (AUC), Mrs. Ngwenya worked with Southern African AIDS Trust as the Strategic Advisor to the Regional Director. Additionally, she worked at the UNFPA Swaziland country office, where she provided technical support to the development, implementation, management and monitoring of country strategies for HIV prevention. In her role at UNFPA, she provided technical expertise on UNFPA's mandate on Youth Development, and providing policy guidance and technical support to help the country office focus HIV planning and programming so as to deliver results on sexual and reproductive health for all population groups especially youth. Mrs. Ngwenya has also worked for the Southwark Race and Equalities Council in London as the Development Coordinator, the Swaziland AIDS Council and the Swaziland Action Group Against Abuse.

She currently serves Africa in her capacity as the Head of the Division of Human Resources and Youth Development (HRYD) at the AUC. Her main responsibilities include leading and providing strategic guidance on the AUC's mandate on Youth Development. The task involves maintaining a robust, innovative and result-oriented AUC Youth Program aligned to key AU frameworks such as Agenda 2063. Her areas of focus include: developing frameworks for use by AU Member States to align AU frameworks at country and regional levels, developing institutional linkages and policy mechanisms

to promote regional collaboration and integration in the implementation of the relevant AU frameworks, and overseeing the implementation of the Commission's work on Youth Development.

The HRYD Division is responsible for Africa's Youth Agenda at the AUC. It is in charge of addressing issues concerning, among others:

- Youth policy development: the African Youth Charter; the Demographic Dividend Agenda;
- Legal frameworks for Youth development;
- Programmatic framework: African Youth Decade Plan of Action (2009–2018);
- Africa Plan of Action for Youth Empowerment (2019-2024);
- Evidence generation for the prioritization of policies, and monitoring and evaluation of policy implementation;
- Youth capacity building and enhancing employability skills through a number of programs: Skills Development Initiative, Technical and Vocational Education and Training (TVET) initiatives, the African-German Youth Initiative (AGYI);
- The African Union Youth Volunteers Corps (AU-YVC), a flagship program creating employment and leadership training and opportunities for African youth;
- Partnership building and resource mobilization;
- Promoting Youth participation through activities such as organizing Youth Forums and Celebrating the African Youth Day.

Mrs. Ngwenya's goal is to ensure that the youth program at the AUC is a vehicle for African youth in the continent to partner with, and mutually own it, to drive their own development. She calls upon young Africans to "*Be The Future Today*". Since the work of the HRYD Division is critical and cross-cuts Africa's development goals as articulated by Agenda 2063, she is keen for this goal to be clearly shared by all custodians and stakeholders, to sharpen the focus on enabling a conducive environment where youth in Africa can thrive. Mrs. Ngwenya believes that in order to achieve this, Africa needs to harness the possibilities that youth bring to the table, and in the process, empower and recognize them as partners, assets and a prerequisite for the sustainable development of the continent.

She hopes that when Africa realizes its aspirations, when the continent is people-driven with youth at the forefront of development, her team will be proudly spoken of as the people who tirelessly did their best in driving the youth agenda. But beyond the future, she sees her team as custodians of youth development issues at the continental level, and strives for excellence today, for future gains. ●



Daniel Adugna
Program Officer - HRST

Daniel Adugna serves as the Program Officer responsible for the African Union Youth Volunteer Corps (AU-YVC) – a continental youth development program which recruits, trains and deploys young African professionals to serve as professional youth volunteers for a period of 12 months across the continent.

Daniel was part of the inception phase of the program before joining the African Union working for the UNFPA. The theory of change informing the program is that:

- Volunteerism provides opportunity for young people to enhance their skills and leadership capacity at the continental level;
- Volunteerism can contribute to Africa’s development targets (including Agenda 2063) by harnessing the potentials of young people.

According to Daniel, prior to the establishment of the AU-YVC program, there were no formal opportunities for young people to be engaged by the African Union Commission and its Organs aside from internships. Today, the AU-YVC boasts of a network of close to 800 youth from all AU Member States and is quickly transforming the demographic landscape of the African Union.

“Going forward, the AU-YVC is working towards linking Volunteer Initiatives in Member States and RECs to create synergies that could unlock the potentials of volunteerism to serve as a vehicle for an Integrated, Prosperous and United Africa Driven by its Youth Volunteers”, he adds.

Daniel is from Ethiopia and holds a BSc Degree in Management Information Systems from Munich University of Technology in Germany, and an MBA from Lincoln University in California (Extension Ethiopia). He is currently pursuing a second Masters in Development Financing from the Frankfurt School of Business. ●



Etse Koffi Sewonou
Field Officer - HRST

Etse Koffi Sewonou is a Togolese. He is a dynamic and selfless young African endowed with a high level of spirit of service. He brought his eight years’ professional experience to the AU to contribute to the empowerment of young people throughout the continent.

As an African Union Youth Volunteer deployed to the Division of Human Resources and Youth Development, Etse Koffi Sewonou is a Field Officer assisting the African Union Youth Volunteer Corps in:

- Shortlisting and training potential AUYYVs;
- Providing a follow up on volunteers from departure from their home country to destination;
- Providing technical support and follow up to deployed AUYYVs ;
- Responding to concerns on the field;
- Assisting the Youth Division in the organization of African Youth Events.

His interaction with different young people from 55 African Member States has strengthened his belief in the African Youth potentials, skills and most importantly willingness to contribute to make Africa a better place. ●



INSIGHT

Advocating for youth programs at continental and national levels

- H.E. Prof. Sarah Anyang Agbor

H.E. Prof. Sarah Anyang Agbor is the Commissioner for Human Resources, Science and Technology. She gives us a glimpse of the work the Africa Union is doing to advocate for youth.

Your Excellency, the African Youth Decade Plan of Action (DPoA) is due to expire this year. Could you tell us what are the main achievements so far, regarding youth empowerment and development at the continental, regional and national levels?

The African Youth Decade, 2009-2018 Plan of Action (DPoA) as a framework for multi-sectoral and multi-dimensional engagement of all stakeholders towards the achievement of the goals and objectives of the African Youth Charter (AYC) has proven really successful in facilitating the ratification and implementation of the AYC particularly at national levels. Part of its main mandate was also to facilitate more coordinated and concerted actions towards accelerating youth empowerment and development.

When we look back, we see the target being achieved where 42 member states signed the DPoA and 38 member states ratified leaving just three Member States as of 2018. Looking at advocacy for youth programming in both continental and national levels there have been significant and noteworthy achievements at both continental and national levels. As a result, youth became seen and heard as assets, partners and a prerequisite for the sustainable development of the continent. In the same light, Member States adopted the 2017 theme of the year to be “*Harnessing the Demographic Dividend Through Investments in Youth*”, which was a bold and strategic commitment that directly emanated from the DPoA.

After this DPoA, what will be the continental priorities towards the achievement of the goals and objectives of the African Youth Charter?

One of the major outcomes of the DPoA is the achievement of political commitment through the signing and ratification of the AYC. However, we still need to work on many issues including the implementation of the African Youth Charter. We also need to align with continental strategies and new aspirations. The strategic objective is to have an Africa Plan of Action for Youth Empowerment (APAYE). APAYE follows the review of the implementation of the DPoA initiated in 2014 by the Youth Division of African Union Commission (AUC). We are proud of the fact that APAYE is drawn from Agenda 2063 and in particular, Aspiration 6 and Goal 18 of the Agenda 2063 First Ten-Year Implementation Plan as approved by Heads of States in June 2015. We are therefore passionate about moving and driving the youth agenda forward through APAYE. We recently undertook an intense consultation process held in Seychelles with a diverse set of stakeholders and partners across the board such as youth from the private sector, the UNFPA, internal AUC experts, youth volunteers at the AUC and the AU Youth Envoy Advisory Council to develop APAYE. The APAYE will be an investment strategy for harnessing the Demographic Dividend and the summary rationale for having the APAYE includes to: replace the DPoA and assist Member States and Regional Economic Communities (RECs) to monitor their youth development “dial” - indicators as per Agenda 2063 First Ten-Year Implementation Plan.

APAYE also aims to set standard definitions for youth development in Africa, set AUC guidelines for how programming will be done across major programmatic pillars form the AUC perspective , and build the capacity of stakeholders in moving their youth development “dial” through specific strategies.

