

Project Brief

Inclusive Jobs in Information and Communication Technology (Ict)

Project Overview

Co-facilitated by Help—Hilfe zur Selbsthilfe, the project aims to empower women and youth, including the most disadvantaged and excluded, to benefit from economic opportunities by increasing their income and taking up decent and green jobs. The vision is twofold: to bolster income avenues and steer participants toward decent and green employment or entrepreneurship.

Structured around three pivotal dimensions — skills development and intermediation services, business service enhancement, and advocacy — the project aspires to equip young people, women, and marginalized individuals with indispensable ICT skills. Concurrently, the project is committed to identifying growth pathways for ICT enterprises, championing entrepreneurship, and amplifying the sector's resilience, resulting in the creation of inclusive job avenues.

Target Group

- ▶ Youth under the age of 30
- ▶ Women
- ▶ Marginalized individuals — such as those living in challenging geographical areas, belonging to specific ethnic backgrounds, or being refugees or internally displaced persons (IDPs).

This target choice is driven by significant brain drain issues in EaP countries, where young professionals leave for better opportunities abroad, diminishing the pool of qualified workers for the growing ICT industry. Additionally, there is a gender imbalance, with women and girls holding only a small percentage of ICT jobs and fewer choosing STEM fields.

Geographical Focus



Duration

January 2023 –
December 2026

Business Model

1. Skills Development Business Model

- ▶ Collaborative efforts between training providers and IT companies to develop and deliver market-driven training programs.
- ▶ Includes soft skills training, post-training employment support, and customized corporate training programs.
- ▶ Use of new technologies to increase service demand and export potential.
- ▶ Regular conferences and events fostering collaboration and knowledge exchange among companies.

2. Intermediation Business Model

- ▶ Training providers act as intermediaries, connecting youth and women with internship opportunities provided by private sector companies.
- ▶ Ongoing collaboration among stakeholders ensures sustainability of internship programs through coordination, capacity building, and marketing.

3. Advocacy Business Model

- ▶ Private sector ICT companies build connections with intermediation service providers, career centers, and start-up acceleration programs.
- ▶ Emphasis on entrepreneurship, innovation, and financial assistance programs to ensure access to opportunities within the digital economy.



Expected Impact

1. Increase active participation of women and youth, especially those facing disadvantages, in the ICT sector by promoting the advantages of IT professions and providing relevant education.
2. Empower women and youth economically, helping break the cycle of poverty and contribute to their countries' economic development through improved employability and income generation opportunities.



3. Enhance inclusion and workforce empowerment through targeted training and education initiatives that equip participants with in-demand IT skills, fostering a more inclusive work environment.
4. Expand the talent pool available to the digital economy sector by offering internship programs that provide practical training, relevant skills development, networking opportunities, and ongoing feedback and support — creating a dynamic and diverse workforce aligned with evolving market needs.