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Core Partners



Keynote Conversation



Mr. Praveen S. Pardeshi
Member- Capacity Building
Commission
Govt. of India



Mr. Shombi Sharp
UN Resident Coordinator
in India
UN



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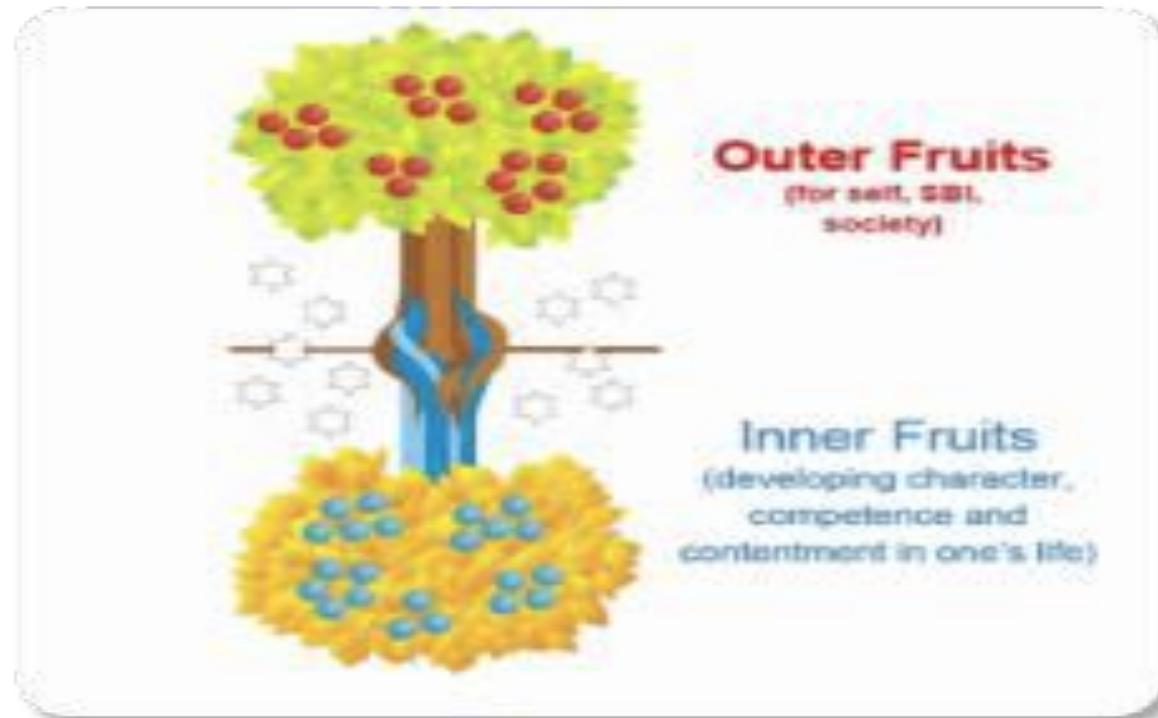
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Skill Councils can make India more Employable

You will enjoy overcoming challenges and relish inner fruits of serving the nation

The Tree of fulfillment *Why should I serve*



Some Principles

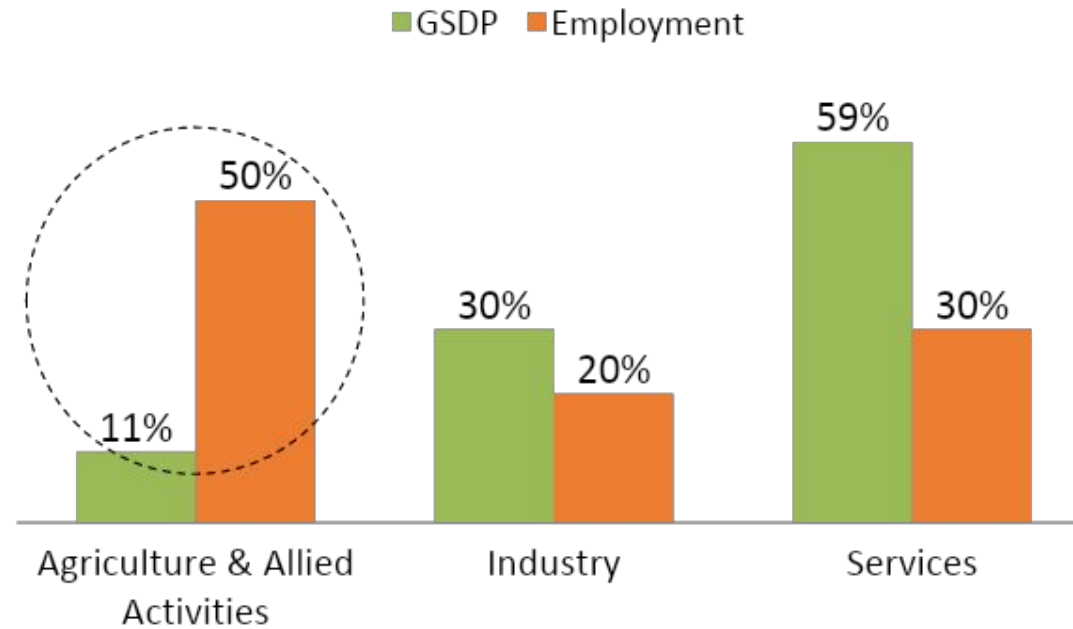
- Have 'dream' vision , work with your team and larger external stakeholders to align your vision with their ownership
- Work with elected representatives to share common developmental vision and coordinate and share actions being taken to give them ownership
- Partnership with all opposing forces before they become opponents : NGO, civil society groups, press
- Knowledge driven, counter intuitive approach to policy making rather than routine incremental approach
- Problem solving approach with juniors rather than instruction and order giving approach
- Can work with Judiciary for common developmental goals