Let’s take a practical example of the youth situation. According to the UN, every 24 hours, nearly 33,000 youth across Africa join the search for employment; and sadly, about 60% will be joining this army of unemployed. How does the AU address this issue in a practical way?

Employment is a topical issue across the continent. We realize the gaps and challenges as well as the opportunities it presents us with. We are well aware of the fact that the labour market cannot absorb the unemployment rates the continent is faced with and as the Commission, we have solidified diverse strategies to enable the markets to open up to newly emerging skills in ICT, Science and Technology, Governance and Youthpreneurship to mention a few. For example; at the request of Member States, the AUC developed a decade plan of action for technical, vocational education and training (TVET) in the continent. We are trying

to encourage governments to give more attention to this sector and to facilitate the penetration of this job market by African Youth. It will also allow for the domestication of many functions in the public and private sector and facilitate their effectiveness. This will also improve the investment

environment within the continent. Recently, we partnered with WorldSkills for the WorldSkills Kigali Africa 2018 Regional Competition. We are happy to see commitment to TVET from youth, private sector, government and the translation of the TVET strategy at grassroots level.

Youthpreneurship will create new jobs and expand the market to absorb more young people. Our role is not only to advocate for those strategies with Member States but also to work with the private sector and education systems to support the operationalization of such approaches. Looking at the year ahead and how all of this ties into the theme of the year, we are thinking widely on migration and how youth can harness this trend. One of the “bold” initiatives we foresee the Human Resources and Youth Development Division partnering with is the Labour Migration Governance for Development and Integration in Africa which is a timely new initiative by the AUC together with the International Labour Organization (ILO), the International Organization for Migration (IOM) and the Economic Commission for Africa (ECA).

We have developed a regional program on Labour Migration Governance for Development and Integration in Africa, in cooperation with Africa’s RECs. This initial four year program will contribute significantly to obtaining the development potential of labor and skills mobility in Africa by promoting and supporting effective governance of labor migration. The

AUC will provide the overall vision and political perspective for the project, mobilizing consultation with and participation by the respective RECs. Additionally, the Revised Migration Policy Framework for Africa and Plan of Action (2018 – 2027) will foster exchanges among youth and students of/in Africa, with a view to further Africa’s integration. Skills exchange volunteerism such as the AU-YVC and other programs that the Human Resources and Youth Development Division has will be aligned to this in an effort to maximise the resource that is the youth and create new markets for them.

Africa’s population is expected to reach around 2.3 billion by 2050, with around 1 billion youth which is nearly half of the population. What will be the role of these young people in building the Africa We Want?

As the majority of the population, youth are at the center of building the Africa We Want. We need to understand that we cannot achieve tangible targets without them. Youth are the only source to provide the continent with economic income to support the continental GDP. Healthy and well educated young people can only ensure productivity in the continent. We need to ensure young people are partnered with in our planning and implementation. We need to enable the political and legal

environment to be conducive and effective for them. They have to be at the center of the policies and related programs. Once we achieve that, we can hold them accountable for their own future and the future of the continent. We always say “*let us prepare the young people for the future*”, I

say, “*let us prepare the future for young people and let us do it now*”. Once we get into that mindset, youth will take the lead and make the continent proud.

What would be your last words to the African Youth?

Raise your voices, speak your minds, and continue being innovative and critical. Work hard together. I trust you and I am here to support you. We cannot do it without you. You are our present and the path to our future hopes. ●

“Let us prepare the future for young people and let us do it now”





FOCUS:

Promoting Youth Volunteerism in Africa

"If our hopes of building a better and safer world are to become more than wishful thinking, we will need the engagement of volunteers more than ever." — Kofi Annan

Africa is experiencing a period of great transitions as it drives towards the achievement of its ambitious development objectives. Agenda 2063 warrants the mobilization of all available resources coupled with the use of new ways of thinking and working, and Africa's demographic advantage – its youthful population – constitutes one of such resources. Though the continent is experiencing a series of common interconnected challenges like climate change, resource scarcity, rising violent conflicts, insecurity and instability, it possesses a vibrant, engaged and growing youthful population driving socio-economic changes.

Youths across the continent are faced with key issues like unemployment and underemployment, lack of sustainable livelihoods, limited access to education, health, and minimal or no participation in decision-making processes, and these tend to prevent them from reaching their full potential or meaningfully contributing to communal development. However, diverse groups of young men and women from ranging backgrounds

are increasingly becoming concerned about these challenges and are very passionate about transforming their societies to improve their lives, and those of their families, communities and Africa by extension. With the increase of youth unemployment rates across Africa over the past decades, young people have resorted to volunteering as a means of developing their skills and building their CVs, to increase their employability chances. Some organizations even consider this as a prerequisite for an eventual fully paid employment.

Youth volunteerism can be organized and managed formally within well-structured mechanisms like government entities, non-governmental organizations, civil society organizations and the private sector, or informally within a community where they live. Informal volunteers benefit from no legal protection and they work with limited training, often learning on the job. While formal settings provides them with more legitimacy and more credibility, channeling their incredible talents and potential into fruitful and enriching ventures. Several initiatives have been created by various instances ranging from national governments, to international organizations and the private sector to promote youth volunteerism in Africa, though with varied objectives.

National Youth Volunteer Initiatives in Africa

The responsibility of creating enabling environments for youth volunteer engagement through legislation and policy lies with the government of states. Governments today largely understand the challenges facing young Africans, many of which have invested in and developed youth volunteer programs to provide opportunities for these youngsters. Since the youth can tend to be frustrated about their difficult situation and engage in manifestations which can in turn destabilize the state, such government-led youth volunteer initiatives are meant to focus the youth on positive civic engagement, inculcating a sense of purpose and national identity in them, while harnessing their potential to achieve national development goals. Some governments have therefore created legal and institutional frameworks to achieve these, engage the youth in areas of state

functioning as well as opening up spaces for personal or non-governmental volunteer initiatives.

For example, the Federal Republic of Nigeria in 1973 established the National Youth Service Corps (NYSC) in a bid to reconstruct, reconcile and rebuild the nation after the civil war. The primary purpose of this scheme was to inculcate in Nigerian Youths the spirit of selfless service to the community, and to emphasize the spirit of oneness and brotherhood of all Nigerians, irrespective of socio-cultural backgrounds. Corps members are therefore posted for a period of one year (the National Service Year) in states other than their states of origin, where they are expected to be agents of change and contribute to the development of their host communities. Their areas of primary assignment constitute

agriculture, health, education and infrastructure. It is only after this mandatory one year service that graduates are eligible for employment in governmental establishments and even in most private establishments except for those above 30 years or physically challenged youth.

Similarly, Burkina Faso makes use of institutional and legal frameworks to promote youth volunteer engagements within the country. Through the Program of National Volunteerism, Burkinabe youth between the ages of 18 and 30 must dedicate part of their time and resources to a mandatory national service which leads them to a world of employment. Just like in Nigeria, the Certificate of National Service obtained upon completion of service is needed for applying for public service jobs.

Togo on the other hand has been using volunteerism as a channel for addressing the challenges of youth employment as well as harnessing its youthful human resources to contribute towards improving the living conditions of its poor citizens. It is in this light that the National Agency for Volunteers (ANVT) was created following a 2014 law to replace the National Program for Promoting Volunteerism (PROVENAT) which was created in 2011. This program is charged with recruiting and training young Togolese aged between 18 and 35 years, assigning them to a three-year service within public administrations, civil society organizations, local communities and the private sector. This national youth volunteer initiatives have therefore helped to improve the employability of the youths as well as permitting them to eventually secure paid jobs.

