

The Inventory of Youth Employment Programs in Egypt A Snapshot of a Dynamic Field

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إعلان عن نفسك
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Egypt Office

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in Egypt:
A Snapshot of a Dynamic Field**

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Forward: Celebrating the Growing Field of Youth Employment Programs in Egypt

The objective of this booklet is to be a tool for knowledge sharing and policy design about youth employment programs in Egypt. We seek to enhance the knowledge base and engagement with such vital programs in the social policy landscape of Egypt. We start with the premise that knowledge building about this important type of interventions is key for cross-learning and the growth of this field.

This booklet is the outcome of months of communication with different implementers by the research team. It also builds on my earlier engagement with the International Labor Organization (ILO) to build up the inventory of youth employment programs in Egypt. The booklet only focuses on active interventions. This is a point of departure from earlier inventories, such as the one by ILO. Programs are organized by type of activity (skill training; job placement; entrepreneurship promotion; and integrated programs). We also do not intend any deliberate ranking the sequence presentation of programs within each group type.

The key targeted audience of this booklet are policymakers and implementers. We list interventions in an accessible paragraph format based on input received from providers. We also add the link to the program for further details about each program. We offer no evaluation of interventions and aimed to minimally intervene in the presentation of the descriptions provided by the implementers. Some implementers provided more details than others, despite our best efforts to seek consistency in presentations. A full-fledged dataset is currently in preparation by the research team and we hope to make it publically accessible soon. We hope the dataset will help both implementers and researchers in this field to carry on the objective of this initiative.

This booklet is part of a larger initiative that has the goal of building a community of practice of implementers of employment programs in Egypt. The activities to reach this goal also involved a strategic gathering for main implementers in Egypt that took place on June 11, 2019 organized by the Public Policy and Administration Department (PPAD) at the American University in Cairo (AUC) and Friedrich Ebert Stiftung. The event included more than 120 participants, representing more than 80 organizations. We were utterly pleased by this impressive number of participants, by their willingness to share their experience, and their kind words of appreciation of this gathering. The event affirmed to us the value of connecting these players with policy makers and international organizations and of fostering cross-learning, collaboration and the documentation of activities.

We hope to be able to do more of these events.

Also known as active labor market policies (ALMPs), youth employment programs seek to improve the prospects of gainful employment of their participants. Youth-focused ALMPs are often offered with the key objective of facilitating the school-to-work transition process by increasing the employability of new entrants to the labor market or by increasing labor demand. The main goal of ALMPs is to boost the employability of labor through rising productivity and skills, making employment and sustaining jobs through public work program and wage subsidies and increasing the effectiveness and efficiency of the matching process by employment intermediation services. ALMPs usually target specific groups facing specific labor market integration difficulties: youth and elderly people, women and the disabled.

In Egypt, and similar to other parts of the world, youth employment programs are generally divided into four main categories. These are:

- I. Training Programs (either in-classroom, on the job, for life skills, as second-chance programs, non-formal apprenticeship, financial literacy, or mentoring).
- II. Entrepreneurship Promotion Programs (in the form of financial and non-financial assistance);
- III. Employment Services (counselling, search assistance or job placement); and
- IV. Subsidized employment programs

This booklet documents an interesting blurring of the boundaries between these types of programs in Egypt, which is often recommended based on the international experience. We group programs based on their primary type of activities. We also include a section that we label “Integrated Programs” that seeks to capture this mix of program types. We found that many of the government-supported programs are within this category.

The key message of this booklet is that a lot of interesting work is happening in the field of youth employment. Implementers include a vibrant mix of civil society organizations, the private sector, and of course, government interventions. Interesting partnership models have emerged involving these different players. Implemented ideas also continue to include innovative approaches involving a different mix of players and an integrated approach combining different types of programs such as training (on both soft and technical skills; job placement; and/or entrepreneurship promotion). As this booklet shows, we are also seeing a growth of programs following an integrated approach, providing a mix of the above listed program elements. The first introductory chapter discusses the global experience on youth employment programs, key trends in programs in Egypt and main lessons learned.

The project is an outcome of collaboration between Friedrich Ebert Foundation and AUC's Public Policy and Administration Department. The initiative continues at the department, as a reflection of the commitment of faculty to this cause. We also thank our colleagues Abdel Rahman Nagy and Farida El Gueretly at the Abdul Latif Jameel Poverty Action Lab (J-PAL) for their excellent presentation during the event on program monitoring and evaluation.

I would like to acknowledge the great effort of the team of researchers in compiling in one place this large and diverse set of interventions. However, I would like to end this forward with an honest disclaimer: this booklet offers a snapshot of a large and continuously growing field. We aim to capture the vibrancy of this field and its evolving nature. We do not claim this to be the definitive and exhaustive list of youth employment programs in Egypt. It is the best we could do to capture this continuously growing field at a certain point in time. There is always room for adding new intervention and improving the presentation, and we hope this to be the first edition of many others to follow.

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Youth Employment Programs: Lessons Learned and the Global Experience

Active labor market programs (ALMPs) are interventions that seek to improve the prospects for gainful employment among their participants (OECD, 2007).

Youth-focused ALMPs are

often paired with the key objective of facilitating the school-to-work transition process, by increasing the employability of new entrants to the labor market or by increasing labor demand (Angel-Urdinola and Leon-Solano, 2013).

The international experience highlights enterprise-based training programs as the most successful modus operandi for labor market training.

ALMPs are generally divided into four main categories (Kluve et al., 2016). These are (i) training programs (possible formats include: in-classroom, on-the-job, life skills, second-chance programs, non-formal apprenticeship, financial literacy, and mentoring); (ii) entrepreneurship promotion programs (in the form of financial and non-financial assistance); (iii) employment services (counselling, search assistance or job placement); and (iv) services in the context of subsidized employment and public works projects¹.

Well-designed programs lead to positive outcomes in youth employments. However, it is globally recognized that the implementation of effective youth employment programs requires thorough planning and targeting.

While diligence in design is necessary. There are also targeting issues that should be reckoned. These targeting issues pertain to a number of unintended consequence in program implementation. Research has repeatedly alerted to the following possible challenges:

1. Deadweight loss: where programs would benefit individuals that would have been hired without such an intervention
2. Substitution: where individuals hired as part of a of targeted employment programs would substitute others who would have been hired otherwise
3. Creaming: where only unemployed individuals with higher employment probabilities (better education, motivation etc.) are selected to participate in employment programs

1. For other approaches to categorizing programs, see Bonoli (2010 and 2013); Lindsay and Mailand (2004); and Card, Kluve and Weber (2010).

4. Locking-in: where employment programs become an excuse for individuals to lower their job-search efforts and therefore have a lower probability of finding a job compared to others.
5. Carousel: Where individuals cycle between periods of open unemployment and participation in active labor market programs.
6. Churning: where the unemployed would have little interest in a job and only participate in order to gain entitlements for another round of unemployment/ social benefits
7. Stigmatization: where programs targeted at disadvantaged unemployed individuals send stigmatizing signals of low productivity to potential employers, leading to reduced opportunities

The presence of these targeting challenges, and many others pertaining to program relevance, effectiveness, efficiency and sustainability all point to the need for rigorous evaluation of youth employment programs in all contexts.

These possible challenges aside, we discuss below the different types of programs and the international experience about their implementation. The following discussion is based on insights from international literature and the mapping exercise.

Different Types of Youth Employment Programs

1. Skill Training Programs

Training programs are the most commonly implemented active labor policy program in the world (Angel-Urdinola et al., 2010). This observation particularly applies to Egypt. Models of implementation include in-class training, on-the-job training and apprenticeships. The international experience highlights enterprise-based training programs as the most successful model for labor market training. Training programs that are connected to employers increase youth employability by providing them with market relevant skills and by allowing fresh graduates to apply the theories learnt in class in real world environments (ibid.). On-the-job-training and apprenticeship also allow young people to establish social networks needed to find jobs as they connect with employers and more senior workers.

Training programs need to address both hard and soft skills (Angel-Urdinola et al., 2010). Hard skills are the technical requirements of a job that are occupation-specific, either technical or administrative. Soft skills refer to a cluster of personality traits, social graces, interpersonal skills, language and personal habits

that characterize relationships with other people (ibid.). Soft skills complement hard skills but are more difficult to acquire. In a number of professions, soft skills may be more important over the long term than technical skills. The ILO (2009) highlights the importance of “portable skills” that help workers within the informal economy to transition to better jobs within the formal economy. These are transferable skills that can be used productively in different jobs and enterprises. They include the ability to read and write, communicate with others, solve problems and think independently. These skills are termed as “portable” because they can be used across professions and foster life-long learning.

Although training efforts have traditionally addressed technical and vocational skills, there is a growing number of programs focusing on soft skills.

Governmental organizations play a role in providing training programs, primarily focusing on technical and vocational skills. According to one count, there are 232 vocational training centers managed by six sectoral ministries: Industry, Housing, Manpower, Agriculture, Health, and Culture (ETF, 2011). Some of those centers provide training to drop-outs of different stages of education while others offer training programs to enhance the skills of employees of ministries or companies affiliated to them. These programs would benefit from the accreditation of their certificates, and addressing the knowledge gap between what is being taught and the needs of the labor market. The private sector and the not-for profit sector also provide training programs, some with partnership with governmental bodies or education institutions.

Global research shows that traditional programs that focus on providing hard-skills and take place in a classroom setting have shown little, if any, positive impact on portable or soft skills. This is particularly the case when programs are supply-driven, not aligned to the needs of the private sector, and do not provide real-life on-the-job experience. Impact evaluations also warn that employment training programs often fail to target youth who are in most need of these programs. Better-off youth, those who tend to learn about opportunities as they become available, are usually the first to benefit from training programs. Targeting is therefore essential for employment training programs to have a deeper impact by including young people who are at a disadvantage.

It should also be noted that employment training programs are not a substitute to the need for education reform policies that seek to expand access to basic and secondary education, improve learning outcomes, and reform higher education.

Our review of youth employment programs in Egypt shows that there has been a shift in the training sector from the regular classroom soft skills training model into more of practical trainings and stimulations model replicating the real work

environment. As through experience, the practical trainings are more effective, and the learners retain the knowledge and skills acquired from the training at higher levels in comparison to the classroom training model. Our review also shows that despite high rates of youth unemployment in Egypt, employers experience difficulty in recruiting employees as they lack the skills and experience needed to fill in the required positions. Thus, training entities need to have a better understanding of the required in demand job skills and train the youth accordingly.

Our recommended way forward for youth training programs would entail:

- 1) More partnerships to be developed between the different training entities to share the lessons learnt, updated data on the job market and to increase the outreach to the youth.
- 2) More partnerships between training entities and implementers of other types of youth employment programs (employment placement and entrepreneurship programs) to provide an integrated approach. Training programs have a more positive impact when combined with employment services and intermediation for job placement.
- 3) The encouragement of quality assurance mechanism of training programs including mechanisms for certificate accreditation and partnership with different training accrediting entities
- 4) Further focus on targeting mechanisms to ensure that programs target the youth who would most benefit from the training.

2. Employment Services and Intermediation for Job Placement

Employment services regularly include support in job search, career guidance and the provision of labor market information to new entrants about vacancies, types of jobs and different employment and training opportunities. Employment services can include several components such as [a] job search training, [b] counseling, [c] monitoring and [d] job clubs. Employment services can be provided by both public and private organization.

Job search assistance and counseling are often-described as the most cost-effective active labor market measures for youth employment (Angel-Urdinola et al., 2010). Despite this fact, there is little focus on employment services in Egypt. Recently, there has been a growing number of career development offices on campuses in Cairo and other governorates. We highlight in the booklet the major project of expanding these services with the project on University Career Centers (a partnership between AUC and USAID).

Employment services are particularly important for first-time entrants to the labor market, particularly those who come from low-income families with limited social capital to gain access to jobs. Employment services can help youth make realistic choices about their careers and can provide guidance to match their employment aspirations with training opportunities. Activities as part of employment service programs include:

1. Building localized data-bases of employers and jobseekers which can be assessed by employers electronically.
2. Providing information sessions to youth on job vacancies, interview skills, and resume writing
3. Providing front-line job counselors to assist in matching workers to jobs along with assessment and testing to determine job readiness
4. The startup of job clubs for graduate in the same disciplines. These clubs increase the motivation and expertise of the unemployed in looking and applying for jobs and are often recommended for those with low self-confidence or who have been unemployed for extended periods of time (Angel-Urdinola et al., 2010).

Employment services are most effective, however, at times of economic boom when jobs are available in the first place. An impact evaluation in Europe warns that job search assistance and counseling are most effective for individuals with sufficient skills and better labor market prospects (Kluve 2006). For this reason, employment services need to be combined with effective demand-driven training programs to equip new entrants to the labor market with skills need. Impact evaluations also suggest that employment service programs, if not well-implemented, may create unrealistic expectations among job seekers (ILO, 2011a).