Unemployment and labour Reforms :
Changing Institutions : is skilling the Answer

Country		Agriculture	Industry	Services
China	GDP	9%	41%	50%
	Employment	29%	30%	41%
Brazil	GDP	6%	18%	76%
	Employment	20%	14%	66%
Japan	GDP	1.2%	27%	71%
	Employment	4%	26%	70%
USA	GDP	1%	19%	80%
	Employment	0.7%	12%	87%
India	GDP	16%	30%	64%
	Employment	49%	20%	31%

Employment and Agrarian Crisis in Maharashtra

Low Productivity and Disguised Unemployment



- Per capital income in agriculture is:
 - $1/7^{\text{th}}$ of industry
 - $1/10^{\text{th}}$ of services

Jobless Growth :

Given Dismal Employment situation what will you propose as policies ?

- India Employment elasticity wrt manufacturing growth is 0.3
- Gross elasticity with Growth : 0.18 to .30
- Bangladesh is 0.45
- ILO estimates Gross elasticity for Brazil at 0.6 and South Africa at 0.7

Labour Factor Market Flexibility

- **Randomized** inspections
- **Amendment & self-certification** of labor law and Boiler Inspector
- **Reforms** in Factory Act,
- Contract Labour Act
- **Industrial disputes act ; prior permission to fire**

Make In Maharashtra: Labor Reform

POSITIVE POLICY CHANGES

- **Factory Act amendment exempted** - units with 20 workers with power or 40 workers without power exempted
- **Deemed license**
 - In case of no communication within 7 days, receipt is valid license
- **Factory Amendment** freeing up 14,000 MSME units **exempted**
- **Online licenses**
 - 7 lakh provided in 7 days
- **Contract Labor Act amendment**
 - Registration only above 50 to be provided
- **Self-certification**
 - For boiler, minimum wages and EPF
- **Third party certification** of Boiler Safety Authorised
- **Randomized inspections**

Apprenticeship Act Reforms

- Criminal Liability for breaches
- Minimum 2.5% - max 25% of strength of staff can be apprentices ony trades,
- Wages rationalized : 70% of semi skilled Minimum wages for 8 Hrs
- Include all trades including Government and non technical jobs like Malls, Petrol pumps
- Eligibility : all Graduates, Diploma, ITI
- Can be taken on fixed term, can be removed with 1 month's notice
- Meeting with Universities and Industries Associations to absorb apprentices upto 25% of staff strength

Maharashtra needs to



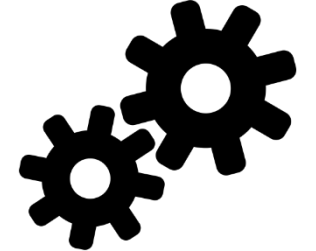
Agriculture



Skills



Industry



Services

**Increase
agricultural
productivity**

**Develop
human resource**

**Create 10
lakh new jobs
annually**

Impact

- The largest survey of micro and small scale industries undertaken by CII, 2019, indicates that early labour reforming states like Maharashtra added the highest number of 2.4 lakh formal jobs. This is nearly 30% of all the new jobs created across India.

How ?