Governments today largely understand the challenges facing young Africans, many of which have invested in and developed youth volunteer programs

Furthermore, as per informal volunteering schemes, African states also respect and have been reinforcing indigenous volunteer traditions under the banner of the philosophy of “Ubuntu” - acting for the wellbeing of one another in the spirit of mutual support. This form of volunteerism is highly visible in the Eastern and Southern regions of the Continent, as well as in parts of the West. A best case scenario is Rwanda’s “Umuganda”, which originates from a Kinyarwanda word meaning woods used to construct traditional houses, translated as “*coming together in common purpose to achieve an outcome*”. It is a practice that originates from the Rwanda culture of self-help and cooperation

where members of a community called on their family, friends and neighbors to assist them in carrying out a difficult task such as farming for the physically challenged and the old, or building houses for the poor. This practice was reintroduced by the government in 1998 as a solution to reinforce socio-economic development, and promote

the use of cultural resources to mitigate the effect of scarce resources. The program was then institutionalized in 2009, providing for the participation of all able persons between 18 and 65 years in community work every last Saturday of the month.

In sum, since African states are members of the international society as well as international organizations, young Africans also benefit from volunteer opportunities within these frameworks, just as the states who hosts volunteers within different instances across the country based on their necessities.

International Organization’s Youth Volunteer Programs

International volunteering was born out of necessity and sympathy after the First World War to help reconstruct states following the devastating effects of the war. Today, it is intended to support environments where volunteering can flourish, while advocating and promoting the rights of citizens and peoples to partake in their own development. Such is the purpose of the United Nations Volunteer (UNV) Program established in 1970 by the General Assembly and administered by the United Nations Development Program (UNDP). The program promotes and mobilizes volunteers to serve the courses of development and peace, targeting youth of at least 25 years, having a university degree or diploma of higher education with a minimum of two years’ professional experience, motivated and dedicated to volunteerism. Though from different professional backgrounds, these UNVs are bound to be catalysts of change working in some 130 countries across the globe to promote peace, respond to natural disasters, empower communities, and assist in building sustainable livelihoods and lasting development.

The Organisation Internationale de la Francophonie (OIF) also has a similar program called, Volontariat International de la Francophonie (VIF), created in 2006 to allow young French-speaking people put their skills at the service of projects in countries other than theirs. It aims at youth between 21 and 34 years at the time of service, who must be from one of the

57 Member States or Governments of this *Francophonie* community. The volunteers are expected to commit themselves to 12 months of service, having undertaken to return to their countries of origin at the end of their contracts. However, the program does not warrant specific professional experience as it privileges candidates with little or no international professional experience.

With regards to partnerships with foreign States to promote youth exchange programs for volunteering and skills development purposes, the African-German Youth Initiative (AGYI) coordinated by Engagement Global aims at enabling youth exchange initiatives between African countries and Germany. This project is in line with the African Youth Charter, the Youth Decade and Plan of Action, as well as the National Youth Strategies of pilot countries (Benin, South Africa and Tanzania). Through youth exchange programs, volunteer services and alumni activities, the AGYI supports youth to realize their potentials and participate in development processes.

The African Union Youth Volunteer Corps (AU-YVC) recruits and works with young professionals aged 18-35 from across the continent and the diaspora, to serve for a period of 12 months in their respective fields of expertise in an AU Member State other than their own. Priority areas of deployment of the AU-YVC

(...)

include: education, youth entrepreneurship, agriculture, health (access to youth-friendly health services), institutional capacity building, youth mainstreaming, information and communication, post conflict reconstruction and peace building.

Having recruited, trained and deployed hundreds of young Africans across the continent, the AUC is today working towards ensuring the future of volunteerism in the continent as it strongly believes that youth volunteerism does not occur in isolation, and hence requires an enabling environment and strategic collaboration among stake holders for volunteerism to benefit all age groups on the continent. To this end, through a 'Continental Volunteerism Linkages Platform' the AUC aims to mobilize stake holders for Youth Empowerment and attainment of Agenda 2063 through volunteer action. The platform will promote volunteerism standards, good practice and learning, as well as technical support and capacity building for stake holders. It will also bring together National Volunteer Programs, Regional

Volunteer Initiatives, Volunteer Involving Organizations, Youth Organizations, Regional Economic Communities, Partners and Volunteers.

Meantime, the AU-YVC program since its inception has recruited and trained 602 young Africans and deployed over 403 within the framework of eight batches. The program is today at its 9th batch of volunteers exceptionally divided and trained in two separate cohorts. Rwanda hosted the first of the two African Union Youth Volunteer Corps pre-deployment trainings from 24 September to 10 October 2018. This batch comprised of 92 youngsters who were opportune to meet and converse with His Excellency Paul Kagame and baptized the "Agaciro" batch meaning, "dignity". The second pre-deployment training will take place from November 19 to 30 2018 in Brazzaville, Republic of Congo and will be comprised of 100 participants. ●

The AGACIRO* Cohort: Through the eyes of a participant

They were all gathered in one African city with one common purpose; young African leaders who hoist the principle and values of volunteerism as high as mystery bidders bidding for the last surviving Pablo Picasso's painting. The AGACIRO Cohort reinforces what I've always thought: that young people with a genuine heart for service – mark my words – are the agents of change Africa needs.

These gifted young minds, collectively dubbed the AGACIRO Cohort, comprised about 92 impeccably intelligent and change-driven young men and women who have a genuine heart for service with proven track records of pioneering change in their respective countries. They were tried on the scales and found worthy of the 9th instalment of the African Youth Volunteer Corps (AU-YVC) pre-deployment orientation training in September – October 2018.

During the 3-week stay in Kigali, Rwanda, the AGACIRO Cohort attended seminars and panel discussions featuring prominent Rwandan government officials, United Nations officials and African Union officials. The concepts of Pan-Africanism and Afrocentricity dominated the discourses.

The highlight of the pre-deployment training has to be breaking the proverbial bread with H.E. Paul Kagame, the incumbent Chairperson of the African Union and President of Rwanda – calm but bold! AGACIRO seized the opportunity to engage robustly with His Excellency on issues of Continental importance ranging from "Silencing the Guns" (as put by my fellow Comrade Sinethemba Msibi, affectionately known as Simba) to "making Africa great again" (for which I shall give no credit). One can never visit Rwanda and be the same again – the virulent and hateful classism that resulted in the genocide of almost a million Tutsis in the country in 1994 birthed a united and harmonious country defined by the spirit of Ubuntu. Whilst our Rwandan brothers and sisters left these grotesques behind a couple of decades ago, I found it hard to restrain the tears in my eyes as we visited the Genocide Memorial Centre. As I watched testimonies of the survivors, read the key accounts on the walls, agonised over such monstrosity, my manliness was numbed – any semblance of self-importance I might have had was lost; I became human instantaneously.

It became clear to me that what makes Rwanda a "Continental superstar" (as Her Excellency, Professor Sarah Anyang Agbor – the Commissioner of Human Resources, Science and Technology – puts it in her monumental and most electrifying speech at the Youth Connekt Africa Summit 2018 held at the Kigali Convention Centre) is not only its cleanliness but its spirit of Ubuntu and vehemence for progressiveness. Whilst in South Africa, civilians go out once a year on 18 July to perform 67 minutes of community service in honour of Tata Nelson Mandela, Rwanda is ahead of this curve – every last Saturday of the month people in Rwanda observe Umuganda, a practice where people perform community service for about 3 hours. A fellow comrade caught me admiring a world class facility that looked like a school as we drove past it and he joyfully pointed out that it was built during Umuganda. The structures that are erected in observance of Umuganda scream heart, they scream love! Indeed, Rwanda is blazing a trail for all African States to follow!

Of course, much can be said about Rwanda and the AU-YVC program and its true reach but most noteworthy, if the AGACIRO Vanguard is anything to go by, I can attest beyond a shadow of a doubt that these Emerging Empowered Pan-African Leaders are the next Winnie Madikizela-Mandelas, Ellen Johnson-Sirleafs, Albertina Sisulus, Kwame Nkrumahs, Thomas Sankaras, Nelson Mandelas, Patrice Lumumbas, etc. The future is now! ●

* Agaciro is a Kinyarwanda term meaning dignity, self-reliance, independence, self-respect. It is the backbone of Rwanda

Author:



Sphehile Doctor Nxumalo is a South African Lawyer, Firebrand Pan-Africanist, Liberal Meritocrat and a Progressive Constitutionalist. He was part of the 9th AU-YVC training batch in Rwanda (AGACIRO Batch).