Our recommended way forward for youth job placement programs would entail:

- 1) More partnerships to be developed with other types of youth employment programs, particularly with effective demand-driven training programs
- 2) More programs are needed outside Cairo, as the inventory shows a serious concentration of these programs in Cairo.
- 3) Similar to other types of interventions, there is a serious need for Impact evaluations and monitoring and evaluation data.

3. Entrepreneurship promotion

Entrepreneurship promotion programs offer assistance to start/develop enterprises. This can involve providing financial and advisory support for start-up, “incubator” services, or supporting operating costs of small businesses (Betcherman et al., 2004). Entrepreneurship promotion has high employment potential and a young person’s aspirations for independence and flexibility, particularly for women.

Historically, Egypt’s Social Fund for Development has been the key entity providing loans to youth to support project startup and expansion since the inception of the Fund. Between 1991 and 2007, the Fund provided loans to small enterprises with a total amount of seven billion pounds (Abou-Ali et al., 2009). The mix of providers has significantly increased as this booklet shows with private sector providers and increasing mix between financial and non-financial services. The entrepreneurial ecosystem in Egypt is very dynamic and the number of the key players is increasing rapidly, and in new forms. New venture capital funds are entering the market and a new government agency, MSMEDA, has been created for supporting entrepreneurship. Policymakers and international donors have shown great interest to continue to support entrepreneurship in Egypt. Key players vary, and they include accelerators (ex: Endeavor), incubators (ex: Injaz), governmental entities (ex: TIEC), university support mechanisms (ex: AUC Venture Lab), financing entities, Co-working spaces (ex: El Maqarr), etc. According to The Global Entrepreneurship Monitor 2017, the entrepreneurship ecosystem in Egypt, though nascent, is quite promising. Significant reforms in the ecosystem are still needed particularly in regulating access-to-finance.

The latest report of Global Entrepreneurship Monitor on Egypt indicated that opportunity-driven entrepreneurship has been steadily growing, with 61.2% of the early-stage entrepreneurs reporting that they were primarily driven by market opportunity. However, 31.3% of early stage entrepreneurs remain driven by necessity, i.e., they started their business due to the absence of other work alternatives, which is a much higher rate than the global average of 23.2%.” (GEM Report, 2017). The report also documents a growth in entrepreneurship culture, particularly among university graduates. According to the GEM report, 83.4% of Egyptians perceive entrepreneurship as a great career choice.

Entrepreneurship, however, is not a panacea, particularly for the unemployed. Young people who are unable to find employment might not be the best entrepreneurs given their limited skills and experience. In fact, Betcherman et al. (2004) note that older and more educated entrepreneurs are more likely to be successful. There also tends to be a gender bias in the provision

of entrepreneurship promotion programs in Egypt, with the targeting of larger loans toward a male clientele and smaller loans to a female clientele (Barsoum, 2006). There is also need for concerted efforts in entrepreneurship education, both at school and post-school stages, and in for research and development transfer.

It is important that financial services be more comprehensive to include insurance along with lending. International experience shows that the provision of loans needs to be combined with technical assistance, mentoring, business incubation, marketing support and connection to supply chains. Disadvantaged youth, those with lack of professional and trade networks, experience and know-how, particularly need these non-financial services in order to reduce the failure rate for start-ups.

Our recommended way forward for youth entrepreneurship promotion programs would entail:

1. To capitalize on the existing efforts in the market by building interlinked partnerships among the different stakeholders which would play a major role in strengthening the ecosystem as well as creating synergies between the key players in other areas of interventions.
2. There is an urgent need for a comprehensive platform that facilitates access to market information about the available technical and financial support services for startups.

4. Employment Intensive Public Works and Employment Subsidies

Public works and community service programs have dual benefit. On the one hand, they help engage young people in government- or donor-financed programs that seek to develop communities and improve infrastructure or the environment. These programs are particularly successful when connected to development and sectoral strategies (ILO, 2011a). On the other hand, these programs help young people gain labor market experience, particularly when combined with training (ibid.). Examples of public works program include labor-intensive infrastructure projects, such as road construction and maintenance, irrigation infrastructure, and soil conservation. Community service activities include literacy programs and student tutoring (Angel-Urdinola et al., 2010). By definition, these programs are short-term and help in allowing for initial or temporary labor market experience. One of the globally identified concerns related to public works programs is the fear of young workers becoming trapped in this kind of work, without allowing for the transition to employment in other sectors (ibid).

Variations of public works for job creation have been implemented in different countries, including Egypt. Public works are considered as both safety net intervention and an active labor market program. Egypt's Social Fund for Development has been a key player in providing public works since its establishment in 1991 to mitigate the impact of structural adjustment policies. More recently, The Emergency Employment Investment Project (EEIP) implemented between 2014 and 2017 included a component to create short-term employment opportunities for the unemployed, unskilled, and semi-skilled workers in selected locations in Egypt (more details in this booklet).

Some of the international models include the United States' American Conservation and Youth Service Corps, which seeks to provide youth with hands-on experience in community service projects. Also, the Mahatma Gandhi National Rural Employment Guarantee Scheme of India provides 100 days of employment per rural household per year in public works. According to the ILO (2011). This program is one of the largest rights-based social protection initiatives in the world, reaching around 52.5 million households. It is relevant to note that the Indian constitution includes the "right to work" as a provision to be secured to all citizens by the state. The Mahatma Gandhi National Rural Employment Guarantee Scheme addresses this constitutional right (ibid.).

Wage subsidies provide financial incentives to employers in the private sector to hire new workers. Financial incentives can be direct wage subsidies, or tax and social security waivers. Angel-Urdinola et al. (2010) note that wage subsidy programs can be scaled up relatively rapidly, which render them particularly prominent during times of economic crises to create jobs or sustain existing jobs. Wage subsidy programs have a clear social objective. Subsidy programs seek to compensate employers for their screening, orientation, and initial training costs with the expectation that the employee's productivity will have increased enough by the time the subsidy period is over for the firm to continue the employment relationship (Betcherman et al., 2004).

Design is critical in order for subsidies to create jobs in a cost-effective manner. Betcherman et al. (2004) warn that these programs are often associated with deadweight losses, with programmatic activities not reaching young people at a disadvantage. Other unintended consequences relate to what is commonly described as "substitution effect", with subsidized new-hires replacing unsubsidized existing workers (ibid.). Employment subsidy programs are more common in developed economies. Canada's Hiring Credit for Small Business has been listed as an example of government incentives to stimulate new employment and support small businesses (ibid.). The plan gives small businesses relief from the employer's share of employment insurance premium to encourage employment creation. In developed economies, wage subsidies,

sometimes paid directly to the employee, are also seen as substitute to welfare pay and an incentive to encourage work.

5. Integrated Programs

Interventions to support youth labor market insertion must be multi-faceted, combining different models. The experience in Egypt is reflecting this global approach. As we show in this booklet, a large number of programs take what we describe as an “integrated” approach, combining training with job placement or training with entrepreneurship support. This is a very welcomed direction in the field. It is interesting to note that many of the government interventions follow this integrated approach, including the program of “Forsa” by the Ministry of Social Solidarity, the “Meshwary” program by the Ministry of Youth and Sports; and the program of the National Council of Women for women’s employment.

Interventions to support youth employment require concerted efforts and government engagement of the private sector and civil society organizations. Youth should be active partners in the design and implementation of these programs.

Final Notes

In this introductory chapter to the booklet, we discussed the different types of youth employment programs, key trends and lessons learned.

There is no magic formula for youth employment programs. Well-designed programs respond to actual needs in the labor market, particularly in the design of training programs. Youth employment programs, as the global experience shows, are best provided as integrated packages. This does not mean that organizations should forego their specializations. A key recommendation is to build partnerships with different implementers, who have their niche experience and specializations. Program design also needs to be flexible, allowing for the accommodation in changes in the labor market and its needs.

A key issue that has been highlighted is the importance of documenting programs both in terms of process and impact. A key challenge in putting together this booklet has been the weak documentation of many programs. This eliminates opportunities for cross-learning and collaboration. It also hinders potentials for cumulative knowledge building in this field. Without this cumulative knowledge building, mistakes can be repeated and valuable resources can be wasted. We highlight above many targeting challenges in youth employment programs. There are other challenges that could pertain to program relevance, effectiveness, efficiency and sustainability. This points to the need for rigorous evaluation of youth employment programs in all contexts.

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I PROGRAMS WITH SKILL TRAINING AS THE PRIMARY ACTIVITY



1. General Authority of Investment: Tawseela

Tawseela is a social enterprise established in 2012 under the General Authority for Investment (GAFI). It is founded by people that have been working as volunteers with underprivileged youth for many years. It serves about 750 boys and girls with weekly programs challenging and empowering their personal skills. The company aims at connecting resources with underprivileged children and young Egyptian from 3 to 18 years old and training them on skills and tools to build their own future

More information can be found here: https://www.facebook.com/pg/tawseelatraining/about/?ref=page_internal

2. Dale Carnegie Training Egypt

Dale Carnegie programs are centered around the 30 human relations principles that are the distilled wisdom of Dale Carnegie's famous book "*How to Win Friends and Influence People*". With over 106 years of experience, more than 200 offices worldwide, training provision in 30 languages, more than 9 million graduates, Dale Carnegie's business lines offer corporate solutions, team building training open enrollment programs. Many of the trainings provided cater to the Generation Next (10-20 years).

More information can be found here: <https://www.dalecarnegie.com/locations/egypt/en/>

3. Central Agency for Public Mobilization and Statistics

The Central Agency for Public Mobilization and Statistics (CAPMAS) Alexandria provides training programs through the Human Resources Development Center, which targets diverse age groups and backgrounds. The training programs offered by the center are in languages, accounting and statistics, technology and technology-related domains (e.g. ICDL, CiSCO, Graphics, Oracle and Microsoft), in addition to administrative and human resource training programs. Moreover, the center grants access to official certification and provide life and soft skill training. These programs include workplace training, In class-room technical and vocational training and others. The average training programs takes approximately 36 hours for languages, 60 hours for accounting and 120 hours for technology and soft skills.

More information can be found here: <http://www.capmas.gov.eg/>

4. Bibliotheca Alexandria: Youth activities program

The Bibliotheca Alexandria (BA) Youth Activities program, targets Egyptian and foreign youth from 16-35 years, aims at channeling the energy of youth for future generations through different activities & projects implemented by youth themselves. The program is divided to four main focus pillars, which are: entrepreneurship, youth culture, Africa and active citizen.

The main objectives of the program are building future leaders and developing youth as well as having a positive impact on the lives of our future generations through specific projects; where each and every youth prospect can find an activity within the four main pillars that construct our program.

More information can be found here: <https://www.facebook.com/BAyouthActivities>

5. Siemens Training Academy

Siemens Training Academy is committed to supporting technical and vocational education and training in Egypt. It aims at ensuring employability and employment of young Egyptians. In addition, it works on creating a meaningful pathway for technical and vocational education with a three levels program.

Siemens together with the German Development Cooperation and the Egyptian Ministry of Education, first started by refurbishing Zein El Abedeen technical school in Sayeda Zeinab area, transferring it into a “School of Excellence” and a “benchmark” for other 3 years dual system-based schools in Egypt. Also, then together with the German Society for International Cooperation (GIZ), it refurbished and upscaled the productivity and vocational training department is a 2-year Technical Institute, located in Al Amerya, Cairo. Then as a final career destination, and jointly with GIZ on behalf of German development cooperation, it has established The Egyptian German Technical Academy, located in Ain Sokhna –Suez Industrial Zone, as a state-of-the-art Training Center and a Full-fledged vocational and industry-specific one. Based on an optimum Dual-vocational approach, where trainees are able to experience real-life hands-on situations, complimenting both theoretical and practical aspects.

More information can be found here: www.egtacademy.com

6. The National Academy for Science and Skills

The National Academy for Science & Skills (NASS) is a people-centered organization specialized in training and continuous development, offering tested channels towards leadership and competitive productivity to both companies

and individuals. It is an affiliate of Industrial Development Group (IDG), one of the subsidiaries of the industrial conglomerate Sami Saad Holding (SONID). NASS was established in December 2012 with a goal to support local industries competitiveness with an internationally competitive workforce, and in the process become a force in changing the vocational work brand in the country. By building a competitive and competent and skilled workforce NASS provides value to individuals, companies, industries and non-profit organizations with effective training, skill development and human capacity building solutions.

NASS Graduates receive competency-based training that covers:

- Necessary technical knowledge and practical skills for the job;
- Employability skills to become reliable and disciplined professionals; and
- Language and IT skills to develop their capacity to grow and develop.

More information can be found here: <http://nassacademy.com>

7. AMIDEAST Programs for Skill building

AMIDEAST's Skills for Success® is an employability skills training program developed by AMIDEAST to improve the job entry prospects for high school and university graduates seeking to enter and succeed in the competitive job markets. This new initiative addresses the skills mismatch that underlies the high rates of youth unemployment in the MENA region. It also seeks to foster global communication and contribute to the region's economic development.