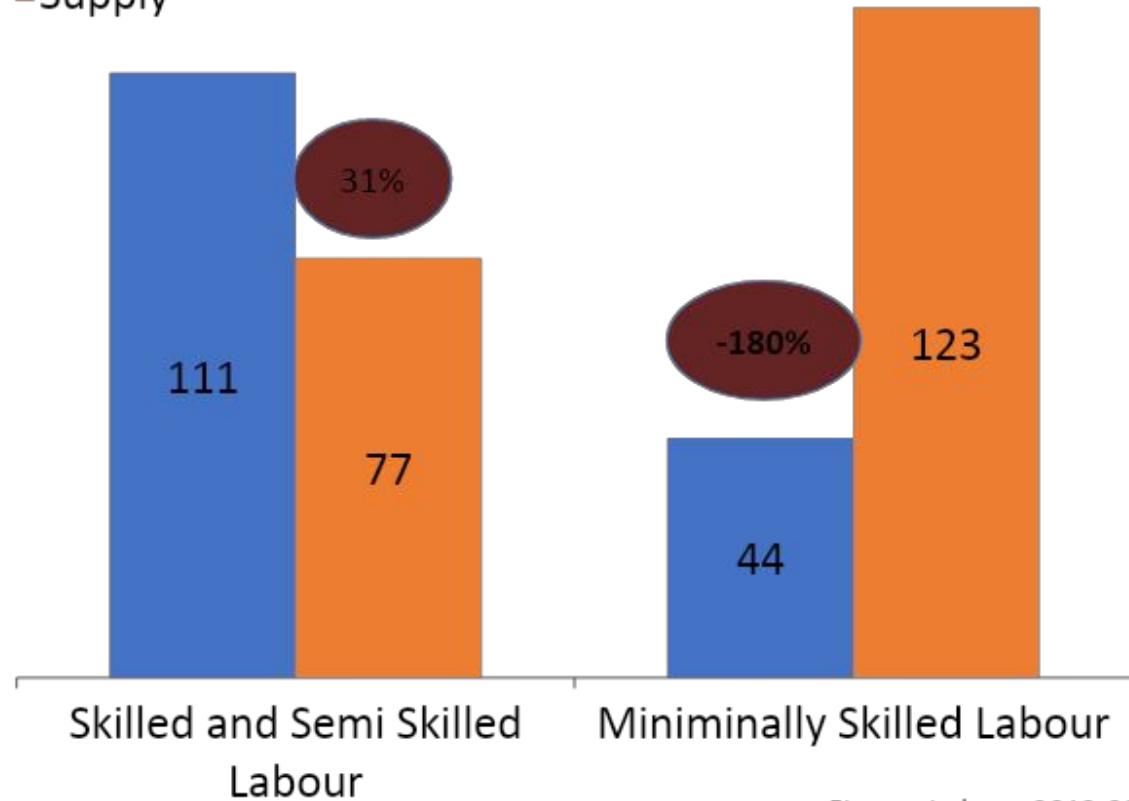
- Labour laws are sacrosanct ‘social Justice” construct and could not be touched
- Met Coalition partner Industry Minister, explained how rules simplification will add new industrial units by Maharashtrians, and small scale industry will create jobs for local youth
- Also organized presentation to cabinet on studies on how rigid labour laws restricted job creation
- Principle of Tradeoffs : purported protection of labour rights vs more investment and higher elasticity of employment growth