Photo by Getty images

AUC internship program

The Learning and Development (L&D) Unit facilitates the Internship program of the African Union Commission. The main objectives of the internship program are:

1. to provide the newly graduated African youth the professional work experience necessary to prepare them for future career; and
2. to enable the Youth's effective contribution to the work of the Union by enhancing their understanding of the Organization's context - in terms of working methods, multicultural dimensions and programmatic mandate.

The number of interns accepted each year is driven by the demand from user departments. Thus, a total of 82 interns (48 female and 34 male) was accepted during 2018 as opposed to a total of 89 interns during the 2017. The duration of the intership program is three (3) months renewable once. All requests for interns from departments are made two months prior to the desired start of the internship. Upon receipt of the request from departments, L&D team download applications from the online pool of applicants and shortlist the most suitable candidates. Thereafter, a panel composed of representatives from the requesting department and the Directorate of Administration and Human Resources Management select the most suitable candidate for the internship program.

The details of the Internship program

After the selection of a suitable intern, an acceptance letter in the form of a contract is sent to the successful applicant. The details of the three (3) months program are thus, as follows:

1. The intern is provided with the adequate work space and equipment required to undertake his/her internship responsibilities;
2. The supervisor mentors the intern through regular meetings to communicate expectations and provide feedback;

3. The intern is also encouraged to get involved with projects that interest him or her and also contribute to the work of the AUC;
4. The supervisors, continually monitors the work of the intern, submits a written report on the achievements, contributions and any challenges faced;
5. At the end of the internship period, the intern is required to submit a brief report on the experience gained and challenges encountered during the internship program;
6. It is the role of the supervisor to notify Human Resources Management Division of the need to extend the duration of the internship upon completing the first three (3) months of the internship program;
7. The AUC has no financial obligation towards interns;
8. The intern is expected to exercise the utmost discretion in all matters of the Organization's official work and seek formal written agreement on the use of the acquired information during the internship.

Continuous Improvement of the AUC Internship program

In spite of the overall positive progress made on placement of interns in the Organization, further improvements are needed to ensure that the program meets the relevant needs of both the participants and the Organization. Towards this end, a review of the current Administrative Guidelines for Internship is underway, with a view to improve the provisions and to also enable a systematic approach on the management of the internship program. ●



**Yannick Gael Kameni
Ngankam**
Communication Officer - SAD
AUYV alumni

“My name is Kameni Ngankam Y.G. , a proud AU Youth Volunteer Alumni. I joined the AUC in October 2013 as a Youth Volunteer in the Secretariat of the African Committee of Experts on the Rights and Welfare of the Child (ACERWC), located in the Department of Social Affairs. I am a Communication Professional, graduate of the International Relations Institute of Cameroon (IRIC) where I was enrolled in a Masters Program in International Relations specializing in Communication and Public Policy. Before that, I obtained a Bachelor of Science in Sociology and Anthropology from the University of Buea, Cameroun.

I applied for the AUYV Corps in February 2011 while I was still a student. I was selected to be part of the 4th Training Batch (the Golden Batch) that held in Debrezeit, Ethiopia, in May 2013, and coincided with the 50th Anniversary of the OAU celebrated here at the Headquarters. Prior to joining AU, I served at the Korean International Development Agency (KOICA), Cameroon. I was deployed in October 2013 and was hosted in Addis Ababa by a fellow volunteer from Burkina Faso, Aboubakar Yougbare, with whom I stayed until he left to join the AU-CIEFFA in Ouagadougou. Since I joined the AUC, I have been working in the same department in different capacities (Youth volunteer, seconded staff and short term).

The AUYV Programme is a unique programme in the sense that it is the main entry point for young people into the AU system. Despite the challenges, several progress have been made to strengthen the programme in order to equip young people with the best chances to compete in the job market and also contribute to the realization of Aspiration 6 of Agenda 2063 “An Africa whose development is people driven, relying on the potential offered by people, especially its women and youth and caring for children”. ●



Leslye Melinda Koumba
Administrative Assistant - AHRM
AUYV alumni

“My journey within the African Union started when I was selected to attend the training for the African Union Youth Volunteer Corps in December 2015 in Johannesburg, South Africa, courtesy of the Human Resources Science and Technology Department of the AUC. The journey then fully took off when I was deployed around July 2016 to the Women, Gender and Development Directorate of the AUC. With a background in Public Relations and Communication as well as Business Administration, I was tasked with handling the communication of the department and to assist in Program/ Project coordination. This was a very enriching experience for me and it made me realize the importance of this Directorate to the African continent as a whole.

I can describe my volunteering experience as a continuous learning process. There were numerous occasions for me to learn new things and to challenge myself to go above and beyond what I thought was my potential. In one phrase, I would describe it as a great adventure. I was fortunate that it gave me a chance to immerse myself into a multicultural working environment which offers tremendous opportunities and enabled me to network with many inspirational people from Africa and beyond. My experience as a Youth Volunteer definitely helped me to develop myself and to grow as a professional young lady.

Today my journey at the AUC continues with me working within the Directorate of Administration and Human Resources Management in the capacity of Administrative Assistant. In this role, I am tasked with assisting AU staff in getting Medical coverage, Life insurance and every benefits that AU staff are entitled during their employment and after they leave the Organization. I must say it is a new learning curve to be continually at the service of your colleagues and I want to believe that in this new function, I can still contribute to the building and realization of the Africa We Want”. ●



Hilma Ndinelago Moses

Junior Political Officer - DPA
AUYV alumni
US-AU Mandela Washington Fellow

“Being offered the opportunity to work for the African Union Commission in my capacity as a Youth Volunteer was one of my life’s most rewarding experiences. It exposed me to a world of unlimited opportunities and allowed me to use my expertise to establish an initiative called Namibian Opportunities to help young people to secure life changing opportunities. As someone who is very passionate about servant leadership, it gave me the opportunity to contribute to the transformative agenda of creating the Africa I want. Additionally, it provided me with the space to contribute to policy issues that informs contemporary politics, democracy, good governance and the current and emerging threats to peace and security in Africa.

Being selected as a US-AU Mandela Washington Fellow has allowed me to define my role as leader, focused on transformative social change. I am an advocate and activist for young people to access equal opportunities and to break the circle of poverty through education and training. In my work, my aim is to help young people to be more socially responsible and fight for their development and empowerment. Through Namibian Opportunities I have worked to equip the next generation of servant leaders, improve capacity for leadership among youth, broaden young people’s knowledge on pressing national and global issues, help shape young people as innovative and independent thinkers in giving solutions to national and global issues.

Being a leader working in the area of Human Rights and Transitional Justice in the AUC, I believe I have contributed to the empowerment of people from various organizations, demographics, sectors and countries in providing them with a platform where they can equally contribute to not only challenging the status quo in Africa but reshaping our continent in the area of human rights, good governance, rule of law and peace and security matters” . ●



Adam Terefe

Learning and Development Specialist
- AHRM

Adam is a Learning and Development (L&D) Specialist with an interest in building institutional capacity through digital means. He joined the Learning and Development Unit in 2015 and has been involved in designing, organising and executing training programs targeted at AUC staff members. He considers himself a ‘forever student’, always eager to learn new skills to build on his academic foundations in Information Technology and Business Management as well as keep abreast with the latest trends in Organizational Learning.

Adam is a big believer in the phrase “hard work pays off”. He strives to incorporate this ideology in all aspects of his life, be it going the extra mile by working late nights at the office or learning new skills over the weekends. He is always willing to put in all the necessary work to get to where he wants to be in life.

Adam’s work in the L&D unit is focused on enhancing Youth Engagement at the AU; he is the focal point for the AU Emerging Leaders program which is aimed at unleashing the leadership potentials of young professionals who aspire to lead, through building strategic intelligence. Additionally, Adam is responsible for the AUC Internship program, which on boards around 100 youth annually.

A millennial himself, Adam is passionate about developing programs that appeal to the youth demographic. He is currently working on the setup of digital platforms aimed at creating innovative learning solutions at the AU. ●

Youth applying for ...



INTERNSHIP



- Go to <http://internship.aucareers.org/>
- Complete all sections of the Personal History form.
- Click on 'Apply' at the top of the page.
- Select an Internship of interest
- Click 'Apply' and choose a specific Department/ Directorate from the dropdown list.
- Provide letter of motivation (if applicable), and submit your final application by clicking 'Apply'.