Since 2015, AMIDEAST Egypt has partnered with Management Training Corporation (MTC) to support the US Agency for International Development (USAID)-funded workforce improvement and skills enhancement (WISE) project. AMIDEAST is providing technical leadership for the entrepreneurship and work-based learning activities undertaken to help technical secondary schools better prepare students to meet labor market needs and providing technical expertise and support for efforts to improve labor market efficiency and improve the overall environment for workforce development.

More information can be found here: <https://www.amideast.org/egypt/advancing-development-goals/workforce-improvement-skills-enhancement-wise-0>

8. Highly Professional Advisors: Professional Training Courses

Highly Professional Advisors (HPA) is a committed Business Solutions company founded in 2004 to provide organizations with high quality services that enable

them to achieve their goals, by enhancing the skills for their most valuable assets – people – as well as their business processes, in order to reach their strategic and operational objectives. The purpose of Training Courses is to maintain and improve effectiveness and efficiency of individuals and organizations thus to bring out the finest capabilities and potentials. HPA believes that developing individuals boosts the organization's performance and takes it beyond expectations, providing different kinds of training courses programs and services is its major aspect. It does that through combining the most recent theoretical techniques with proven field experience; for a clear understanding of the process and methods that actually work in the real world. Furthermore, in order to cope with the market requirements, HPA also provides customized programs that are specially designed to build and sustain the skills and behaviors that are essential to its clients' business.

More information can be found here: <https://www.hpaconsultant.com/training/>

9. American Academy for Training

American Academy for Training Courses (AATC) in Egypt offers international programs which are accredited by USA and UK Government. The Soft Skills & business management Training programs of American Academy for Training Courses encompass a wide range of skills that most organizations find to be integral and necessary part of everyday business. From basic communication skills to strategic management we offer a gamut of training programs in our quest to address every business training need. American Academy for Training Courses offers wide range of “soft skills”, which employers seek.

American Academy for Training Courses offers a wide range of business management courses starting from Business Management Diploma, Post Graduate Certificate (PGC) in Business Administration, Post Graduate Diploma (PGD) in Business Administration, Business Information System programs, Human Resource Management Diploma, Marketing Diploma.

More information can be found here: <https://www.americanacademyeg.com>

10. National Egyptian Development Association (NEDA): Better Future for Youth

National Egyptian Development Association (NEDA) is an Egyptian non-profit organization that was established in 2006 by a group of intellectuals and businessmen/ women with the purpose of qualifying youth to fit the requirements of the job market as part of enhancing the role of civil society to

contribute to the development of the Egyptian society and address its priority socio-economic issues-particularly unemployment with all its negative impacts on society. Meanwhile investing in young people with all their capabilities and potentials would lead to improving the quality of life individuals and society.

NEDA achieves its goals based on two main pillars:

1. Professional development for youth, which includes:

- Organizing awareness sessions for youth to emphasize core professional values;
- Facilitating technical training for youth through partnering with professional training centers;
- Providing youth with practical training opportunities (on-the-job-training); and
- Helping youth with job hunting or establishing their own small businesses.

2. Sustainability model, which includes:

- Building the capacity of civil society organizations (CSOs) interested in youth development; and
- Providing partner CSOs/NGOs with the complete model for professional youth development.

In order to ensure the contribution of NEDA's goals and work in various locations, NEDA started working with local partners (NGOs/ Organizations) with the aim of sharing its experience in youth development with them in order to guarantee the sustainability of NEDA's work.

Better Future for Youth program implemented by NEDA targets unemployed university graduates between the ages of 22 to 35. In order to qualify as "unemployed" by the association, beneficiaries must have searched for a job for more than 6 months.

More information can be found here: <https://www.neda.org.eg/>

11. EgyCopt: Training for Employment Program

The Social Coptic Foundation for Development (EgyCopt) offers training programs to youth in partnership with other training entities and initiatives in the private sector. Training programs cover different sectors based on an evaluation of market needs, particularly since the organization has a board of business owners. These sectors included car mechanics, mechatronic systems, skills for the construction field, ICT, and many others.

More information can be found here: www.egycopt.org

12. Ebtsama Foundation Training Program

The Ebtsama Foundation, a national NGO established in 1977, seeks to develop a system for empowering and employing young adults with mental disabilities (YAD). The organization envisions a future where the able and disabled enjoy equal opportunity. To achieve this goal, it has established a post-school empowerment and training center for YAD currently running 20 programs per year with 50 participants in each. Along with its training center, Ebtsama offers support in research on services available for YAD, awareness campaigns, and support for the integration of YAD. Following the success of the Cairo training center, the Ebtsama foundation hopes to establish two more training centers in governorates most in need, ultimately expanding to cover all governorates within 10 years.

More information can be found here: www.ebtsama.com

13. Ketharet Dawood Organization for Development: “Catch your Dream”

The “Catch your Dream” program targets male and female graduates of vocational secondary education and school dropouts in the same age group. The program seeks to equip trainees with soft skills with focus on reading and writing skills (Arabic), math skills, basic computer skills, English language education, and communication and interview skills. With funding from GIZ, the program was implemented in Al-Khosos Area in Kaliobia along with other locations in Cairo, Qena and other governorates.

More information can be found here: <https://www.facebook.com/ketharetdaoudngo/>

14. Alexandria Business Association: Middle East Training Center

Alexandria Business Association (ABA) is a non-governmental, non-for-profit organization based in Alexandria, Egypt, aiming at Economic Development and improving the Business climate through research, advocacy and raising the efficiency of Human Resources. ABA is also an active contributor to community development and manages one of the most successful micro-finance projects.

Middle East Training (MET) Center was founded in March 2007 with an objective to serve and fulfill needs of clients and employees of small and micro financing entities through applying best practices in micro financing field as a way to eliminate poverty and develop community. In order to achieve its mission to support and enhance human resources and organizational capabilities, it provides technical help and professional education to civil community organizations for

arising standard of living. MET's professional training programs are provided to originations that work in micro financing filed such as: financial analysis, monitoring and supervision, managerial skills development, fundamentals of credit, strategic planning, product development, institutional business planning, and operational risk management.

More information can be found here: <http://aba.org.eg/what-we-do/our-projects/>

15. Aspire Training Solutions

Aspire is an entrepreneurial training consulting firm committed to delivering transformational solutions using innovative learning methodologies serving the private sector, community-based organizations and youth at large. It provides training workshops (character based and tailored training workshops that guarantee higher levels of participation and learning) and simulations (moving the trainee from the viewer's seat to someone actively participant, career and life coaching and assessments). It offers many programs for youth such as: the employability skills program that aims to help bridge the gap between the market needs and the educational system. In addition, the foundation of entrepreneurship program that helps the youth with their first steps in starting a business and the technical trainings program that offers trainings on as basics of project management, sales foundation, business correspondence, personal branding and training of trainers (TOT). Aspire's approach is mainly based on using experiential methods to simulate real-life settings and to apply practical knowledge.

More information can be found here: www.aspire.com.eg

16. Don Bosco Institute

Don Bosco Institute, established in 1926, targets youth from the age of 15 years to 20 years old including Egyptians, migrants to and from Egypt and refugees. It provides youth with technical and vocational education in different fields such as (Mechanics – Automotive – Electricity– Information systems). Don Bosco Institute has also a technical and vocational education and training (TVET) center for those who want to gain and strengthen their technical skills through short term market-linked technical and vocational training. Moreover, the Institute broadens its services to the refugees by increasing access to livelihood, economic empowerment and wellness opportunities. The program approach of the Don Bosco Institute is to promote education, social development and human empowerment opportunities.

More information can be found here: www.donboscocairo.org/

17. Ministry of communications and Information Technology

Ministry of communications and Information Technology (MCIT) offers different degrees such as:

- **Postgraduate Capacity Building Scholarship (9-Month Professional Diploma):** this program is offered as a full-fledged scholarship by MCIT for selected Egyptian University graduates not to exceed three to five years of their graduation date after passing a rigorous set of assessments and personal interviews. The Program offers its students a world-class information and communications technology (ICT) training in more than 25 different technology specializations ranging from database systems to game development, mobile applications development, web developments, mechatronics engineering, multimedia and big data analytics, among several other high-end technology specializations. Due to its high-quality standards, the Program is accredited by several international universities as a pre-masters' degree. These universities include the University of Nottingham in the UK, the University of Lund in Sweden, the University of Paderborn in Germany, the Oregon Science and Health University in the US and the Dublin Institute of Technology of Ireland. The 9-Month Professional Diploma's employability rates exceed 80% even before the participant's completion of the Diploma program; and
- **Undergraduate Capacity Building Scholarships (Undergraduate Diploma).** They also offer programs to Undergrads, online sessions and casual sessions.

More information can be found here: <http://www.mcit.gov.eg/Training/Affiliate/10>

18. Maadi Youth Training Center: Youth Employment Program

The Maadi Youth Training Center was established in 1955 and is primarily a youth focused organization. The organization offers several services including a youth rehabilitation and recruitment program, the Aghsan El Karma Center for Handicapped Children, a training center for handicrafts, and a recruitment office. The organization's youth employment program was initiated in 1997. The number of programs conducted annually, and the financial cost differs according to the program itself. Beneficiaries of all programs are expected to contribute no more than 10% of the program's cost.

More information can be found here: <https://www.facebook.com/MaadiYouthTraining/>

19. National Employment Pact

The National Employment Pact (NEP) was founded as a response to the demands of Egyptian youth for fair employment opportunities following the 2011 revolution. It is launched by the Egyptian-German business community and the German-Arab Chamber of Industry and Commerce. It is supported by German Development Cooperation on behalf of the German Federal Ministry for Economic Cooperation and Development. The NEP aims at bridging the gap between job seekers and available job opportunities in the blue-collar sector. NEP's target group is youth aged from 18 to 35 years with no technical training or academic degree required.

More information can be found here: <https://nep-egypt.com/>

20. German Society for International Cooperation: Employment Promotion Program

On behalf of the German Government, the German Society for International Cooperation (GIZ) is implementing the Employment Promotion Project (EPP) with the objective that technical and vocational education students and unemployed youth are better prepared for the demands of the labor market. The project builds on the experiences and successes of the first phase of EPP (2011-2015) and has a duration of five years (2016-2020). To achieve its objective, EPP engages in four major Fields of Activities:

- In Field of Activity 1, Evidence-based policy-making, the project advises the Ministry of Education and Technical Education (MoE) especially the Technical Education Sector on planning evidence-based technical and vocational education and training and labor market policies. It further develops capacities on selected topics, such as monitoring of process quality in education;
- Field of Activity 2, Regional Labor Market Information (LMI) and Active Labor Market Program (ALMP) Implementation focuses on the generation and analysis of regional Labor Market Information (LMI) to develop and implement ALMPs. Based on the findings of the labor market analyses, which are the outcomes of the work of the Regional Labor Market Observatories (RLMOs), evidence-based interventions to promote employment and tackle local employment challenges are identified, developed and implemented. Thereby, the situation of young women in the labor market will be considered in particular;
- Field of Activity 3, Transition to work, institutionalizes advisory and information services for youth in the field of career guidance; and

- Field of Activity 4, Image of TVET, aims at countering cultural and social prejudices against TVET, by, for example, conducting skills competitions and publicizing success stories.
- Field of Activity 5, Entrepreneurship education, training and placement services aims to institutionalize services for promoting wage and self-employment for TVET students and graduates.

More information can be found here: <https://www.giz.de/en/worldwide/60462.html>

21. Enhancement of the Egyptian Dual System Program

The dual education and training system enables companies to be involved in designing the training programs, which makes the training more relevant to the needs of the job market. On behalf of the German Federal Ministry for Economic Cooperation and Development (BMZ), the project supports public and private sector partners in preparing young Egyptians to meet the requirements of the job market and thus in promoting sustainable employment. The focus is on developing participatory mechanisms for decision-making at all levels and in all parts of the system.

The project provides advice and support in the areas of:

- Designing the Egyptian dual system: At national and regional level, the project advises public and private actors on jointly designing the strategic and conceptual framework, as well as the legal and regulatory framework for the Egyptian dual system;
- Enhancing quality and quantity in the dual training system: At regional level, the project supports efforts to improve the in-company and school-based training for certain professions and promotes more dual training places. Based on a review and analysis of the vocational schools and the training institutions supported, the project adopts a participatory approach to developing standards for in-company training and advises the faculty and management of vocational schools;
- Up skilling vocational training personnel in the dual system: At school and company level, the project strengthens partner capacity through training measures designed for the faculty and the management with the aim of assisting them in achieving previously developed quality standards; and

- Introducing inter-company training: The project advises its partners on trying out inter-company training as a new element in the Egyptian dual system.