Skilling Policy : How can you increase employability

- Shakti Prava Mahatama , Collectives for Integrated Livelihoods

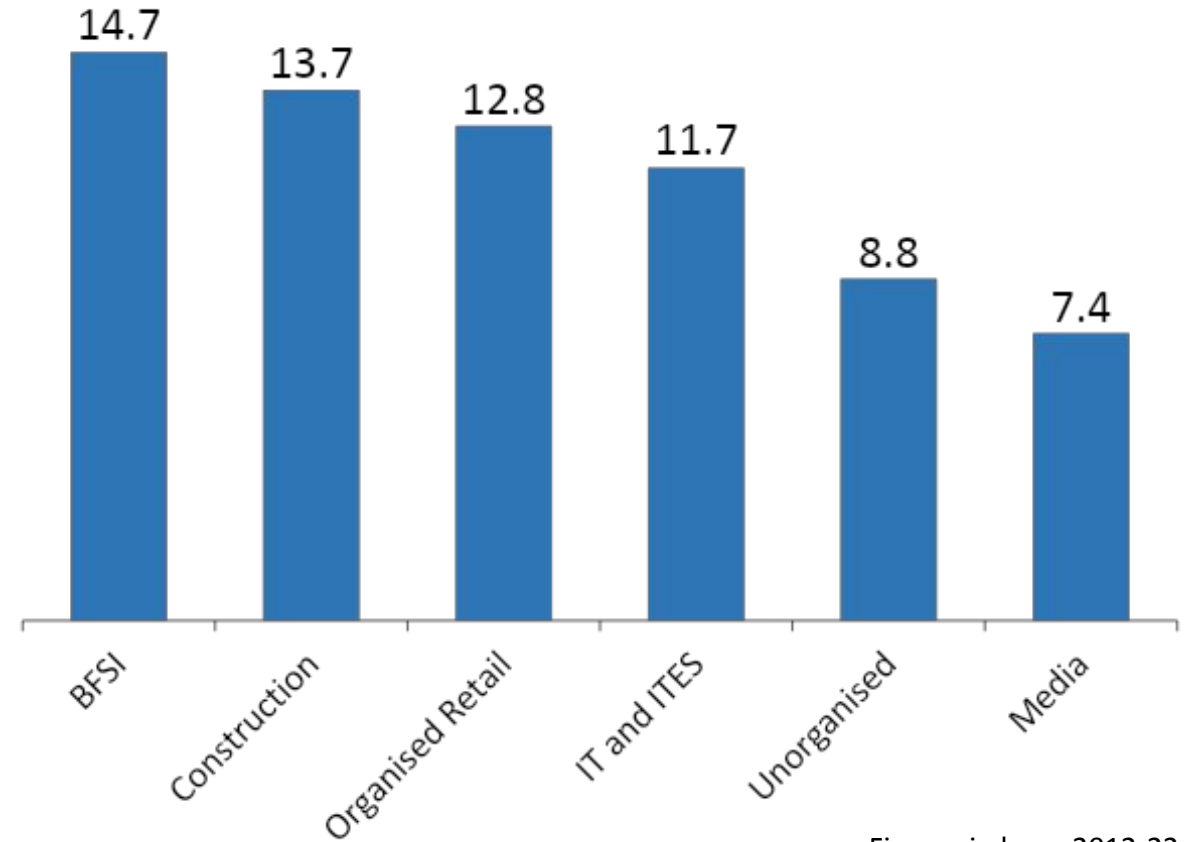
Skilling : Demand vs. Supply

■ Demand
■ Supply



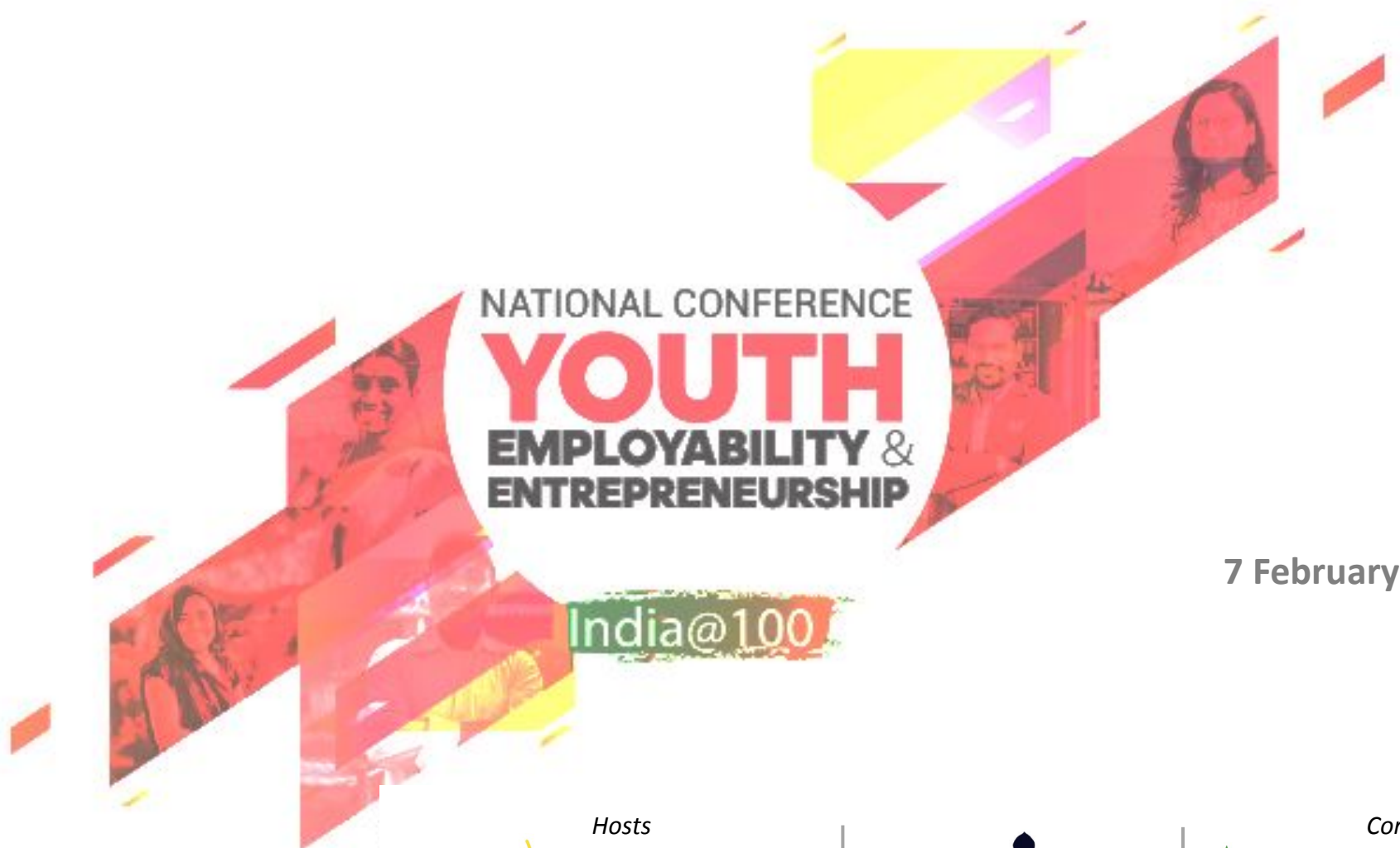
Figures in lacs ; 2012-22

Industry-wise demand for Skilled and Semi-Skilled Labour



Figures in lacs ; 2012-22

- **30%** shortage of skilled and semi skilled labour needs to be plugged by large-scale skill development across the state -Skill Development Mission **Mahakaushalya**
VTI guarantee placement only then subsidy : Gaming ?



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Today's objectives

1. Bring together Government and Partners interested in charting a way forward for economic opportunities for rural youth at scale
2. Take stock of challenges, opportunities and promising approaches
3. Bring out recommendations for strategies, policies and a convergent implementation framework
4. Co-create pathways for all stakeholders to work in a complementary way to create multiplier impact (workshops, learning, implementation, tracking progress)

FIVE BIG IDEAS

1



District as a Unit of Change (collaboration, convergence and saturation of programs)

2



Increase Rural Economic Activity (develop high growth sectors)

3



Suite of all Solutions (jobs, entrepreneurship, emerging sectors, gender, future of work)

4



Youth Voice and Aspirations and Longer Term Outcomes Tracking (income and agency)