Complete all sections of the Personal History form.

VOLUNTEERING



On July of every year, look at the Call for Application of African Union Youth Volunteers on <http://aucareer.org> or <http://auyvc.africa-youth.org/>

Fill out the application form and upload your CV

* Applicable at AUC Headquarters. Other offices might have different processes.

AUC Departments/Divisions* requesting for...



INTERN



Send a requesting memo along with Terms of Reference (TOR) to the Directorate of Administration and Human Resources Management (AHRM).



Upon receipt of the request and TORs, the Directorate of AHRM shall download applications from the online pool of applications.



Select most suitable candidate(s).



An acceptance letter in the form of contract will be provided to the intern.

AU YOUTH VOLUNTEER



Send a request memo for a Youth Volunteer to the Youth Division - Human Resources, Science and Technology (HRST) Department



The Youth Division will send you:
- CVs that may match your request
- Evaluation matrix



Evaluate the proposed profiles and choose who you would like to interview



Interview the potential volunteer



Confirm with the Youth Division which candidate you want

Investing in Africa's young people



Photo by Getty images

In the following interview, Chris Meade, Political-Public Affairs Officer at the U.S. Mission to the African Union, official Spokesperson, is featuring the Mandela Washington Fellowship for Young African Leaders (YALI).

Since 2014, the Mandela Washington Fellowship for Young African Leaders (YALI) have empowered around 3,700 young Africans through academic coursework, leadership training, and networking in the United States of America (USA). Could you tell us more about the rationale for focusing this program on young people?

YALI is an investment in Africa's young people, with an eye on the future. Africa has one of the highest concentrations of young people in the world. According to the African Union, about 65 percent of the total African population is under the age of 35, and about 10 million African youth enter the labor market each year. Between now and 2050, Africa's population will double to over 2 billion people. U.S. Assistant Secretary of State for Africa Tibor Nagy explained the situation very well at our recent U.S.-AU High Level Dialogue when he recalled something former Ethiopian Prime Minister Meles Zenawi had told him: *"If African governments don't create opportunities for their youth, they will be washed away by them."*

By providing Africa's young people with academic and professional instruction, leadership training and networking opportunities, we are confident that we can help Africa achieve the bright future its young people want and deserve.

A cohort from the African Union (AU) is participating in this program every year. Can you briefly tell us about the impacts of the program within this continental organization so far? Could you also share a few success stories?

The Mandela Washington Fellowship is YALI's flagship program, which brings sub-Saharan Africans between the ages of 25-35 years old to the United States for six weeks of academic coursework and leadership training at Academic and Leadership Institutes hosted by U.S. colleges and universities all over the United States. There, they hone their leadership skills and network with other young leaders from Africa and the United States. After completing the U.S.-based program, the participants return with new skills, as well as access to ongoing professional development, networking and support for their ideas from U.S. embassies, USAID, and affiliated partners.

Since YALI's creation, USAU has sent 24 young leaders from the African Union to the United States as Fellows. I am especially proud to say that 13 – more than half – have been women. All have returned with a renewed commitment to helping advance the African Union's goals for a peaceful

and prosperous Africa and with the tools and know-how to positively impact the work they are doing at the AU.

YALI MWF alumni are already having an impact. Several alumni are advocating tirelessly within the AU for Africa's youth to play a greater consultative role in policymaking.

YALI MWF alumni are already having an impact. Several alumni are advocating tirelessly within the AU for Africa's youth to play a greater consultative role in policymaking. These efforts include pushing for reform of internal hiring and promotion policies that will provide greater opportunities for young people to assume higher levels of responsibility within the AU. Others are fighting for gender equity and a more inclusive workplace. Yet another has a number of great training ideas that would improve internal and external AU communications. Outside of the AU, one of the 2018 Mandela Washington Fellows has already started a training and mentorship program in his home country and recruited 20 participants.

By 2035, the number of young people reaching working age in Africa will exceed that of the rest of the world. This fact can either be a serious problem or turned into an opportunity. Aside from the Mandela Washington Fellowship, are there other areas of collaboration between the USA and the AU to make the most of this situation?

The Mandela Washington Fellowship is just one component of the Young African Leaders Initiative. YALI also includes the YALI Network and four Regional Leadership Centers in Nairobi, Pretoria, Accra and Dakar. Both the YALI Network and Regional Leadership Centers offer training, professional and networking opportunities.

USAU's support for the YALI program helps promote opportunity and development in Africa, one of USAU's four pillars of engagement with the African Union. Another example of collaboration along this line of effort is our support for the Africa Centers for Disease Control and Prevention. On November 30, the United States and the African Union will sign a Memorandum of Cooperation that deepens the existing partnership between the U.S. CDC and Africa CDC by enhancing cooperation in surveillance, emergency

preparedness and response, laboratory systems, information systems, and workforce development.

We also partner with the African Union to promote economic growth, trade, and investment in Africa; advance peace and security; and strengthen democratic institutions.

To end this interview, could you tell us how the USA intends to strengthen its collaboration with the African Union in the foreseeable future?

We recently concluded our sixth annual U.S.-African Union Commission High Level Dialogue. In brief, we reaffirmed our shared values and committed to strengthen African regional integration and enhance cooperation on advancing efforts towards stability and sustainable economic development in Africa. One thing I'd like to highlight is that we discussed ways to cooperate on youth empowerment, leadership development and entrepreneurship initiatives, including YALI. For our part, we are very excited about the AU's recruitment, training and deployment of the 9th cohort of the African Union Youth Volunteer Corps (AU-YVC).

But let me preview a couple of more concrete things USAU's Public Affairs Section is especially excited about working on for the next year. We look forward to deepening the relationship between USAU, the State Department's Africa Regional Media Hub in South Africa, and the AU's Directorate of Information and Communication to provide media and communications training, for example. We are also currently working with the Directorate of Administration and Human Resources (AHRM) to find ways we can support AU staff development by providing English language training. Another initiative will include ways to help support the AU's ongoing anti-corruption efforts. ●



Chris Meade joined the U.S. State Department in 2009, and previously served in Washington, Afghanistan, Australia, and South Sudan. Prior to joining the State Department, Chris was an attorney and served in the U.S. Marine Corps in Iraq. He is from Columbus, Ohio.

For more information visit:

YALI Network: <https://yali.state.gov/network/>

YALI Regional Leadership Center: <https://yali.state.gov/rlc/>

Aspiration of the youngest founding father



Photo by Getty images

His Excellency David Dacko, was the youngest President attending the creation of the Organization of African Unity (OAU) in 1963. He was born in 1930 in the Central African Republic.

From August to December 1958, he served in the capacity of Minister of Administrative Affairs, in the Government Council of Ubangi-Shari. For some time, he was Minister of Interior, Commerce, and Economics. After the tragic death of Mr. Boganda in an airplane crash, his cousin, who was a renowned statesman in French Equatorial Africa, Mr. David Dacko was unanimously chosen President of the Government by the Legislative Assembly.

This section of the SANKOFA presents excerpts of his speech during the OAU Summit of 1963.

“What would become of the Central African Republic which I represent here, and which is only a very small State like the majority of the African States? Without a prosperous economy and without industry, my country is in addition exposed to the subversion carried on from abroad that weighs so heavily upon our continent. It would be in danger, alas, of disappearing from

the political chess board of the world, if it did not belong to one of the large, strongly constructed groupings.

The entire population of the Central African Republic too claims a right (and why not?) to existence and a place in the concert of free nations, and that is why my delegation arrived here, without trepidation, full of confidence and optimism, and determined to work for any objective that would ensure the necessary harmonious and pacific emancipation for Africa and the African States.

In 1958, the first National Constitution of my country - entirely inspired by my regretted predecessor, the late -President Barthelemy Boganda, who believed deeply in African Unity - fore - shadowed the relinquishment of a considerable part of its powers and sovereignty for the benefit of a larger and more solid African Nations, which explains why my country renounced its colonial name, “The Territory of Ubangi - Chari” in favour of the Central African Republic, thus opening the door to other brother nations that did not belong to the natural basin of the Ubangi River.