More information can be found here: <https://www.giz.de/en/worldwide/60462.html>

22. Sonaa Al Hayah: Human Development Projects for Youth

The intervention seeks to improve the employability of youth by introducing them to soft skills and IT literacy skills. The NGO organizes computer literacy classes for youth with a university degree until the age of 35 years old. Trained youth are introduced to the International Computer Driving License (ICDL) modules. These modules are designed to improve information and communications technology (ICT) and computer skills and include training on word processing, spreadsheets, using databases, presentation and web browsing and communication.

23. ILO: Decent Jobs for Egypt's Young People Tackling the Challenge Together

The purpose of the project is to put the Government of Egypt, actors on the governorate and community level, civil society partners, the private sector, and young people in a better position to create and access decent work opportunities. The core problem that will be tackled through the project is the increasing lack of decent work opportunities for young people (aged 15-29), especially for young women

More information can be found here: https://www.ilo.org/africa/technical-cooperation/WCMS_329352/lang--en/index.htm

24. Maaan Center Coaching Program

Maaan offers a mix of job training, job placement and skill building activities. Maaan offers assistance on job internship hunting, CV writing skills, interview skills, advice on GMAT and PST testing, and soft skills. Maaan also organizes and participates in job fairs.

More information can be found here: <https://maaan.net/wp-content/uploads/2018/03/Maaan-Profile-2017.pdf>

25. New Horizons: Computer Learning Centers

New Horizons is the world's largest independent IT training company. Its career and corporate training solutions turn ambitions into marketable skills and business goals into tangible results with learning methods for virtually every

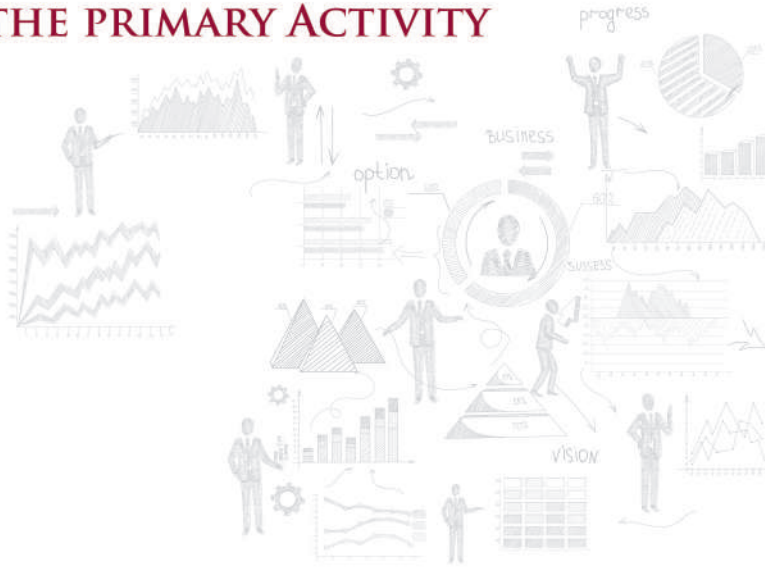
schedule and style, plus the most powerful vendor-authorized learning tools and expert instruction. New Horizons have trained more than 30 million people to make the most of technology, and it is just getting started. New Horizons is ranked in the top 5% in the industry for training quality and customer satisfaction as reported by an independent third-party learning and quality assurance company, Knowledge Advisors. Plus research shows that New Horizons training yields a 4:1 benefit-to-cost ratio, based on manager surveys of the improved performance and productivity of their employees immediately following New Horizons training. New Horizons Cairo Integrated Learning takes students through all stages of the learning lifecycle to create a memorable learning experience. These effective learning solutions also allow managers to direct training in line with business objectives.

More information can be found here: <https://cairo.newhorizons.com/>



II

PROGRAMS WITH ENTREPRENEURSHIP PROMOTION AS THE PRIMARY ACTIVITY



1. Ministry of Investment and International Cooperation: Fekretak Sherketak

Fekretak Sherketak (Your Idea, Your Company) is a nationwide initiative supporting Egyptian youth and entrepreneurs. It targets entrepreneurs in early and idea stages and provides a range of services to develop their ideas and equip them with the essential skills and technology. This is done by offering a full range of mentorship services in business, legal, and government relations disciplines as well as having a workspace for entrepreneurs to work at. The program is offered in partnership with Egypt Venture Lab and Falak.

The center also aids learning through offering training sessions, workshops and boot camps covering most important entrepreneurship and business management topics and subjects. The program approach is to support entrepreneurship, entrepreneurs and startup companies in Egypt and to build entrepreneurial capacities by providing support packages to start-ups. The program was started in September 2017.

More information can be found here: www.Sherketak.com

2. Ministry of Industry and Trade and UNIDO: Employment for Youth in Egypt

United Nations Industrial Development Organization (UNIDO) supports the development of entrepreneurial culture and skills, as well as enhances youth's technical and learning capability through the Entrepreneurship Curriculum Program (ECP). Their most recent project entitled "Enhancing youth employability and local economic development in Upper Egypt" aims to provide solutions to tackle youth unemployment in Upper Egypt. The project seeks to enhance both the employability and entrepreneurship of local youth, enabling new innovative employment opportunities for young women and men to emerge.

More information can be found here: <https://open.unido.org/projects/EG/projects/170034>

3. Micro, Small, and Medium Enterprise Development Agency (MESMEDA)

Micro, Small, And Medium Enterprise Development Agency (MSMEDA) is the entity concerned with the development of SMEs, and entrepreneurship either directly or through the coordination of the efforts of all parties and civil associations and initiatives in the field of these projects, or through the establishment or participation of companies.

The Agency was established by decree of the Prime Minister No. 947 of 2017 and amended by Decree No. 2370 of 2018, to be followed by the Prime Minister directly. The Agency replaced the Social Fund for Development established since

1991, thus becoming the product of the accumulated experience of more than 25 years in providing Employment opportunities, poverty alleviation, creating a supportive environment for small and micro enterprises, spreading the culture of entrepreneurship, as well as implementing community and human development programs and labor-intensive public projects that have effectively contributed to improving the living standards of citizens.

More information can be found here: <http://www.msme.eg/ar/msmeda/Pages/default.aspx#service13>

4. Ministry of Planning: Rowad 2030

The role of Rowad 2030 project is to spread the culture of entrepreneurship and free work and its impact on economic development. Rowad 2030 project under the umbrella of the Ministry of Planning, Monitoring and Administrative Reform seeks to enhance the field of innovation and entrepreneurship in various sectors and establish an economy based on creativity that is capable of competition and contributes significantly to achieve the desired economic development. The Ministry of Planning has launched the “Rowad 2030” (entrepreneurs 2030) project, which provides young calibers with a master’s degree in entrepreneurship, or diplomas, and other related trainings.

More information can be found here: <https://rowad2030.com/en/>

5. Academy of Scientific Research and Technology

Academy of Scientific Research and Technology (ASRT) works to bridge the gap between Academic Researchers, professionals and business community by transferring innovative technological ideas, that could be daring and early-stage for private investments, into products and startup companies through launching and adopting the National Program for the Technological Incubators “INTILAC”.

ASRT launched “INTILAC” program in a serious trail to enhance and support the successful technological ideas to be successful start-ups, through providing the financial, technical and logistic support, having competitive products. That will be reflected on the social and economic levels and will contribute to finding solutions for our national challenges and constraints based on science and knowledge.

“INTILAC” program is targeting undergraduate and postgraduate students and their graduation projects, the entrepreneurs in their early steps, the researchers in Universities and Research Centers, everyone who has patents or innovative ideas.

More information can be found here: <http://www.asrt.sci.eg/index.php/grants-2/intilac-incubators>

6. African Development Bank: Tanmia Wa Tatweer

The “Tanmia Wa Tatweer – Egypt’s Entrepreneurship Development Project” aims to support entrepreneurs, particularly youth and women, to establish, manage and operate successful innovation-driven enterprises in agribusiness; clean, green and alternative energy; and creative industries in handicrafts and the performing arts.

The grant will be implemented under the Ministry of Higher Education and Scientific Research and targets about 480 start-ups and early growth businesses (of which 50% will be female-owned), giving geographic priority to the governorates of Qena, New Valley and Upper Egypt. The entrepreneurs will benefit from grants of up to EUR 2,550 (\$3,000) per business to assist early development needs such as prototyping and product testing, and grants for seed funding of approximately 15% of the startup cost up to a maximum of EUR 51,000 (\$60,000) per start-up.

More information can be found here: <https://www.afdb.org/en/news-and-events/egyptian-ministers-see-strong-partnership-with-african-development-bank-as-a-catalyst-for-youth-entrepreneurship-in-egypt-19025/>

7. Business Enterprise Support Tool Foundation

The Business Enterprise Support Tool (BEST) Foundation began as a joint project between the Social Fund for Development and the United Nations Development Program (UNDP) in 2006, aimed at providing comprehensive support to small and medium enterprises (SMEs). Since then, it has established itself as a foundation and expanded to Giza, Beni Suef, Fayoum, Minya and Luxor. BEST offers SMEs training courses, marketing services through direct sales and access to distribution channels, technical support and consultation.

Additionally, the foundation incubates microprojects and helps in their implementation through a variety of support services and facilitating access to funding. BEST offers microprojects a leasing service in association with Incolease – an example of its dedication to forming partnerships with the private sector and promoting corporate social responsibility. Finally, BEST foundation offers a recruitment service, individual and group microfinancing for unemployed youth.

More information can be found here: <https://arab.org/directory/business-enterprise-support-tools-foundation/>

8. Aga Khan Foundation

The First Micro-Finance Foundation in Egypt (FMF-E) that aims to promote economic empowerment and financial inclusion in Cairo and Upper Egypt by providing a diverse range of financial and non-financial products and services to support income-generating economic activities and micro, small and medium enterprise (SME) development.

FMF-E was established in 2005 by the Aga Khan Agency for Microfinance. From its inception in the historic district of Darb Al-Ahmar in Cairo, FMF-E has expanded to serve rural populations across Upper Egypt. FMF-E is committed to alleviating poverty by supporting individuals in becoming self-reliant and in improving their quality of life. In addition to serving micro-entrepreneurs, in recent years FMF-E has expanded into SME finance to serve this “missing middle” with working capital and asset finance. FMF-E’s SME portfolio has been growing steadily and is now approximately 15 percent of its outstanding portfolio.

More information can be found here: <https://www.akdn.org/where-we-work/middle-east/egypt/microfinance-egypt>

9. Ain Shams University: I-Hub

Launched in June 2015, the Ain Shams University Innovation Hub (iHub) serves as a resource for students from across ASU interested in entrepreneurship and innovation. The offered extracurricular programs offered by the iHub are designed to help students think, innovate and build. The iHub resources provide the required support for students and graduates to grow their skills, ideas and ventures at any stage of development and covers a wide range of disciplines. They provide a wide range of programs such as I Camp, I lab, ZEH (Zero Energy Home Competition).

More information can be found here: <http://ihub.asu.edu.eg/zeh.html>

10. Al Maqarr

AlMaqarr is a leading co-working space in Egypt that provides an organic space for idea stage entrepreneurs to collaborate and gain support to further their ideas and transform them into sustainable projects and businesses. They exist in three locations; Heliopolis (Cairo), Downtown (Cairo) and ElGouna (Red Sea). The experience they provide is bigger than the space; they manage a solid & diversified community of innovation and collaboration between startups,

student organizations, social initiatives and freelancers. Opportunities are created organically, and networking is a guaranteed experience for all walk-ins as indicated by their website.

More information can be found here: <https://www.almaqarr.com/en/about>

11. German Society for International Cooperation: Financial Services for SMEs

This project promotes the delivery of non-bank financial services to small and medium enterprises (SMEs) in Egypt at several levels. In cooperation with the Egyptian Financial Supervisory Authority (EFSA), which is responsible for regulating non-bank financial intermediaries (NBFIs) in Egypt, the project is working to improve the regulatory and supervisory framework for non-bank financial services, with a view to incentivizing more NBFIs to provide SME financing. Moreover, it is strengthening the financial market infrastructure by developing and implementing training programs for NBFIs. Also, the project is working closely with Egypt's Credit Guarantee Company (CGC) to enlarge its guarantee portfolio and improve guarantee models – the objective being to make SME financing safer and thus more attractive for NBFIs.

More information can be found here: <https://www.giz.de/en/worldwide/39155.html>

12. Alexandria Business Association

Alexandria Business Association (ABA) is considered one of the leading NGOs in the field of promoting small and micro enterprises. It started a comprehensive credit program for this purpose in January 1990. This program, as claimed by ABA, is one of the world's best practices in Micro Finance. This due to the diversification of different credit programs and the innovative use of tools to achieve its objectives. The project is now covering 8 governorates (Alexandria, Kafr El-Sheikh- Beheira- Monufia- Matruh- Gharbia – Sharkia) through 68 branch offices and employing more than 1890 staff.

More information can be found here: <http://aba.org.eg/what-we-do/our-projects/>

13. Ashoka

Ashoka is the largest network of social entrepreneurs in the world. Since its founding more than 30 years ago, Ashoka has provided stipends, professional support services, and connections to a global network for more than 3,000 leading social entrepreneurs - elected as Ashoka Fellows - in over 90 countries.