5



National Convergence of Youth Programming to include Employability

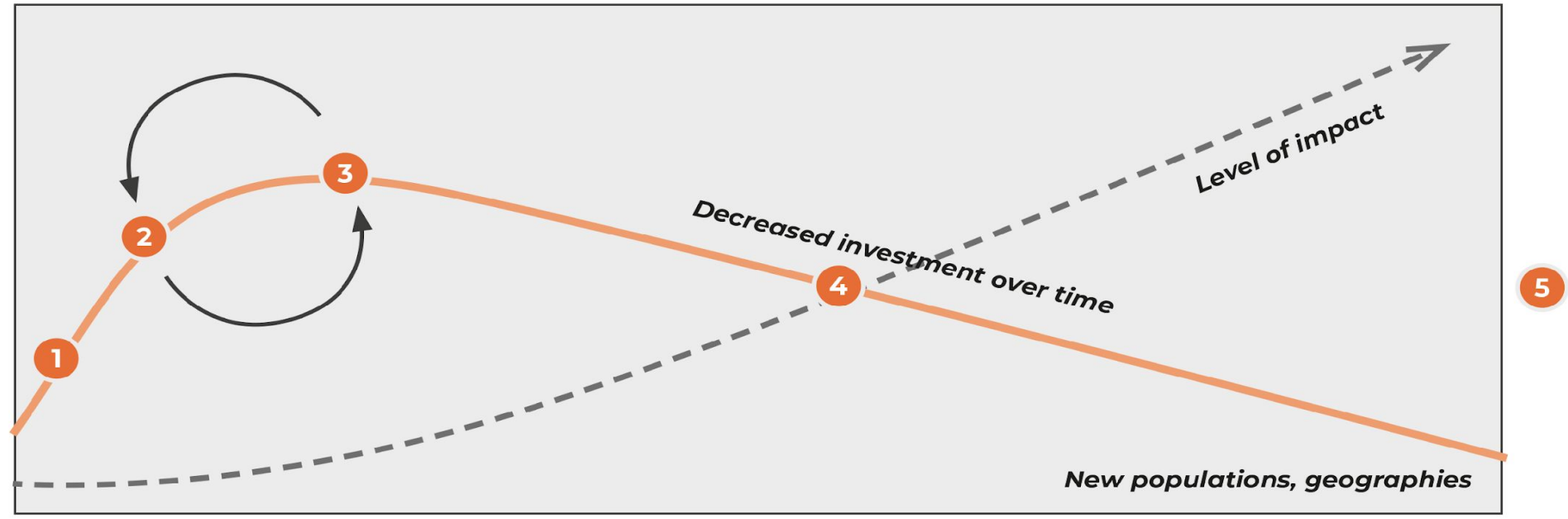


Place based approach

Interventions at the Rural District Level

Convergence	Anchor Partner	Future of work	Key sectors	Cross-cutting themes	Youth voice and journeys	M&E and learning
<ul style="list-style-type: none"> •Government programming from district, state, tribal, national •Across all ministries and departments to support jobs, skilling, entrepreneurship, FPOs and economic growth and youth 	<ul style="list-style-type: none"> •Backbone of the effort and bringing together all partners •Across all NGOs and private sector actors •All partners coming into the district connect join in a collaborative/ complementary approach 	<ul style="list-style-type: none"> •Digital •Accelerated changes •Distributed manufacturing •Local community •Local value addition •Local centers of excellence 	<ul style="list-style-type: none"> •Investment to increase economic activity •Enabling infrastructure (data/road) •Priority sectors such as green jobs, data & digital, health •Local value chains and increase productivity •Training aligned to demand for jobs and entrepreneurship 	<ul style="list-style-type: none"> •Gender •PWD •Data •Diverse Financing 	<ul style="list-style-type: none"> •Youth engagement in all design •Youth career development, mindset shifts and aspirational development 	<ul style="list-style-type: none"> •Youth database and tracking •Acceleration of successful models •Focus on outcomes not inputs/ outputs (e.g. skilling)

Reaching a saturation point in each district drives sustainability and moving to new districts, ultimately reaching hundreds of districts across the country



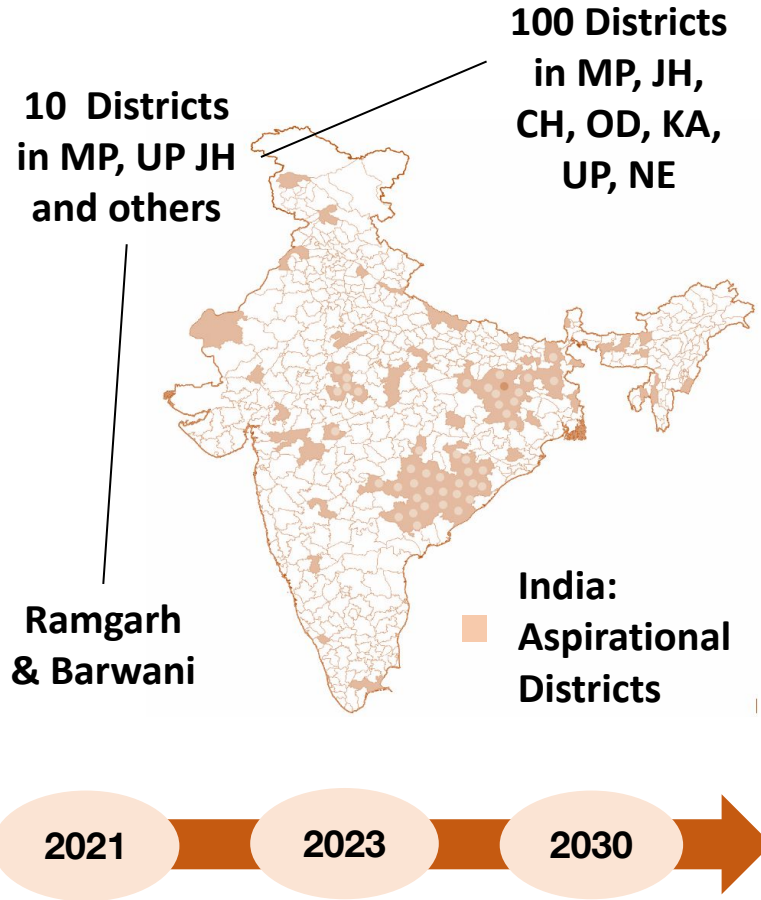
- TIME
- 1 Ecosystem mapping and set up local structures
 - 2 Implement key scalable pathways
 - 3 Improve programs and adjust/iterate
 - 4 Reach tipping point, local sustainability
 - 5 Impact grows and external investment decreases

