



**EDUCATION FOR EMPLOYMENT FOUNDATION - EGYPT**  
EGYPT WORKS

## **About Us:**

The Education For Employment Foundation-Egypt (EFE-Egypt) is a locally registered Egyptian not-for-profit foundation that empowers youth with limited opportunity through innovative, market-based training, job placement and alumni support programs. In Egypt, EFE-Egypt partners with local and international businesses and institutions to provide state-of-the-art training linked directly to employment opportunities in the country. After successful completion of the training and placement in a formal job, EFE-Egypt youth continue to benefit from support through the EFE-Egypt alumni program, which includes on-going training workshops, as well as mentorship and community service projects that promote leadership and civic engagement.

As part of a network of locally-run affiliates across the Middle East and North Africa linked to the U.S.-based Education For Employment Foundation (EFE), EFE-Egypt draws on best practices, systems and capacities of the EFE Network.

## **The Development Challenge:**

Despite having one of the fastest growing labor forces in the world—with 850,000 new job-seekers entering the market each year—Egypt is failing to tap into the potential of its youth. Nearly one in every four Egyptians between the ages of 18 and 30 is out of work. Young women in Egypt are four times as likely as their male counterparts to be unemployed or underemployed, reflecting one of the largest gender workforce disparities in the world. Paradoxically, for both Egyptian men and women, those who have completed their secondary vocational training make up 45% of unemployed youth, while university graduates make up 25% of unemployed youth. Factors such as the low cost of attending university, the social premium placed on education, and extended families' willingness to pool resources to fund the cost of university education mean that even youth from very disadvantaged socio-economic backgrounds can attend university. However, their limited social capital and resources are a serious obstacle once they graduate and are unable to secure employment.

At the core of this youth unemployment crisis in Egypt are two serious challenges. The first is a mismatch between the country's public education system and the skills needed by the growing private sector. The second factor is the limiting social environment, which does not provide opportunities for secure employment and social mobility. Youth from unconnected and disadvantaged families lack opportunities to advance on their own. Ultimately, without meaningful employment and the ability to improve their own lives, these young people are excluded from participating in society. Unless this trend is reversed, the economic and social marginalization of so many young Egyptians will lead to serious instability and further impede the country's development.

for generations to come.

## **The EFE Approach**

### Partnerships:

EFE-Egypt will partner with companies that commit to hiring graduates trained in the skills they need. By securing pre-committed jobs for the majority of its training programs, EFE-Egypt will ensure that linkages to job opportunities await successful program graduates upon their completion of the training. Job placement is a key component that differentiates EFE-Egypt from training organizations. Students will be matched with jobs according to employers' qualifications. Private sector partners will be businesses that value youth who have received high quality training and are interested in developing long-term employment opportunities for young employees. Securing jobs prior to training provides youth with the motivation to complete the training, as there is a tangible opportunity awaiting them. EFE-Egypt aims to encourage employers to increasingly contribute to the training costs in order to ensure employer buy-in and sustainability of EFE-Egypt programs.

### Youth Selection:

EFE-Egypt will partner with networks of local NGOs, universities, youth centers and cultural centers to identify, recruit and screen young people based on the following criteria:

- Economic Need - low income, pre-family stage youth from socioeconomically disadvantaged backgrounds
- Marginalization - youth who have been unable to tap into mainstream formal employment, other social services or the workforce on their own

### The program:

Developed in partnership with McGraw-Hill, the Workplace Success Program is a successful EFE training program that teaches participants how to get and keep a job. In the highly interactive program, participants are guided in overarching workplace principles such as work ethic, communication and self-confidence, as well as given detailed lessons on daily challenges such as how to prepare a presentation, interact with customers, work in teams, and manage time. Roughly one-third of the teaching hours are dedicated to interactive training, one-third are set aside for guest speakers from the business world, and the remaining third are for group activities, simulations, and role-playing. In-class training is supplemented with an equal number of hours of homework and external activities.

The course is delivered by experienced local trainers who are certified by EFE after full participation in the Workplace Success Training of Trainers (ToT), in-class observation, and annual continued training.

Alumni development: The graduates will join a regional EFE alumni system that will help them transition to the workforce, succeed on the job, and develop a sense of civic engagement. This program includes a mentoring component, civic & community engagement and ongoing learning through online classes.