It may, therefore, be easily understood that it is for me a great joy and a great honor to be present at the birth of unity on our continent a unity ardently desired by the people of the Central African Republic.

Mr. Chairman, if you will allow me to do so. I should like to refer to a material but not negligible detail which seems to augur positive results for our work: the organization of our Conferences.

The occasion is all the more pleasant for me in that I can convey in my own name and in the name of the delegation of the Central African Republic, an expression of our profound gratitude for the warm welcome and the individual attentions that we have enjoyed, to His Imperial Majesty, Haile Selassie I. and to the Government and People of Ethiopia. With your permission, Mr. Chairman, I should also like to take this opportunity of solemnly expressing all my deep admiration for His Imperial Majesty, Haile Selassie I, who has already given a lesson to all Africans that will go down in world history. Yes, Your Imperial Majesty, you have taught us to be and to remain masters of our own continent, and to throw back from African soil all foreign powers. But also, your cries could not then be heard or your example followed because at that time radio and press were lacking. The colonial administration, naturally enough was careful not to give publicity to your courageous struggle for the liberation of Ethiopia. Today, without hesitation and without flinching we should make a positive response to your appeal, and we are here to lay the foundations of our beloved unity.

We must not fail, and my delegation hopes to leave Addis Ababa bringing home not only simple declarations of intention, but also and above all something concrete - documents drawn up and signed, pledges of our firm desire to attain the ideal that we have set ourselves.

The principal problems which the African States have in common were explicitly set forth and defined in the opening speech of His Majesty, the Emperor Haile Selassie I. Their scope transcended the restricted framework of our countries as well as of our daily preoccupations.

Thus, now more than ever, we must concentrate our efforts on resolving them with objectivity so as to create a prosperous united Africa.

This African unity that we are firmly decided to achieve - and I ask for no better proof than the statements of the eminent Heads of State and Government who have succeeded each other at this rostrum - this African unity, I say, must be an efficacious weapon to annihilate forever foreign domination in all its forms on our continent, not to mention the institutions it will provide for us.

Various arguments have been put forward in an attempt to define the structures of this unity. For my part, I would subscribe to a realistic formula based on the foundations of reciprocal respect for the sovereignty of all states. The same must apply to respect for the human person and in this connection any tendency towards racialism or political regionalism sometimes veiled by religious beliefs must be combated and removed.

All those who have preceded me at this rostrum have vehemently condemned colonialism and its misdeeds. I shall not return to the subject, as I share their opinions entirely. Nevertheless, I must make a point of emphasizing that we can annihilate colonialism forever, strong in the sovereignty of our countries by taking concerted action. If colonialism were to be resuscitated on our soil that would indeed be our own fault and future generations would never pardon us for having encouraged its resurrection.

Here and now, it is our duty to coordinate our efforts and help our brethren in the still dependent countries by every means in our power to free themselves from foreign domination.

But, however, firmly we may be resolved to achieve the unity of Africa, our respective nations have, individually or in groups, signed agreements of cooperation either between

themselves or with other powers, and at present, it must be admitted, our administrative, political economic and social organization is dictated by these cooperation agreements.

We could not abrogate them from one day to the next without exposing Africa to a general crisis, the consequences of which would be numerous, difficult to assess, and devastating and the aim of our mission to Addis Ababa is not that.

So it would be expedient to build up our unity from those living and coherent elements which already exist, while paying attention to the substantial reforms applicable to those elements in order to adapt them to our Pan-Africanism.

The Central African Republic thinks that in this way our policy of large groupings will be realistic and constructive, as it will

not simply have destroyed something but will have helped us to revise our present regime, in which the consequences of colonialism predominate.

While awaiting this transformation, my delegation considers that the Conference could already pronounce its opinion on the formulation of an African and Malagasy

group in the United Nations Organization in order to harmonize our foreign policy and aid, by diplomatic means, states that are still dependent to free themselves without bloodshed.

In addition to the Charter laying down the framework of our unity, the adoption of which I hope for ardently, the Conference would do well to turn its attention immediately to the necessity of endowing our continent with a Common Market, which would ensure for African price stability for their products.

Finally, the delegation of the Central African Republic to note in the course of the debates of this Conference and during its stay has been pleased in Addis Ababa, that the differences arising between the African leaders are attributable in fact to miscalculations, and to fictitious antagonisms fostered by foreign powers that wished to see them divided.

From the bottom of my heart, I hope to see the brotherly rapprochement of all the African States.

Long live African unity!" ●

Various arguments have been put forward in an attempt to define the structures of this unity. For my part, I would subscribe to a realistic formula based on the foundations of reciprocal respect for the sovereignty of all states.

AU Legal Associates Program

The Mission of the African Union is anchored on its vision of “an integrated, prosperous and peaceful Africa, driven by its own citizens and representing a dynamic force in global arena”. As the Organization continues to make great strides in dealing with the various challenges confronting African citizens, the eventual realization of this Vision requires an army of motivated, energized, and skilled professionals in the intricacies of rule of law-based development.

It is against this back-drop that the Office of the Legal Counsel (OLC) introduced an Africa-wide legal capacity development initiative, known as the Legal Associates Program (LAP) in 2016. Targeting young African lawyers between the ages of 25 and 30 years, this initiative seeks to provide and inculcate professional legal expertise in these young professionals in the area of African integration law as represented by the ideals, programs and activities of the Commission and its Organs, Specialized Agencies and Institutions. It also aims at emphasizing the role of law in achieving the continent’s development goals, thus the need to raise the next crop of African legal luminaries equipped to understand common African legal positions and provide professional service in this regard to achieve the much desired African integration.

Through a competitive selection process, the Legal Associates Program recruits 10 young highly qualified and outstanding African youths who must be holders of at least a Master’s Degree in Law (two from each AU region and equal in gender distribution) for a one-year practical work experience and training within the OLC. AU treaties constitute the basis for collective action and solutions to addressing the political and socio-economic challenges that impede the continent’s development and integration. The legal associates will therefore rotate between the various divisions of the OLC and work on a variety of issues ranging from monitoring the signature, ratification, domestication and implementation of AU treaties, to the development and strengthening of the AU treaty database, as well as the revision of some these treaties.

The LAP is hence a mutually beneficial program as it provides the African youth with a platform to learn and contribute to the achievement of continental goals, and also complements the OLC workforce and help deepen its impact in the Organization. One of the expectations of this initiative is to create awareness of the AUC as well as the wider AU System’s work across Africa from year-to-year as new classes of the Legal Associates complete their training.

The program is at its second batch of Legal Associates and is projected to result in a network of rule of law minded development lawyers from the different regions of Africa who understand the continental integration agenda and can champion the greater visions and values of the AU. As new recruits of this second batch, Francis and Ndieme aspire to contribute in changing the lives of Africans through this opportunity.



Olatoundji Francis Adanlao

“My story is that of a Beninese young man who decided to study law to contribute to the fight against injustice and inequalities. This young man was quick to understand that law could advance this fight more or less quickly when it unfolds internationally. This subsequently justified my interest in international law.”

I took my first steps in the professional world as a legal assistant in charge of combating violence against women and girls. This first experience strongly influenced my career dedicated to gender and environment issues. Most of my work, both at the national and international level, has been to mobilize both state and civil society actors to advance and make effective the rights of women and children, as well as environmental law.

As a convinced Panafricanist, I have always believed that youth before being the future of the African continent are the present. Thus, I perceived this position at the African Union as a way to put my knowledge and experience at the service of the continent. I also saw it as an opportunity to immerse myself in the functioning of this institution in charge of African integration while familiarizing myself with the various legal instruments adopted at continental level.

To young Africans, I say that we can move the lines and write differently the present and the future of the continent !”



Yaye Ndieme Dieng

“My name is Ndieme Dieng, I am Senegalese and I work at the AU as a Legal Associate. After spending about 10 years in Europe, I decided three years ago that it was time for me to come back to my motherland.”

What motivated my choice is that I strongly believe Africa is a land of opportunity, not only for others but also for us Africans.

Our generation does not only have the duty and the responsibility to add value and contribute to the positive development of the continent but also to assist in the the “solution finding process” for the issues affecting our communities. Time has come for us to change the dynamics and ask the right question: what can we do for our continent?