Scaling across India in partnership with Government of India and partners

Scale	RAMGARH AND BARWANI	Youth Directly or Indirectly Benefitted by 2030: 500K (majority of Youth Population)
	INDIA	10 Districts: In UP, MP, JH, Karnataka in 2023 100 Districts Across India by 2030 ~30M OY reached by 2030

Place Based Replication	<ul style="list-style-type: none"> Replicate collaborative and place based approaches (GOYN, Work4Progress, DA, YuWaah supporting) approach across India, with a focus on (but not restricted to) Aspirational Districts in partnership with key Ministries, Non Profits, Donors and Employers Share best practices, data, lessons, detailed blueprint/approach across India Establish a national learning agenda of impactful pathways, including Youth Convenings, M&E and data across all national communities; glean insights by place, city topologies, etc
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Scaling Across Aspirational Districts Pan India



Today's Agenda – 4 key topic areas

1 Future of Work | Opportunities for Youth |

- Pathways for Youth Employment Challenge - Creating a groundswell of demand-supply match, expanding sub-scale successes

2 State of Employability and Entrepreneurship

- Expanding Economic Opportunities: Design for Universalisation of Economic Opportunity for rural youth

3 Youth Aspirations & Voices | Entrepreneurship and Youth

- Models for Rural, Urban, and Green Entrepreneurship

4 Whole of Economy and Place-based Approach

- Convergent Implementation Framework

Closing, Synthesis and Next Steps

Approach for All Discussions

Plenary

~30 Minutes~

1. Short data sharing
2. Reactions from experts

Table Break-Outs

~30-45 Minutes~

1. Feedback and Mapping
Existing Landscape and resources

2. Recommendations
Gap and what is needed

3. Commitments
Suggested roles for you and others

Report Back

~10 Minutes~

Brief report back from select groups

Session I : Future of Work | India @ 100 | Opportunities for Youth |

Lead Presenter:



Ms. Kanika Verma

Lead- Green and Inclusive Entrepreneurship
Work 4 Progress & SAMUDYAM

Discussants:



Mr. Jamie McAuliffe
Founding Director
The Aspen Institute



Prof. M S Sriram
Chairperson, CPP
IIM, Bangalore



Mr. Shivam Patidar
GOYN Youth Advisory
Group Member
Madhya Pradesh



**Mr. Praveen S.
Pardeshi**
Member- Capacity
Building Commission
Govt. of India

NATIONAL CONFERENCE
YOUTH
EMPLOYABILITY &
ENTREPRENEURSHIP

India@100

Youth Employability & Entrepreneurship

Future of Work | India @ 100

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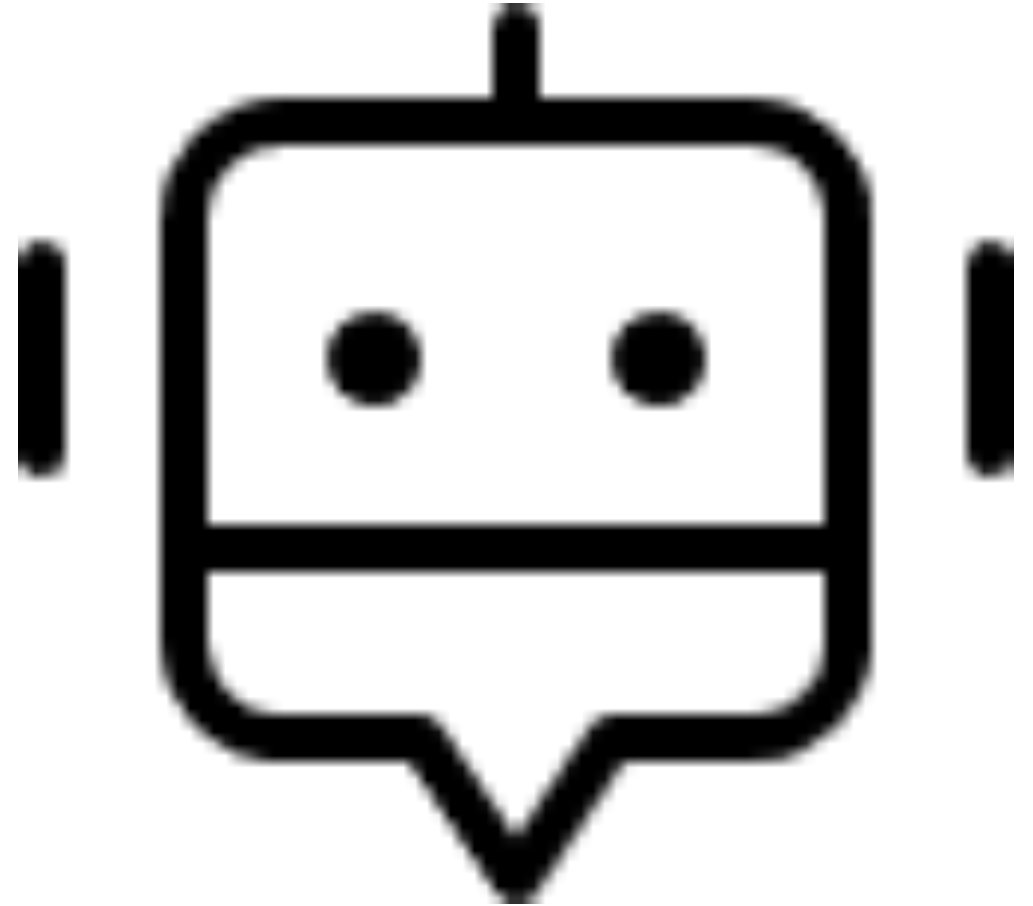
Future of Work in Rural India?

"**Advancements** in technology, changing demographics, and government policies

New job opportunities in the **digital economy, remote work and e-commerce**

Boost to **rural entrepreneurship** and job creation through Make in India and Skill India"

...Chat GPT



'I am the Future of Work'

I want to **innovate** solutions
for my community

I aspire to explore
non-traditional avenues



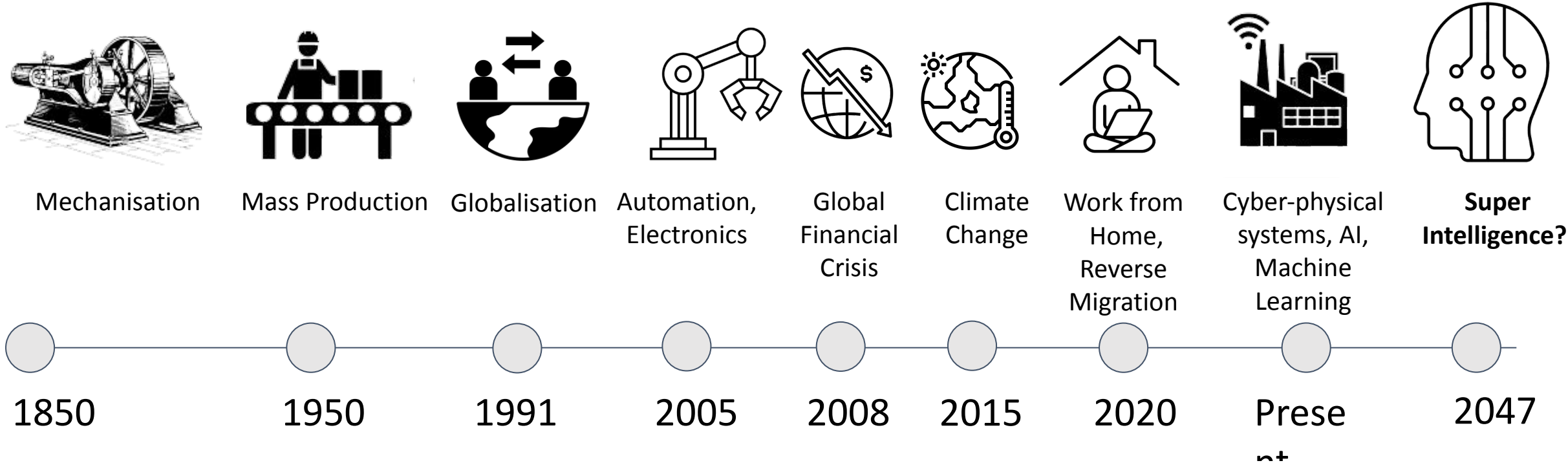
I want **easy access** to
information driving '**choice**'
based careers

I want to create **work**
opportunities
in my village

“ I seek **identity and dignity** in my work ”

Saida, 22, e-rickshaw entrepreneur, Mirzapur

Accelerated pace of change...



*"You have to continue to **respond** to a system that actually might not even exist in the manner that you understood a couple of weeks ago"*

Constrained by a system...