Ashoka is the professional home for entrepreneurial individuals from both the business and private sector, a platform for the growing global network of people dedicated to creating systemic social change. Since its inception in 2003 and from its offices in Cairo, AAW has pioneered and been the platform for social entrepreneurship across the Arab region, identifying and electing more than 100 of the region's leading social entrepreneurs across 11 countries.

More information can be found here: <https://www.ashoka.org/en-US/country/egypt>

14. Helmak Mashrouak by Ketharet Dawood

This program starts with training on entrepreneurship skills. Successful trainees receive loans for project start ups. The program is offered in the governorate of Menofeya in partnership with Rotary Egypt.

More information can be found here: keyharetdaoudngo.org

15. The American University in Cairo: venture labs

AUC Venture Lab is Egypt's first university-based incubator and accelerator at The American University in Cairo. The lab enables startups to capitalize on AUC's intellectual capital, world-class facilities and research capacities. It connects innovative startups with AUC's network that includes alumni, faculty, mentors and investors. The mission of the AUC Venture Lab is to help Egyptian startups commercialize their innovative technologies and business models into viable ventures that contribute to economic growth, competitiveness and job creation; and to provide a learning and research platform for the AUC community to connect with entrepreneurs. AUC Venture Lab targets startups that are high-growth and innovation-driven.

More information can be found here: <http://schools.aucegypt.edu/business/aucvlab/Pages/default.aspx>

16. Cairo Angels: Angel investment network

Cairo Angels is Egypt's first formal angel investment network; investing in and supporting early-stage startups in Egypt and across the MENA region. Established in 2012, Cairo Angels convenes regular investment meetings to review pre-selected potential investees that meet the Cairo Angels investment criteria. Members may join virtually or physically in either Cairo or London. While angels make their own investment decisions, Cairo Angels facilitates due diligence for opportunities that receive interest from investors, negotiates terms

and finalizes deal closing. Post-investment, the Cairo Angels can also provide portfolio management services for its investors. Angels invest their personal money in return for a minority equity stake in the business, and collectively make investments that range between 250K to 2M Egyptian Pounds per Company.

More information can be found here: <http://cairoangels.com/>

17. Cairo University Faculty of Economics and Political Science Business Incubator

Faculty of Economics and Political Science (FEPS) Business Incubator, located at Faculty of Economics and Political Science – Cairo University, was launched in 2017 and targets youth aging from 18-35 years old. It provides three main services: Awareness Program that aims to raise awareness about entrepreneurship related concepts and best practices among youth; Incubation Program that provides training, coaching, mentorship and seed funding to early-stage startups to help them to validate their business model and develop marketable products and services; and Business Clinic that provides consultancy services to entrepreneurs who have already established their startups, which are offered by mentors and experts to support and push them forward with their companies.

More information can be found here: fepsbi.caiouni.net

18. Caritas Egypt: Micro-Credit Program

Caritas Egypt's micro-credit program worked in the micro-credit field since 1992, providing financial & non-financial services to vulnerable customers. Their financial services are: providing loans for microcredit projects, while the non-financial services are providing vocational training veterinary & health, consulting & feasibility studies. The number of Caritas Egypt employees in micro-credit is about 100 employees. Loans have been issued through the micro-credit program to fund around 55,000 projects to date, with a total gross of 600.000.000 L.E.

More information can be found here: <https://caritas-egypt.org/en/project/micro-credit/>

19. Future Eve Foundation

Future Eve Foundation established a unit for economic empowerment with a focus on youth and females. The Foundation provides loans, entrepreneurship training including how to start a project, legal documents and business management.

More information can be found here: www.futureeve.org

20. Edventures

EdVentures incubates, accelerates and invests in startups serving the sectors of education, culture, and innovative learning solutions. Powered by the long successful history of Nahdet Misr Publishing Group, EdVentures supports entrepreneurs and startups by offering them a second-to-none environment, paving their path to rapid and healthy growth. Their programs mainly provide incubation services for the early stage startups as well as investment services for scale ups and high growth startups.

More information can be found here: <https://www.nmedventures.com/>

21. EG Bank: MINT

MINT by EGBANK is a platform aims at developing youth capabilities (16-29 yrs. old) and to introduce them to the banking world through banking and non-banking services. It provides tailored financial and non-financial services aimed at developing youth capabilities, enhancing their banking and financial knowledge and fulfilling their financial needs. The program started in 2018. It offers different services such as MINT HUB, MINT Bank, and MINT Incubator.

MINT Incubator is in partnership with Cairo Angels, one of the leading startup investment groups in the Middle East and Africa. The incubator is designed to support startups with no strings attached. Mint does not take equity and will not provide debt to the startups enrolled in the program. The only thing they expect from startups is their passion and commitment to take their business to the next level.

More information can be found here: <https://mint.eg-bank.com/Home>

22. Endeavor Egypt

Endeavor Egypt is a global non-profit Egypt that is leading the high-impact entrepreneurship movement around the world. Endeavor now has a global footprint covering 30+ markets across North and South America, Africa, Asia, Europe and the Middle East.

Endeavor Egypt targets high-impact entrepreneurs leading scale-up companies that create significant job and wealth opportunities. It provides access to networks and markets, access to talent and access to smart capital. The program approach is to select, mentor and accelerate scale-up entrepreneurs to catalyze long-term economic growth. Endeavor was first established in 1997 and launched in Egypt in 2008.

More information can be found here: www.endeavoreg.org

23. Imkan: UNIDO and Ministry of Education and Technical Education

Imkan is a United Nations Industrial Development Organization (UNIDO) project implemented in partnership with the Ministry of Education and Technical Education (MoETE) and the Ministry of Trade and Industry and with funding from the Government of Japan.

Entrepreneurship in Education (EE) fosters innovation, competitive entrepreneurial mindsets, attitudes and skills (such as leadership, self-confidence, creativity, problem solving and teamwork), which create the foundation for a dynamic private sector. EE lays the foundation for youth to work productively in self-employment and/or wage-employment, and prepares them to become a productive member of a society. EE promotes a more attuned-to-business education system to increase future livelihood opportunities by expanding the spectrum of choices considered by young people.

More information can be found here: <https://www.facebook.com/imkanproject/>

24. Enpact

The non-profit organization Enpact was founded in August 2013 with the aim of strengthening economic relations between young entrepreneurs from the startup scenes of the Middle East, Africa and Europe. Since then, this goal has been successfully implemented with an innovative Startup Mentoring program for promising young entrepreneurs. In addition to that they support local entrepreneurial ecosystems by creating entrepreneur spaces for startup related activities through Startup Space and provide relevant research through their Startup Meter by analyzing the startup friendliness of cities.

More information can be found here: <http://www.enpact.org/tag/egypt/>

25. Etijah: Tomoooh Program

Tomoooh program, implemented by Etijah in partnership with Caritas France, targets the unemployed university graduate males and females, aged between 21 and 35 years old. The program aimed at providing youth with the essential needed skills to join the labor market. The program was implemented in five governorates Cairo, Assiut, Qena, Beheira and Sharqeya. It focused on two components: entrepreneurship and employability. The entrepreneurship program enhanced self-employment by focusing on advanced design thinking to early stage start-ups for young university graduates from Cairo and other governorates, while the employability program developed the employability skills of youth from Assiut, Beheira, Qena, and Sharqeya to be able to integrate in the labor market.

To reach that end, The entrepreneurship program offered trainings to start-up entrepreneurs to access wider-range of business tools and market awareness, a hub serving as a co-working space for the participants to network and to work in an inspiring collaborative environment, and a mentorship program providing guidance to the participants and developing their entrepreneurial capabilities to better shape their startups and ensure correct business validation. A one-on-one business consulting service system is deployed to guide the participants through planning, establishing, launching, stabilizing, and growing their own businesses. The entrepreneurship program takes place in a hub at Etijah's main office.

On the other hand, the employability program offered capacity-building trainings to develop the participants' employability skills, career coaching services to help them define their career choice in addition to an organized job fair, and lists of employers' data with the available employment opportunities within each governorate in order to expose them to employment opportunities and facilitate their matching process. The program was started in December 2017 and lasted for 18 months. It targeted 309 youth through the employability program and 75 start-ups were created in several fields as a result of the entrepreneurship program.

More information can be found here: <https://etijah.org/>

26. Flat6Labs Accelerator

Flat6Labs is a regional startup accelerator program and seed investment company that fosters and invests in bright and passionate entrepreneurs with cutting-edge ideas. It provides seed funding, strategic mentorship, a creative workspace, a multitude of perks and entrepreneurship focused business training. In addition, it directly supports startups through an expansive network of partner entities, mentors and investors. Flat6Labs, alongside its notable investors- the International Finance Corporation, MSME Development Agency, Egyptian American Enterprise Fund, and Egypt Ventures; has created an environment where entrepreneurs can advance their company in incredible pace and in a short period of time.

Flat6Labs currently has accelerator programs and seed funds in Cairo, Jeddah, Abu Dhabi, Beirut, Tunis and Bahrain. Flat6Labs Cairo fosters and invests in bright and passionate Egyptian entrepreneurs with cutting-edge ideas. Launched in 2011 as the first Flat6Labs office in the MENA region, Flat6Labs Cairo supports and encourages entrepreneurs throughout the critical first steps of development. Each cycle, 8-10 promising teams are selected to join the Flat6Labs Cairo program. Once selected, these teams are put on the right track to

become full-fledged scalable startups. Each team is provided with cash funding (EGP 500,000 – EGP 750,000) and select startups are provided with follow-on funding (up to EGP2m), strategic mentorship, office-space, a multitude of perks and services from various partners (\$300,000+), as well as entrepreneurship-focused business training and workshops.

More information can be found here: www.flat6labscairo.com

27. General Authority for Investment: Bedaya Center for Entrepreneurship

Bedaya Centre for Entrepreneurship & SMEs Development was established by general authority for investment (GAFI) in 2011, to serve the SMEs sector that is considered to be the engine for economic growth and job creation. Bedaya Centre works as a facilitator to enable SMEs and entrepreneurs to access different financial and non-financial services through various programs and initiatives.

Bedaya programs are tailored to deliver value to clients with the aim to support SME businesses, enhance their competitiveness, strengthen their innovation capacity and promote the entrepreneurial culture in Egypt. The ongoing update of their programs ensures the consistency of the offered services with the changing needs of SMEs and entrepreneurs; and in the meantime, captures where the gaps exist and provide solutions.

More information can be found here: <http://www.bedaya.org.eg/>

28. ICT Trust Fund: Youth Employment Generation Program

This project addresses the mismatch between the occupational demanded skills by the private sector and the skills needed to qualify youths in Egypt for work. This is done through equipping youths with the necessary vocational, IT and soft skills to increase their employment prospects in addition to technical and financial support that help them establish their own businesses.

Youth Social Entrepreneurship Program-YSEP

The Youth Social Entrepreneurship Program aims to inspire youth to be champions leading small business with high impacts towards the surrounding community using ICTs. This component is based on "Tomouh" competition for the best social entrepreneurship ideas/projects. In addition, they build the entrepreneurship capacities of participants and provide them with networking and mentorship services to produce their feasible business plans. Finally, through external arbitration process, the best 5 business plans were awarded for successful and sustainable implementation.

M/SMEs Program

The MSMEs component aims to increase the effectiveness and improve the profitability of MSMEs owners and entrepreneurs through the integration of ICT in business operation. This is achieved through two main techniques: Direct MSMEs: in this technique the program conducts awareness sessions, train of trainers and builds the capacities of MSMEs. Indirect MSMEs: in this technique the program builds the capacities of MSMEs through SMEs toolkits. The whole process of registration and MSMEs filtration is done online and the MSMEs training toolkits are sent to the MSMEs by carrier then a competition for the best 5 MSMEs that applied the toolkits knowledge and created their marketing websites were awarded with ICT prizes.

The MSMEs program targets the youth in the age group 21 - 45 years from both male and female who have their own medium, small and micro projects and have the willingness to utilize the ICT in their projects.

More information can be found here: http://www.ictfund.org.eg/page/600_%D9%90About

29. The Global Entrepreneurship Network in Egypt

The Global Entrepreneurship Network operates a platform of projects and programs in 170 countries aimed at making it easier for anyone, anywhere to start and scale a business. By fostering deeper cross border collaboration and initiatives between entrepreneurs, investors, researchers, policymakers and entrepreneurial support organizations, GEN works to fuel healthier start and scale ecosystems that create more jobs, educate individuals, accelerate innovation and strengthen economic growth.

Among the main events of GEN Egypt are: Global Entrepreneurship week, The Global Entrepreneurship Research Network and Global Business Angels Network, Global Enterprise Registration, Startup Huddle, GEN Starters Club, Startup Open and other programs which are intended to help smooth the path to market for founder teams and provide entrepreneurs at all stages with the support necessary to reach the next level.