This Legal Associate programme is for me an opportunity to be in the “heart of Africa”, to bring a new vision and to participate even in a small way, to decisions that affect the lives of thousands of Africans and hence generate a positive change.” ●

Structures promoting, developing and integrating young people

In its operation, the African Union has included various structures within its organization to promote, develop and integrate young people in its actions towards the Africa We Want. Below are some of the main structures:

Human Resources Science and Technology Department (HRST)

The Department's role is to ensure the coordination of AU programs on human resource development matters. It also has a separate mandate to promote science and technology. The Department encourages and provides technical support to Member States in the implementation of policies and programs in its fields. One of its key role is to encourage youth participation in the integration of the continent and youth development through the Youth Division. This Division is in charge of addressing issues concerning:

- Youth policy development: the African Youth Charter;
- Legal frameworks for Youth development;
- Programmatic framework: African Youth Decade Plan of Action (2009–2018);
- Youth capacity building and enhancing employability skills through the African Union Youth Volunteers Corps (AU-YVC);
- Partnership building and resource mobilization;
- Promoting Youth participation through activities such as organizing Youth Forums and Celebrating the African Youth Day.



Specialized Technical Committee (STC) on Youth, Culture and Sports

The purpose of the STC is to work in close collaboration with AUC departments to ensure the harmonisation of AU projects and programs as well as coordination with the Regional Economic Communities (RECs).

This Committee is in charge of considering progress on:

- implementing the Decade for Youth Development 2009–18 Plan of Action, including the Youth Volunteer Corps, youth capacity building and the Technical and Vocational Education Training (TVET) Project in post-conflict countries;
- ratification and implementation of the African Youth Charter, Charter for the African Cultural Renaissance and the Policy Framework for the Sustainable Development of Sport in Africa;
- establishing the Architecture for Sport Development, Architecture for Culture Development in Africa, Pan African Cultural Institute and the African Audiovisual and Cinema Commission (AACC);
- and implementing adult education and lifelong learning.



The Learning and Development Unit (L&D)

The Learning and Development Unit (L&D) within the Directorate of Administration and Human Resources Management is mandated to enhance the current and future organizational performance of the African Union Commission (AUC) by increasing employees' abilities to maximize performance in order to deliver and meet the Agenda 2063's aspirations. The Unit is committed to supporting the continued growth and development of the African Union's most valuable resource, its people. It is only a staff that has the capacity and the right knowledge and skills that can transform the African union into the Africa We Want.

In developing the capacity of the African Union to deliver on its aspirations, one area of L&D Unit focus is the Internship program for African Graduates. This program is a great opportunity for students and recent graduates to acquire direct exposure and participate in the continental organization's work. ●





Yossra Kalleli

AU Youth Volunteer, 9th - Batch

Yossra Kalleli is a young Tunisian researcher in law and political sciences, a legal advisor, and a collaborator within the Foreign Affairs Office of the Tunisian Movement Project. She is also an AU Youth Volunteer (9th batch), recently trained and awaiting deployment.

Driven by her determined, optimistic and self-reliant nature, Yossra embarked into the professional world at the age of 17 from which she has learned how to be responsible and independent. She is fascinated by the scope of influence of the African Union, as well as its prospects and vision for the future.

Having nurtured a dream to serve the Organization during her university training, she saw the AU-YVC Program as a means to transform this dream into a ground-breaking and enriching reality. She therefore applauds the Organization's trust in young people by investing in them and providing avenues for their empowerment, development and participation in Africa's development via a project like the AU-YVC Program. She sees this as; *"an opportunity to take action and act on the ground for change, reinforcing our engagement as youths in the Continent's development trajectory"*.

"I dream of a united Africa, driven by a common goal of promoting the political economic and social development of the continent for it to become completely independent, and a safe haven for its children and peoples", she adds. *"To achieve the African Dream, there is need to create more opportunities for youth to improve their skills and develop their capacities to partake in decision making. We the youth need to also work on our participation in realizing good governance in Africa by fighting against corruption in every sphere of our professional and personal lives"*, she concludes. ●



**Sphehile Doctor
Nxumalo**

AU Youth Volunteer, 9th - Batch

Sphehile Doctor Nxumalo is a young South African lawyer. He is also a Progressive Constitutionalist; evident through his significant contribution and participation in South Africa's land reform agenda and numerous symposiums with highly-esteemed panels, including Judges and Parliament Ministers on issues such as political activism, race, gender inequality – issues which are at the centre of South Africa's vociferous constitutional debate.

He graduated in the top 10% of his Law (LL.B) class in 2016 from the University of the Witwatersrand, Johannesburg. He also holds certificates in leadership, mentorship and ministry work from several institutional bodies. Sphehile has been recognised by News24 as a top 100 'Young Mandela' (Leader) in South Africa (2018) for his leadership prowess. He has also been featured and inducted as a "Young Future Leader" into the prestigious "The Future Leadership Forum" (founded by Dr Nik Eberl), which features the business and political magnates of the current African generation. He writes for several publications in South Africa on issues ranging from corporate law to constitutional and current affairs issues. He is also a Contributing Editor of the LexisNexis Butterworths' Competition Law Reports.

Sphehile continues to work on key social projects in South Africa that seek to change the socio-economic status quo. He is also part of the African Union Youth Volunteer Corps (AU-YVC). He is convinced that the new law of socio-political evolution is youth leadership and youth integration into governance. Hence, he believes that the AU-YVC program represents *"the resurgence of young people's participation in mainstream political institutions at a regional level"*. For him, the AU-YVC is the portal through which he intends to contribute optimally and significantly to the continent's Agenda 2063 and its Pan-African developmental initiatives to realise the African renaissance dream. ●



Arinze Onyekwelu Uche
AU Youth Volunteer, 9th - Batch

Arinze Onyekwelu Uche is an inquisitive, strict, observant and caring Nigerian youth, guided by the principles of self-respect, discipline and honesty. He is a newly recruited and trained African Union Youth Volunteer (AUYV) currently serving as General Manager of an Environmental Firm, as well as Research Associate at the National Coordination Centre in Nigeria while awaiting deployment.

Having served as volunteer in his local church for over 15 years, Arinze is convinced his selection as AUYV happened at the appropriate time, fulfilling his desire to serve the international community. For him, the core objectives of the AU as well as the AU-YVC Program tie with his personal aspirations to meaningfully contribute in driving the Africa We Want. Though a holder of a B.Sc. in Animal and Environmental Biology, a M.Sc. in Hydrobiology and Fisheries, and a Ph.D. in Hydrobiology and Fisheries, Arinze is convinced that, the challenges he shall encounter as an AU volunteer constitute learning curves for his personal development and the achievement of his goal of becoming a role model for his peers and future generations.

He is very passionate about environmental protection, youth empowerment and self-development. He believes the environment plays a key role in our wellbeing and sustainability. As such, he is currently solving the numerous environmental and knowledge problems in Nigeria through constant environmental research, remediation and the empowerment of fellow Nigerians to achieve a clean environment and improve their knowledge base. To this regard, he dreams of an Africa where environmental best practices are implemented for a clean ecosystem and a wealthy continent with healthy inhabitants.

While calling on young Africans to invest in achieving the African Vision, Arinze urges African leaders to enhance their efforts in including the youths in decision-making processes to wholesomely match their words with actions. ●



Bame Modungwa
AU Youth Volunteer, 9th - Batch

Bame Modungwa is a development economist and political economy researcher from Botswana. She is also a co-founder of Minds for Tomorrow Association - an organization which seeks to shape a generation of change makers amongst Botswana's youth.

Studies in politics and economics appealed to her because they provided her with an understanding of the core of world systems. According to Bame, the political economy is the engine behind the workings of a country and she believes that as an economist, she is at the centre of driving developmental change.

Her dream is to live a life of purpose. She hopes to use her career to do work that will positively impact people beyond her, to build solutions that add to her community, country and continent's development.

Through her research and studies, she faced a lot of developmental questions and challenges that would often come down to the lack of cooperation and collaboration amongst African states. This arose her desire and aspiration to one day join the organization that aimed to resolve these seemingly impossible challenges, the African Union (AU). The work of the AU as the single continental body in Africa has always appealed to her and her pan-Africanist idealism.