More information can be found here: <https://www.genglobal.org/>

30. German Society for International Cooperation: financial services for SMEs

The project promotes the delivery of non-financial services to SMEs in Egypt at several levels. In cooperation with the Egyptian Financial Supervisory Authority (EFSA), which is responsible for regulating NBFIs in Egypt, the project is working to improve the regulatory and supervisory framework for non-bank financial

services, with a view to incentivizing more NBFIs to provide SME financing. Moreover, it is strengthening the financial market infrastructure by developing and implementing training programs for NBFIs. Also, the project is working closely with Egypt's Credit Guarantee Company (CGC) to enlarge its guarantee portfolio and improve guarantee models – the objective being to make SME financing safer and thus more attractive for NBFIs

More information can be found here: <https://www.giz.de/en/worldwide/43438.html>

31. Greek Campus

The GrEEK Campus is the world's first heritage-driven technology center. Not just a physical platform for entrepreneurs, startups, and SMEs, The GrEEK Campus is a catalyst for innovators and creators. Since 2014, The GrEEK Campus became the fastest growing community of startups in Egypt and the Middle East. They host 140+ companies, carefully selecting and bringing together the ultimate mix of ecosystem key players such as seed companies, angel investors, incubators and accelerators - enabling the evolution of campus members towards successful entrepreneurial ventures and startup journeys.

Today, The GrEEK Campus is made up of five office buildings on a total space of 25,000 sqm, with open office spaces for rent ranging from 10 sqm to 1,400 sqm that can ergonomically accommodate entities of any size, and host regular high-profile technology seminars, conferences, open art exhibitions, and music concerts which make it an event destination for the entire ecosystem; including even traditional tourists curious to know what is happening to entrepreneurship in Egypt.

More information can be found here: <https://www.thegreekcampus.com/>

32. German University in Cairo: IMAGINE Incubator

IMAGINE was launched in 2013, and it adopts a unique approach in developing GUC entrepreneurs from all faculties to launch their successful startups in all fields. Funded by the DAAD, the project is a product of the fruitful cooperation between academic institutions, (GUC and Phillips University – Marburg) business partners (Siemens, Mercedes Benz, Tamkeen Capital, and others), student associations (Phlink) and NGOs (MCSBE). IMAGINE aims at unleashing students' creativity, entrepreneurial, and management skills in preparation for a successful innovative venture startup journey.

More information can be found here: <http://imagines2e.org/>

33. Hult Prize Accelerator

The Hult Prize is a start-up accelerator for social entrepreneurship and it is the world's largest crowdsourcing platform for social good and one of the planet's leading forces for good. Participants compete in local events organized on campuses around the world or apply online to partake in the regional finals which are held in 15 international cities around the world. Winning start-ups from each city move onto the Hult Prize Accelerator for the summer before attending the global finals. Collectively, more than ten thousand students, representing more than 150 countries around the world participate in the Hult Prize and spend over 2 million man-hours in solving the world's most pressing issues. Through crowdsourcing, training, mentorship, and funding, the Hult Prize seeks to build and launch the next wave of social entrepreneurs.

More information can be found here: <http://www.hultprize.org/>

34. Ministry of Trade and Industry and ILO Youth Employment Program

The project is implemented in partnership with the Ministry of Trade and Industry (MTI), and in cooperation with key partners as the Ministry of Investment and International Cooperation, Micro, Small and Medium Enterprises Development Agency, Federation of the Egyptian Industries (FEI), Qalyoubia and Menoufia Governorates.

The objective of the project "Employment for Youth in Egypt (EYE): Working Together in Qalyoubia and Menoufia" is to contribute to increased productive employment and decent work opportunities for women and men in Qalyoubia and Menoufia governorates, based on a framework of an interdisciplinary, multi-sectoral, and multi-stakeholder approach: Promoting sustainable enterprises; Creating more and better jobs for inclusive growth and improved youth employment prospects; Promoting decent work in the rural economy.

More information can be found here: https://www.ilo.org/addisababa/technical-cooperation/WCMS_571875/lang--en/index.htm

35. Industrial Modernization Center: Creative Hub

Creative Hub Egypt supports creative innovators, designers and SMEs in various fields by deepening understanding of global design and industrial concepts, enhancing the link between young innovators, industrial and governmental entities, as well as promoting cultural awareness. The hub offers wide range of services to designers and innovative entrepreneurs mainly to reinforce creativity in the industrial arena, through vast technical and business capacity

building programs, product development workshops, co-working spaces, B2B networking, advisory services and prototyping machinery available; shedding light on the strategic importance and potential of the design-based industries.

More information can be found here: <https://www.facebook.com/Creativehubegy>

36. INJAZ Egypt

INJAZ Egypt targets enthusiastic graduates between the ages of 21 to 30 from any field of study and from anywhere in Egypt with minimal business experience and transforming them into successful entrepreneurs with innovative new businesses that contribute to the national economy and generates jobs. It provides the participants with trainings divided into 3 different phases: ideation, validation and incubation. The program was started in 2011, as a way of economically empowering Egyptian youth following the Egyptian Revolution.

More information can be found here: www.injaz-egypt.org

37. Innoventures

Innoventures, LLC was founded in 2011, as an innovation platform to bring the wealth of original Egyptian technology ideas to market. Innoventures adopts these project ideas, explores them further, and manages them until they are profitable, high-impact, growing businesses. Hence, Innoventures defines its role as technology venture management. Innoventures takes a very hands-on approach, adopting many of the projects, during their earlier stages, into its own organizational hierarchy, and managing the details of the project very critically and directly, rather than just providing the owners of the idea with funding and superficial administrative support. Innoventures also provides a shared business resource center, and a support network of entrepreneurs, which affords lower costs for the start-up ventures, and increases their chances of success.

More information can be found here: <http://www.innoventures.me/company/about>

38. Nahdet al Mahrousa

Nahdet el Mahrousa (NM) is an Egyptian not-for-profit, non-governmental organization (NPO/NGO) that was founded in November 2003. Its mandate is to activate and engage young Egyptian professionals to further develop their communities, to address Egypt's toughest development problems through innovative approaches, and to create a strong community of social entrepreneurs, civil society, businesses, academia, government, and international agencies and donors. NM supports social entrepreneurs; to develop/build successful and

scalable social enterprises by providing an ecosystem enabling social innovation, incubation services, and seed funding; Youth, in improving the quality of their lives by developing their technical and life skills and capacities to enter the labor market; Organizations in improving their capacity to more effectively tackle Egypt's most pressing social, cultural, environmental and economic problems. Since 2003, NM has partnered with a long list of organizations to support social entrepreneurs; youth and local implementing partners on projects of various sizes and scopes that mostly fall within social entrepreneurship, career counselling, advisory, training, and employment areas.

More information can be found here: <http://www.nahdetelmahrousa.org/>

39. Nawah

For the fourth year in a row, Nawah has become one of the main social entrepreneurship events in Egypt that contributes to the development of entrepreneurial business ecosystem. Nawah's Social Entrepreneurship Challenge objective is to contribute to a flourishing, collaborative and conscious entrepreneurship ecosystem by empowering young entrepreneurs, to develop their skills, capabilities and expand their network and resources.

Nawah offers an annual opportunity for entrepreneurs to compete in a country-wide challenge, to show-case their business idea and projects. Ideas and projects are selected based on sustainability, social problem-solving ability (impact) and innovation. Finalists and winners can receive tailored training, mentoring opportunities and win equity free financial prizes.

More information can be found here: <http://www.genegypt.com/nawah2018/>

40. National Council for Women: Women Business Development Center

The women Business Development Center (WBDC), in the National Council for Women (NCW), aim to support women in the market place through networking, guidance, developing skills and marketing in partnership with public, private and Non-governmental organizations, to be able to provide quality and sustainable business development services for the success of the micro, small and medium enterprises' development for women. WBDC targets women artisans, micro, small and medium enterprises owned by women, potential entrepreneurs, university students and graduates, and NGOs. WBDC was established in 2001 under the umbrella of the National Council for Women as a USAID project aiming at supporting women in the business ecosystem. It is considered as NCW's arm designed to achieve the economic empowerment of women, as set forth in NCW's mandate.

More information can be found here: www.ncw.gov.eg

41. Nile University: Nilepreneur

Nilepreneurs is a national Initiative aimed at educating young people about entrepreneurship. The initiative is supported by the Central Bank of Egypt. Nile National University oversees its implementation with support for entrepreneurship, small and medium enterprises and the promotion of local production, in cooperation with the Ministry of Planning, the Scientific Research Academy, the Small and Medium Enterprises Development Authority and many other stakeholders. The initiative's goals are to increase the input of small and medium-sized enterprises to the Gross National Product, creation of business service provider centers, increase in the number of companies and the creation of job opportunities, increase exports increase and the substitution of imports and the creation of an encouraging environment for innovation and creativity.

The initiative offers 5 different programs that targets youth, innovators, startups and entrepreneurs; which are an Awareness Program, Challenge and Innovation Program, SMEs Growth Stimulation Program, Business Development Centers and a Design House.

More information can be found here: <https://np.eg/about/>

42. Rise Up

Rise Up was founded in 2013 in Egypt and quickly became a grassroots movement that spread across the MENA region and beyond. It catalyzed ecosystems and connected regional startups with global resources, beginning with RiseUp Summit (an annual entrepreneurship event) and growing into a range of products (RiseUp Summit, Hackathons, Hubs, Startup Manifesto, Pitch by the Pyramids, Digital Platform) and activities supporting startups, and developing ecosystems throughout the year.

More information can be found here: <https://riseupsummit.com/home>

43. Science and Technology Development Fund: Innovate Egypt

Innovate Egypt empowers early-stage science and technology innovators to commercialize their inventions and create new ventures. The goal of Innovate Egypt is to provide innovators with the training, mentoring, and resources they need to bring their ideas out of the lab and into the market. The accelerated eight-week training program is modeled after the effective Lean Startup methodology. Through an intensive customer discovery process, participants quickly identify and evaluate opportunities and make informed decisions on how best to move their idea forward.

More information can be found here: <http://www.stdf.org.eg/old/index.php/news1/736-innovate-egypt-2>

44. Flat6labs: StartEgypt Program

StartEgypt targets aspiring Egyptian entrepreneurs developing projects from idea stage to prototype stage under any of the 8 social impact sectors, namely: Healthcare, Education, Agriculture, Environment, Financial Renewable and Marginalized Communities. It provides a four-month incubation program designed to enable entrepreneurs to develop strong business concepts and to guide them on the path to create new and innovative startups with focus on the above social impact sectors. The program approach is to provide design thinking sessions, coaching and mentorship in with a multitude of offerings to spark innovative ideas that are then harnessed and developed to become market-ready business concepts. The program started in 2018.

More information can be found here: www.startegypt.com

45. Technology Innovation & Entrepreneurship Center: Heya Ra2eda

Egypt's Technology Innovation & Entrepreneurship Center (TIEC) launched a pilot phase of their program 'Heya Ra2eda' (she is an entrepreneur) to empower women entrepreneurs that have businesses in, or powered by, Information and Communication Technologies. The program reaches out women entrepreneurs that have a skill set that would allow them to start their own projects or startups, focusing more on developing the logic of business development rather than a detailed theoretic approach.

The main target is to induce the basic business development functions as a secondary practical skill set allowing them to efficiently run a successful operation, eliminating a lot of waste on resources and opportunities. The program is powered by the world-renown curricula of ILO's Start & Improve Your Business, Facebook's #SheMeansBusiness, as well as other local partners, and hosted two Cairo-based migrant entrepreneurs, who had won a pitching competition held by Startups Without Borders.

More information can be found here: <https://www.tiec.gov.eg/English/Pages/default.aspx>

46. USAID: Strengthening Entrepreneurship and Enterprise Development

United states Agency for international development (USAID's) Strengthening Entrepreneurship and Enterprise Development (SEED) project offer technical support to business service providers, entrepreneurs, and micro, small, and medium enterprises (MSMEs) to help develop new business ideas,

strengthen essential business development services, introduce new financial tools, and enhance financial literacy and management. SEED also focus on improving access to essential financing, information, and technology; reducing bureaucratic procedures; addressing policies that impact ease of doing business; and expanding and improving public one-stop shops responsible for business registration and licensing.

More information can be found here: <https://www.usaid.gov/egypt/fact-sheets/strengthening-entrepreneurship-and-enterprise-development-seed>

47. World Business Fitness

World Business Fitness established in 2012 targets fresh graduates, employees, business owners, and entrepreneurs who want to develop their skills. It provides corporate and organizational training (DDI), business coaching and Entrepreneurship (Action coach), personal leadership and life success (Johan Maxwell), healthcare and pharmaceutical training (INNOVARA), and public workshop and customized consulting. The program approach is to ensure that people are prepared for their work by having the necessary knowledge, skills, and attitudes to do their job without affecting your personal life and this is delivered through personal Coaching, public and In-house Interactive Workshops, and online training.