Bame aspires to see an Africa that is united, empowered, innovative and self-sufficient, just a few reasons why she applied for the AU-YVC program. ●



IN MEMORIAM

Mr. Abdihakim Mohamed Hashi

Youth Volunteer based in
Lusaka, Zambia.

Passed away at the age of 31.

HAPPY INDEPENDENCE DAY TO THE CITIZENS OF THE FOLLOWING COUNTRIES:

Kingdom of eSwatini	September 6
Mali	September 22
Guinea Bissau	September 24
Botswana	September 30
Nigeria	October 1
Guinea	October 2
Uganda	October 9
Equatorial Guinea	October 12
Zambia	October 24

THE FAMILY OF THE AFRICAN UNION IS GROWING

Welcome to 57 new staff members:

Abdoul-Rachid Alou Beidou

Youth Volunteer – HRST

Adewale Adetunji Awotoye

Senior Defense Reform Advisor – PSD/Banjul

Ahmad Shahat Hussein El Halawani

Legal Associate – OLC

Ahmed Mohamed Farag Mohamed

Legal Associate – OLC

Ahmed Rady Abdelhady Elmetwaly Elbeltagy

Project Expert - Animal Production, Natural Resources
Management and Resilience – DREA/IBAR

Akinsoji Sunday Adedayo

Youth Volunteer – IED

Ally Saidi Nyawigu

Training Officer – PSD

Amadou Makhtar Ndiaye

Policy Development Advisor - Plans – PSD/Banjul

Amal Cheikh Abdallahi

Temporary Assistant – BSG

Andrew Josephat Barugahare

Principal Program Officer – BCP

Angela Naa Afoley Odai

Program Officer, Europe – BCP/CIDO

Barimah Brako Owusu

Senior Advisor on Operations and Training – PSD/Banjul

Callistus Okach Ogo

Senior Education Expert – PAU/Yaoundé

Carine Joelle Ambadiang Alemoka

Youth Volunteer – HRST

Celestino Milton Chibinda Delo

Youth Volunteer – HRST

Chrissy Dumaduma Zimba

Youth Volunteer – HRST

Cornelius Francois Swanepoel

*Senior Policy Development Advisor-Operations – PSD/
Banjul

Dagne Semu Bejiga

Situation Room Assistant – PSD

Damsou Kinde

Contract Management Officer – AHRM

David Humble Tweheyo

Advisor on Personnel and Administration – PSD/Banjul

Denis Phocus Bunyoga

Youth Volunteer – HRST

Elizangela M. X. da Trindade

Legal Associate – OLC

Elvis Patience Mbimba Ndonda

Senior Communication Officer – BCP

Esperence Nyalubu Kugonza

Finance Officer – PBFA

Evansie Lucious Nikotima

Finance and Administrative Officer – BCP/Lilongwe

Faiza Sihem Bouazouzi

Bilingual Secretary – AFRIPOL/Algiers

Fidiniaina Michele Andriamparany EP Davis

Regional Desk Officer - Crisis Management – PSD

Gifty Bingley

Senior Communication Officer – PSD/Mogadishu

Gilles Ogandaga Ndiaye

Senior Academic and Student Affairs Officer – PAU/Yaoundé

Gouem I. Celestin

Senior Finance and Administrative Officer – PAU/Yaoundé

Helder Eduardo Pinto Afonso

Youth Volunteer – IBAR

Hellen Atieno Oketch Dwumfour

Policy Officer - Joint Initiatives – DCP

Jovita Akiumbeni

Finance and Administration Officer – DREA/Yaoundé

Koat Dau Aleer

Project Officer – PAD

Kouassi Eric Kramo

Recruitment Assistant – AHRM

Leith Zin El Abidine

Legal Associate – OLC

Lentsoe Noko

Occupational Health and Safety (OHS) and Warden System
Manager – AHRM

Mahamat Brahim Abdelsadick

Legal Associate – OLC

Mandela Kazadi Mwanza

Trade Facility Associate – TID

Mohamed Cisse

Assistant Accountant – PBFA

Nadjombe Dzety

Youth Volunteer – ACHPR

Noubia Gribi-Hussain

Senior Policy Officer - Knowledge Management and
Reporting – WGGD/CP

Octavia Jakachira

SAP HR Expert – AHRM

Oskin Wencesias Gankou-Nke

Youth Volunteer – IBAR

Oumou Daou Koumoue

Technical Expert, Outreach and Project Delivery – BCP

Robert Oriaro Kodingo

Junior Communication Officer – BCP

Sahid Tejan Kanu

Advisor on Civil Military Operations – PSD/Banjul

Samory Badona Monteiro

Legal Associate – OLC

Sharon Adhiambo Ominde

Travel Assistant – AHRM

Solomon Onsase

Finance Officer – PAU/Yaounde

Stephen Kwaku Darko

Youth Volunteer – HRST

Tamimou Ouro-Adjei

Recruitment Assistant – AHRM

Tapiwa Moloise

Senior Policy Officer, Partnership Management and
Coordination – BCP

Teddy Kabunda

Senior Policy Officer – BCP

Thaddee Niyoyitungira

Youth Volunteer – HRST

Yagouba Traore

Chief of Infrastructure Information Unit – IED

Yannick Gael Kameni Ngankam

Communication Officer – SAD



Overview of opportunities for young Africans

Mo Ibrahim Foundation Leadership Fellowship Program

This Program is a selective Fellowship that prepares the next generation of outstanding African leaders by providing them with unique work opportunities at the most senior level of prominent African institutions or multilateral organizations, whose mandate is to improve the economic and social prospects of Africa. The Fellowship allows talented individuals to increase and enhance their professional capacity, with the intention of contributing to the governance and development of their countries thereby creating a pipeline of future African leaders

<https://mo.ibrahim.foundation/fellowships/>

UN-ECA Fellowships for Young African Professionals

This Fellowship aims to provide practical, on-the-job experience to young professionals as they prepare either for a career in research and international development and the public sector. It will also familiarize them with the Commission's broad program and services to member States and sub-regional bodies in addressing the social dimensions of Africa's development.

<https://www.uneca.org/pages/fellowship>

Obama Foundation Leaders: Africa program

This one-year leadership development and civic engagement program aims to train, support and connect emerging African leaders to create positive change in their communities

<https://www.obama.org/africa/>

African-German Youth Initiative (AGYI)

This initiative is based in Addis Ababa, operates at a pan-African level but will initially be implemented in the three pilot countries of Benin, South Africa, and Tanzania. It is aligned with the AU's Agenda 2063, the African Youth Charter (2006), the African Youth Decade, 2009-2018 Plan of Action (DPoA), and the national youth strategies of the pilot countries.

<https://daj.engagement-global.de/homepage.html>

AfDB Young Professionals Program (YPP)

This Program is a three year leadership opportunity for the development of the Bank's future leaders. We attract highly qualified and motivated professionals from our member countries for a productive and rewarding career path in development.

<https://www.afdb.org/fr/about-us/careers/young-professionals-program-ypp/>

World Bank Group (WBG) Africa Fellowship Program

This Program targets young talented African nationals who are completing or recently completed a Ph.D. in an area relevant to the World Bank's work; the program offers chosen fellows a six-month assignment at World Bank Group (WBG) offices in Washington D.C. or in country offices to gain hands-on experience in the operations of the WBG.

<https://wbgfellowship.worldbank.org/>

Yale Young African Scholars

This is an intensive academic and enrichment program designed for African secondary school students planning to pursue tertiary education and who wish to make meaningful impact as young leaders on the continent.

<https://africanscholars.yale.edu/>

United Nations Volunteers (UNV) program

This is a United Nations organization program that contributes to peace and development through volunteerism worldwide.

<https://www.unv.org/about-unv>

Volontariat International de la Francophonie (VIF)

This is a program of the Organisation Internationale de la Francophonie for youth emanating from the decision of the OIF Heads of State and Government at the September 2006 Bucharest Summit.

<https://jeunesse.francophonie.org/volontariat/>

**An Africa whose development is people-driven,
relying on the potential of African people,
especially its women and youth,
and caring for children.**



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