More information can be found here: <https://worldbusinessfitness.com/>

48. Zomaal

Zomaal is the leading crowdfunding platform in the Arab world. Zomaal went live in July, 2013. Semi-finalist in the MIT Arab Enterprise Forum business plan competition, backed by four Middle Eastern venture capital firms and featured on CNN, Wamda, the International Herald Tribune and more, Zomaal is at the forefront of Arab crowdfunding: helping people empower Arab creativity and culture.

More information can be found here: <http://www.zomaal.com/help/how>

III PROGRAMS WITH JOB PLACEMENT SERVICES AS THE PRIMARY ACTIVITY



1. Ministry of Manpower and Migration

In Egypt, the Ministry of Manpower and Migration (MoMM) is the primary public employment agency. The MoMM is in charge of labor policies, enhancing employability and managing the demands of the labor market. MoMM operates 300 public offices that are dispersed around the country. MoMM issues a monthly bulletin of available jobs.

2. The American University in Cairo: Career Center

The American University in Cairo's Career Center is committed to provide a solid foundation of career development principles, professional career guidance and employment services to students, alumni and employers through a centralized, comprehensive program, setting a model for capacity building in the area of career services.

Established in 1991 as the first university career center in the region, the center focuses on educating students and alumni for life-long career planning and empowering them to manage their professional and educational goals through providing them with a range of career services that support their career planning and job search efforts. The career services range from self-assessment, career exploration, experiential learning, employability skills development to connecting with employer and the business community on local and international levels.

3. University Centers for Career Development

In support of Egypt's efforts to enhance formal career education, develop public university graduates' employability skills, and facilitate students' successful transition into employment, the United States Agency for International Development (USAID) awarded The American University in Cairo (AUC) a cooperative agreement to implement the University Centers for Career Development (UCCD) project. Over a span of four years, the project will establish 20 sustainable UCCDs in 12 Egyptian public universities in Upper Egypt, Delta and Greater Cairo.

To date – June 2019 – the project successfully launched 12 career centers within 8 public universities with an additional 3 to be operational within the coming quarter – adding up to a total of 15 centers within 10 of the Egyptian public universities. Over 8,000 students took courses of more than 16 instructional hours including: employability skills, English language courses, technical tracks and entrepreneurship programs. In addition, more than 8,000 students attended career development workshops and career advising sessions.

More information can be found here: <https://www.aucegypt.edu/news/stories/auc-establish-20-career-development-centers-throughout-egypt>

4. Better World Foundation: Job Listing Project

The idea driving the establishment of Better World Foundation was conceived in 2003, when seven students saw that they each possessed skills that the others lacked and came together to share their knowledge and expertise in technology and academia with one another. By 2006, the scope of the idea expanded to provide professional training programs to a vast community of under-privileged Egyptian youth that doesn't receive adequate training in technology, languages and life skills from Egypt's public education institutions. In 2007, the Better World Foundation began its activity as an officially registered non-governmental, non-profit foundation under the Ministry of Social Solidarity.

Today, the foundation is considered a one-of-a-kind foundation, which was created by a balanced proportion of Egyptian and foreigner students, all striving to make it a better world.

The Job Listings Project is a database that Better World is building to connect qualifying program graduates with jobs in the labor market. The foundation collaborates with local companies that are seeking quality and proficient workers by supplying unemployed university students and graduates with the specialized training and leadership skills necessary to secure job placement of individuals in those companies.

More information can be found here: http://www.bwngo.org/bwngo/job_Listing_Project.php

5. American Chamber Recruitment Center

American Chamber (AmCham) recruitment center is committed to offering the sourcing tools and time-saving recruitment solutions designed to meet the evolving needs of its employers, while helping job seekers find the right opportunities and achieve their career goals.

More information can be found here: <https://www.amcham.org.eg/recruitment/>

6. At-Fee Recruitment Companies:

We here list a number of companies identified in this field for their particular focus on youth. These are (listed in alphabetical order):

1. AIMS International Egypt: <http://www.aims-egypt.com>
2. Antal International: <https://www.antal.com/our-business>
3. Climax Recruitment: : <http://www.climaxir.com/>

4. ECCO Outsourcing: http://www.eccooutsourcing.com/?page_id=43
5. Global Projects Services: <http://gpscorp.net/>
6. Go Partners: <http://go-partners.com/>
7. GulfTalent: <https://www.gulftalent.com/about>
8. Human Resources Cooperation: <http://www.hrc-egypt.com/history.html>
9. IAM Solutions: <http://www.iamsolutions.org/>
10. Indeed: <https://eg.indeed.com>
11. International Business Services: <http://www.ibsns.com/>
12. Job Nile: <http://www.jobnile.com/>
13. JobMaster: <https://jobs.trendsmena.com/en/company/jobmaster-human-capital-solutions-841152/>
14. Merge: <http://www.mergecareer.com/>
15. Pillars Consultancy Recruitment: https://pillars-eg.com/contact_us/about_us/
16. Pioneer Human Resources and Recruitment: <https://www.pioneerhr.com/>
17. Premier Services and Recruitment: <https://www.premieregypt.com/>
18. Quick: <http://www.quickegypt.com/profile-2.html>
19. Rawaj: <https://www.rawajeg.com/site/>
20. Resource Professional: <http://www.rp-jobs.com>
21. Roots Management Consultants: <https://rootsegypt.com/>
22. Royal for Recruitment:: <http://www.royal-hr.com>
23. Staff Arabia: <https://www.staffarabia.com/>
24. Target Recruitment and Human Resources Solution: <http://www.targetdhr.com/>
25. Tawzef: <https://www.tawzef.com/>
26. The International Deployment Group: <http://www.idgeg.com/>
27. Top Business for Human Resources Group: <https://www.topbusinesshr.com/>
28. Top Talents: <https://toptalents-eg.com>

7. WUZZUF.net

WUZZUF.net is created and managed by BasharSoft, a technology firm founded in 2009 and one of very few companies in the MENA region specialized in developing innovative online recruitment solutions for top enterprises and organizations. Since May 2012, it successfully served 10,000+ companies and employers in Egypt, 1.5 million resumes were viewed on our platform and 100,000+ job seekers directly hired through it. In total, 250,000+ open job vacancies were advertised and now, 500,000+ users visit its website each month looking for jobs at top Employers. WUZZUF is now expanding its success to the Gulf region. It is helping employers and job seekers from UAE, Qatar and other gulf countries find their right match through its intelligent real-time recommendations and around the clock support.

More information can be found here: <https://wuzzuf.net/>

8. Jobzella.com

Jobzella.com is a digital world where everyone can search and have free access not only to millions of jobs from thousands of company websites and job boards, but also thousands of other career services and opportunities. It is counted as the World's First Online Career Mega Mall as it provides a one-stop shop to all career services for job-seekers and professionals to aspire to a better life.

More information can be found here: <https://www.jobzella.com/>

9. Cantalop

Cantalop is a regional job search engine dedicated to Egypt & Middle East region. It aims to revolutionize the way people search for Jobs. Cantalop's team believe in developing the community, empowering people, corporate social responsibility. The company's mission is to have all jobs listed in one place and create a healthier job market place in the MENA Region. Therefore, it has enlisted its expertise in providing the first regional, most efficient and most user-friendly job search engine for Jobs in Egypt and the Middle East.

More information can be found here: <http://simplycareer.com/job-site/cantalop/>

10. Shaghalni

Shaghalni is an online platform where blue and grey collar job-seekers get to create their own profiles, promote their skills online, and get hired directly from employers. Of recent. The company partnered with the Ministry of Social Solidarity as part of the Ministry's program to support the graduation of its social assistance programs into the labor market. The company was launched in September 2015 with only 500 users, today Shaghalni already has over 80,000 registered users including 8,000 registered companies benefiting from its service and more than 50,000 phone calls made directly from employers to jobseekers. Shaghalni aims at being the largest online platform for blue and grey collar jobseekers, promoting equal and fair opportunities to everyone.

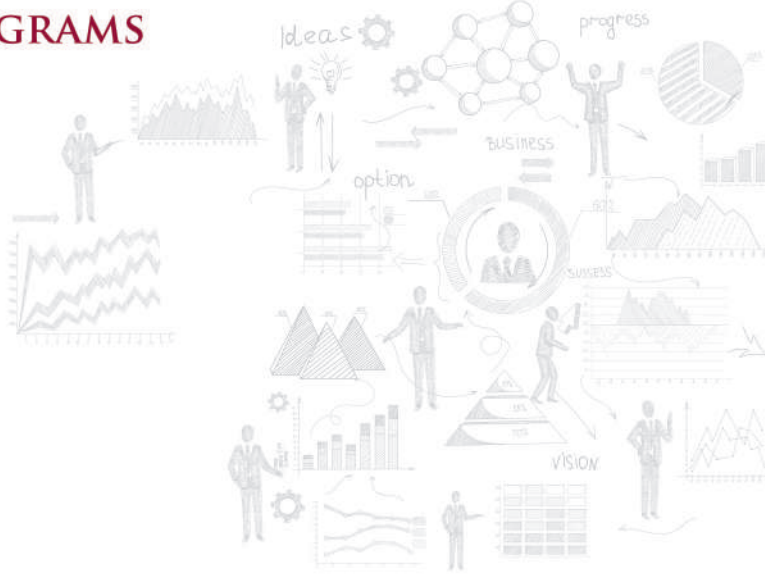
More information can be found here: <https://www.shaghalni.com>

11. Arza2

Arza2, the new era in the online recruitment solutions, connects employers to blue collars, grey, and fresh graduated white collars as well as self-employed workers through the knowledge of the industrial trades and understanding of the urgent and difficult needs of blue collars for both job seeker and the employer. Arza2 has developed *Dalil Arza2 Program* in 2018. The program contains all the workers, who were trained by Arza2 company and its approach is to train the workers then help them find an employment opportunity.

More information can be found here: <https://arza2.com/>

IV INTEGRATED PROGRAMS AND SUBSIDIZED EMPLOYMENT PROGRAMS



1. Ministry of Youth and Sports: Meshwary

Since 2008 to date, UNICEF and the Ministry of Youth and Sports (MoYS) have been implementing successfully a skills development and career guidance program namely: ‘Meshwary’ (My Journey) Project for adolescents and young people (13-24 years old) as a response to the social and economic exclusion and lack of career opportunities many young people face. ‘Meshwary’ aims at helping disadvantaged young people from slum and rural areas, including host communities and governorates with high trends of irregular migration and high prevalence of harmful practices against, selected based on agreed upon vulnerability criteria by supporting them with life and entrepreneurship skills, financial literacy skills and digital skills as well as career counselling, thereby providing them with the tools and opportunities that they need to achieve a brighter socio-economic future. “Meshwary” project is currently being implemented in 11 governorates representing Upper and Lower governorates as well as Urban governorates. In addition to the MoYS, which is the main government partner implementing “Meshwary”, the project relies upon a high degree of collaboration with partners including NGOs, young people as not only beneficiaries, but main actors as well as the private sector. Chiefly, the private sector supports “Meshwary” in, among others, providing internship and /or work placement opportunities to the graduates of “Meshwary”. The project is currently being remodeled to further leverage the potential and expertise of the private sector, promote the use of technology and innovative approaches, and expand the outreach through a holistic digitization process to avail online access to the skills development training programs.

More information can be found here: http://www.lsce-mena.org/uploads/resources/Meshwary_Project_Report.pdf

2. The Ministry of Social Solidarity’s “Forsa”

The Ministry launched Forsa as a subset of the monetary subsidies program Takafol wa Karama (Solidarity and Dignity). Forsa is a multi-component program that offers training, job placement and entrepreneurship promotion. The program implementation is underway. Forsa is a partnership model between the Ministry, the civil society and the private sector, particularly, Forsa works with the Shaghalni group for job placement through their on-line portal.

More information can be found here: <http://www.moss.gov.eg/ar-eg/Pages/default.aspx>

3. The Emergency Employment Investment Project (EEIP)

The Emergency Employment Investment Project (EEIP) implemented between 2014 and 2017 sought to support young people's transition to employment while building the evidence-base on youth employment programming in Egypt. The program was a grant in the amount of EUR 67.6 million financed by the European Union (EU), administered by the World Bank and implemented by the Micro, Small and Medium Enterprise Development Agency (MSMEDA) (formerly the Social Fund for Development). The "Improving Youth Employability" component financed the piloting of over 40 youth employment projects implemented by NGOs aimed at facilitating young people's sustainable transition into wage- and self-employment. The development objective of the EEIP for Egypt is to: **[a]** create short-term employment opportunities for the unemployed, unskilled, and semi-skilled workers in selected locations in Egypt; **[b]** contribute to the creation and or maintenance of community infrastructure and services; **[c]** improve access to basic infrastructure and community services among the target population; and **[d]** improve the employability of young men and women through short-term training or other support services

More information can be found here: <http://projects.worldbank.org/P146143?lang=en>

4. Youth Economic Empowerment Program

Youth Economic Empowerment Program (YEEP) seeks to offer employment-generating and capacity-building opportunities to young people in Egypt's poorest villages through training and entrepreneurship promotion. Based on Egypt's poverty mapping and a needs assessment exercise conducted by the Social Contract Center (SCC) under the auspices of the Information and Decision Support Service (IDSC), which operates under the auspices of the office of the Prime Minister, the program targets the poorest 151 villages in the Governorates of Sharkeya, Beheira, Minya, Assiut, Sohag, and Qena. Activities include skills assessment; vocational training; training for self-employment and micro-lending (up to LE 10,000) targeted to graduates of training programs.

5. Bishopric of Public, Ecumenical & Social Services (BLESS): Economic Development

The Economic Development Program of BLESS works in targeted communities, offering an integrated package of services for economic empowerment. Activities include vocational training programs (covering mechanical repair, plumbing, electronic and computer repair, hairdressing, food processing, etc.); micro-

finance opportunities; and job placement services with the organization of job fairs. The vision of BLESS is for a community capable of investing its potential, accepting diversity, respecting differences, and preserving with human dignity. BLESS is active at 40-45 communities at any given time. Its engagement with a community lasts for 2-5 years, offering an essential service package of education, health and economic. It offers 2-5 more services that are determined based on community needs assessments. BLESS focuses on community empowerment and sustainability; and the transfer of the know-how to local communities.

More information can be found here: <http://www.blessegypt.org/>

6. UNIDO: Hayat Sohag Inclusive and Sustainable Local Economic Development

Hayat Sohag aims at strengthening economic security for youth and women through local socio-economic development. The project works with government, the private sector and local communities to enhance economic security, especially for youth and women, in alignment with the investment priorities of the governorate. Guided by value chain analyses and local investment plans, the project leverages on existing resources and assets in Sohag to increase employability, strengthen farmers and production groups and promote the economic inclusion of you and women. Strategies to achieve the project goals include:

- Enhancing productive capacities of farmers and small-scale firms in the horticulture and livestock sectors through:
 - Improvement of the quality of production and adding value to products;
 - Promotion of the correct and reasonable use of pesticides;
 - Support for efforts to bring suppliers, buyers and markets closer together;
 - Assistance to youth and women in business development
- Developing community capacity to build assets that increase the ability of residents to improve their economic future and quality of their life through:
 - Raising community awareness on the benefits of joint, planned efforts to understand and respond to local needs and opportunities;
 - Building of local leadership capability on economic development; and
 - Collaboration with governorate and development partners to realize investment plans.
- Investing in education and workforce development to increase the

possibilities of self-employment and employability amongst youth and women through:

- Enhancement of teachers' capacities to instill a more entrepreneurial spirit in their students
- Promotion of school-based initiatives to improve people's lives in their communities

7. Sawiris Foundation for Social Development: Economic Empowerment Programs

Sawiris Foundation for Social Development (SFSD) is a grant-making foundation that targets underprivileged Egyptians. The Economic Empowerment Sector supports economic empowerment of underprivileged groups, through sponsoring training, (self)-employment and micro-credit programs and projects. The training-based employment programs follow two approaches: One approach secures job opportunities for beneficiaries before providing training through a process called the "*Backward Job Creation Model*". Based on research and analysis of the labor market, this model helps in identifying job vacancies, and then secures the commitment of employers to hire qualified and trained personnel. The second approach gives self-employment opportunities to beneficiaries after they have completed relevant training, subsequently providing them with micro/ small loans, production units or raw material, tools and equipment for launching their own businesses.

More information can be found here: <http://sawirisfoundation.org/>

8. Alashanek Ya Balady for Sustainable Development

The Alashanek Ya Balady Association for Sustainable Development (AYB-SD) was established in 2005 with a vision to create an economically independent society and promote youth engagement in sustainable development. In keeping with this vision, AYB-SD is committed to the economic empowerment of youth and women in disadvantaged neighborhoods in Cairo, Giza, Helwan, Fayoum, Beni Suef, El Minya, Qena, Behira, Alexandria and Sharkeya. Additionally, AYB works to promote volunteerism in community development and foster private-public partnerships.

The organization addresses youth employment through soft skills and specialized skills training, job placement in formal and informal sectors, and advocacy for better salaries and working conditions. AYB's soft skills program is conducted 20 to 25 times annually, while the specialized skills training is conducted 8

to 24 times annually. Each program has an average of 500 participants. The organization covers the financial costs of the training, which ranges from 500 to 2000 L.E. per person. Since the initiation of these youth employment programs in 2007, there have been 10,000 beneficiaries. AYB-SD also provides financial and technical support for youth entrepreneurs. Additional services include financial aid, health and medical campaigns, education tutorials and awareness campaigns.

AYB Micro-finance program provides impoverished Egyptians with the opportunity to establish their own small businesses and make them profitable enterprises, securing both job opportunities for themselves and others, as well as a secure and suitable income to meet their needs. This involves equipping them with technical and financial assistance, project and financial management training, and vocational trainings as needed. Micro loans generally range from 1,000 EGP up to 3,000 EGP, while small loans range from 3,000 EGP up to 12,500 EGP. Extensive follow up and assistance is conducted for up to one year, starting from the establishment of the projects, to ensure that the desired impact has occurred; making a tangible difference in the beneficiaries' standard of living.

More information can be found here: <https://www.ayb-sd.org/>

9. Coptic Evangelical Organization for Social Services (CEOSS)

Coptic Evangelical Organization for Social Services (CEOSS), an Egyptian development organization headquartered in Cairo, Egypt, is dedicated to social and cultural development, individual well-being, social justice and inter-cultural harmony. It delivers its services regardless of gender, race, religion, or beliefs. CEOSS reaches out to more than 2 million Egyptians annually in more than 100 rural and urban communities.

CEOSS works on Economic development programs including the following projects:

- Improving livelihoods of urban and rural poor women dependent on the informal sector in Egypt. This project started in 2005 provides support for the enhancement of livelihoods of women dependent on the informal economy, including skills development and vocational and education training and support to initiatives aimed at developing self-employment and job creation/ improvement, among others;
- Youth Employment project was launched in 2015 with a special focus on young women and People with disabilities; and
- It provides vocational training and sharing experiences and knowledge in

USA. The projects reached 1280 young people in 2011. Since the beginning of the program beneficiaries of the training component reached 1368 young people and of the job placement component 1826 young people. Overall, 40% of beneficiaries were female.

More information can be found here: www.ceoss.org.eg

10. Education for Employment: Placement Training Program

Education for Employment (EFE) is a leading nonprofit that trains youth and links them to jobs across the Middle East and North Africa (MENA). Job Placement Training (JPT) is a globally-recognized core model. Informed by partnerships with thousands of employers and world-class education experts, programs in this track provide unemployed youth with the professional and vocational skills that local businesses seek. When trainees graduate, the organization links them to job opportunities in a wide range of industries such as technology, retail sales, construction, and nursing, to name just a few. This track focuses on unemployed university-educated youth who are disconnected from the labor market and need high-impact support to secure employment.

More information can be found here: <https://efe.org/en/our-programs/job-placement-training/>

11. Catholic Relief Services: Livelihoods Program

Catholic Relief Services (CRS) livelihoods program is currently funded by the US Government through Bureau of People, Refugees, and Migration (BPRM) to support the business start-up for refugees and asylum seekers of all nationalities in Cairo. The support is through business and legal trainings, provision of start-up grants and ongoing post-grant support to ensure sustainability of businesses.

More information can be found here: <https://www.crs.org/>

12. El-Hassan Foundation: Sources of Income Project

Al Hassan Foundation stimulates the financial independence and encourages wheelchair users to work and earn their own living and support their families. Therefore, we finance and participate wheelchair users in small development projects in all governorates of Egypt, especially in Upper Egypt and the other governorates Al Hassan Foundation also coordinates with institutions and companies in order to recruit relevant caliber after making sure that the workplace is equipped to receive wheelchair users.

More information can be found here: <https://alhassan-fdn.org/en/project/seventh-project/>

13. Helm: Career Advisors for Persons with Disabilities Program

Helm is a non-profit organization that aims to promote employment and the full participation of Egypt's 15 million people with disabilities in all aspects of life. They have a vision of becoming a leading career and development non-profit organization in Egypt that ensures the recruitment and development of persons with disabilities in a broad range of jobs and careers while enabling the workplace environment to address their needs. Career Advisors program help persons with disabilities with: Job search strategies such as: resumes, cover letters, interviewing skills, and a successful job search.

More information can be found here: <https://www.riseegypt.org/helm>

14. Misr El Kheir Community Development

Misr El Kheir was established in 2001 as a youth initiative seeking to create a successful and sustainable development model that reduces poverty through community empowerment and volunteerism. The organization aims to improve economic and educational situations, health, and standards of living in the area of Mokattam. Almost half of its activities exclusively target youth, who Fathet Kheir provides with information technology (IT) classes, informal employment matching, and microloans. An employment office was established in 2000 to supplement youth employment efforts but was closed due to significant problems including a failure to change the culture of work and discipline amongst beneficiaries. Along with the aforementioned youth programs, Fathet Kheir provides: Economic development activities including interest-free microloans, textile initiatives. Children's educational activities such as subsidizing fees for schools and universities, providing summer development programs that promote environmental awareness and volunteerism. Charitable activities such as "meals on wheels" delivered weekly to special-needs orphanages and elderly homes, and an emergency fund for beneficiaries After operating for over 10 years, Fathet Kheir is currently reassessing its programs in order to evaluate the needs of the community and establish a new program. While focusing on the Mokattam area initially, the organization has replicated its model in 6 different areas since 2001 and plans to continue expanding.

Misr El Kheir's GESR Incubation Program aims to support, and invest in promising social innovations and technology-based social enterprises which have already developed a functional prototype. This support comes in the form of mentorship, technical, administrative and financial support. The program provides social entrepreneurs with a 6-months incubation period and funding to help them develop into a registered social enterprise with a Minimum Viable Product (MVP) and a solid business plan.

More information can be found here: <https://misrelkheir.org/en/character-building/>

Agenda of the Networking Event (June 11, 2019) and Some photos

The Marketplace: “A Strategic Gathering of Youth Employment Program Implementers in Egypt”

June 11th, 2019

AUC New Cairo Campus, CVC Foyer (Area Behind Bassily Auditorium)

Sessions will take place in P022

*Entrance from Pepsi Gate

Agenda

8:00 – 9:00 am Registration and Booth setup

9:00 – 10:00 am Opening Remarks

- Welcome note by Dr. Ghada Barsoum, Chair of the Public Policy and Administration Department and Project Principal Investigator, AUC
- Welcome note by Richard Probst, Resident Representative, FES-Egypt office
- Speech by Dean Nabil Fahmy, School of Global Affairs and Public Policy, AUC
- Speech by H.E. Mr. Sönke Siemon, Deputy German Ambassador

10:00 – 12:00 pm Networking and Marketplace activities

12:00 – 1:00 pm J-PAL MENA Initiative at AUC: Translating Research into Action

1:30 – 2:00 pm Plenary session on youth training programs

Speakers:

- Mohamed Barakat, Economic Empowerment Sector Director and representing Sawiris Foundation
- Bassem Emad Fawzi – CEO ASPIRE
- Ahmed Mohamed Salah El-Saadany, Learning Manager- North Africa and Middle East – Siemens Training Academy

- Hadir Ashraf Hassan Hassanein, Bibliotheca Alexandria Youth Activities Program

2:00 – 2:30 pm Plenary session on youth entrepreneurship programs

Speakers:

- Amr Ehab, Wuzzuf Strategic Programs Team Lead
- Rana El Sadek, Communications Manager, Nahdet Mahrousa
- Zeina Fouda, Endeavor Egypt
- Omar Rabie, Entrepreneurship & Legal

2:30 – 3:00 pm Plenary session on youth job placement Programs

Speakers:

- Atef El Demerdash, Ministry of Social Solidarity
- Gamal Mousa, Ministry of Manpower
- Maha Fakhry, Chief of Party, University Centers for Career Development (UCCD) Project
- Maha El Moslemany, Associate Director for Employer Relations, AUC Career Center

3:00 – 4:00 pm Closing speech by Dr. Ghada Barsoum, Chair of the Public Policy and Administration Department, AUC

4:00 – 4:30 pm Lunch



H.E. Mr. Sönke Siemon; Dean Nabil Fahmy; Mr. Richard Probst and Dr. Ghada Barsoum.



A view of marketplace setup



Marketplace participants



Marketplace participants



Marketplace participants



Marketplace participants





Marketplace participants



Marketplace participants



Marketplace participants



Marketplace participants



Marketplace participants



Marketplace participants



Session by JPAL on program monitoring and evaluation



Plenary session on youth training programs



Plenary session on youth entrepreneurship programs



Mr. Atef Ashry discussing the FORSA initiative



Plenary session on youth job placement programs



The research team