What would be the future of more than 90% of the Indian workforce engaged in the informal sector of the economy?¹




¹ ILO, Informal Employment Trends in the Indian Economy: Persistent informality, but growing positive development, 2019



"Looking at Work beyond Employment"

- Pathways to **inclusive economic opportunities**
- **Social protection** for the informal economy
- A future of work that **works for women**
- Shift from global flows to **local supply chains**
- **Breakthrough in linkages** across e-commerce, renewable energy and modernised agriculture



**Our Role
in the
Future of Work**

UNEARTHING ASPIRATIONS

Listening with empathy

Solidarity based innovation

Demand driven skilling for
meaningful work

*Local networks of udyame kiosks enabling multiplied growth in
the set-up of enterprises*



COLLECTIVE INTELLIGENCE

Building shared identities & narratives

Inclusiveness in solutions

Unlocking critical resources

Peer-to-peer networks strengthening collective learning and social cohesion



Transitioning from traditional top-down approaches to district-level collaborations for building robust ecosystems

ECOSYSTEM BUILDING

Connections between relevant stakeholders


Resilient social security mechanisms

Prototyping systemic solutions

“A MILLION MUTINIES NOW”
- V.S. Naipaul

Interconnected
Micro-Movements
creating **new narratives**





Emerging
Questions

How will the **invisible (informal) economy** be included into the ambit of the future of work?

How will the **role of institutions** change with evolving nature of work?

How will systems of **social, financial and other infrastructure** adapt to emerging trend?

What are the **demands on the individuals** to prepare themselves for future of work?

What is the opportunity with **blurring of lines** between **formal and informal sectors**?

Session I : Future of Work | India @ 100 | Opportunities for Youth |

Key Discussion Points:

1. Existing Landscape and Resources:

- Noteworthy projects, best practices, research papers working on FoW in the formal and informal sectors
- Opportunities and threats emerging with the rapidly changing nature of work, and irreversible changes brought about by the pandemic

2. Gaps and What Is Needed:

- FoW programming gaps and needs in the formal and informal sectors
- Critical components of informal work in FoW (dignity, by resilience, others?) – what are best practices to integrate these?

3. Suggested Stakeholder Roles:

- Critical components in FoW programming and suggested roles and contributions of stakeholders towards these

Include insights from your own work, as well as other private and public sector work including policy, investment, research and implementation, etc.

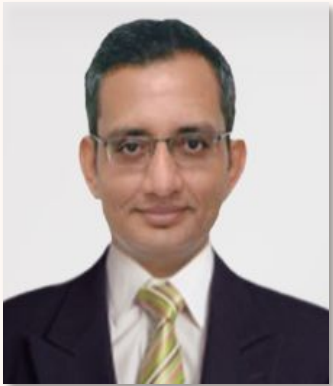
Session II : State of Employability & Entrepreneurship | Expanding Economic Opportunities

Lead Presenter:



Ms. Annu Mehta
Global Opportunity Youth Network

Discussants:



Mr. Atul Tiwari
Secretary
Ministry of Skills
Development and Enterprises



Mr. Alkesh Wadhvani
Country Director
Bill & Melinda Gates
Foundation



Ms. Anisha Sharma
Asst. Prof. of Economics
Ashoka University



Ms. Richa Gupta
CEO & CO Founder
Labhya Foundation



Mr. Joel Miranda
Senior Advisor
Global Opportunity Youth
Network

State of Employability and Entrepreneurship



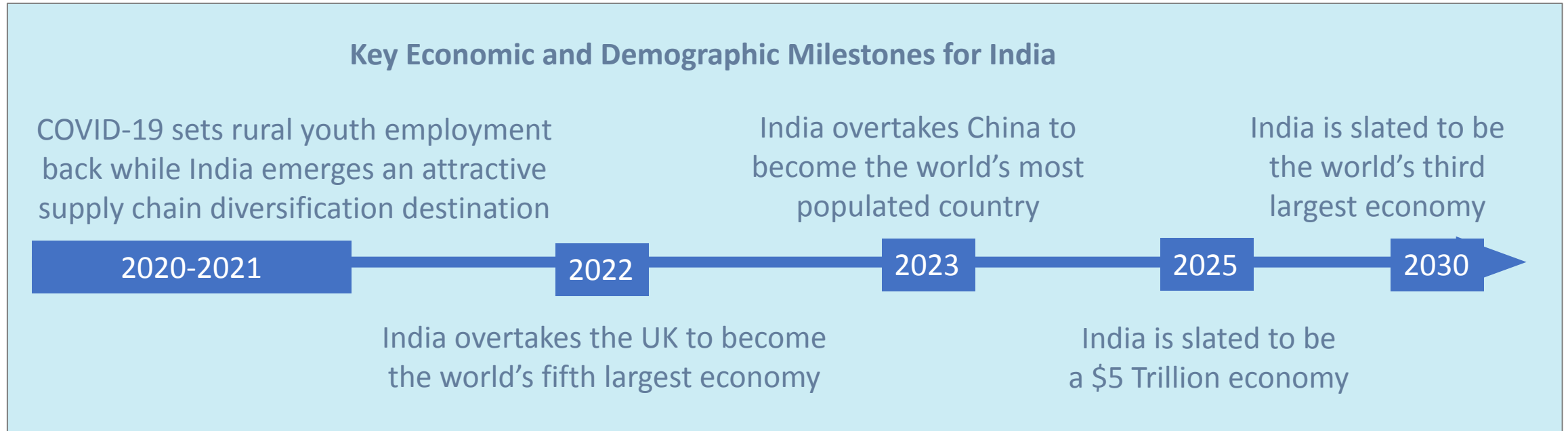
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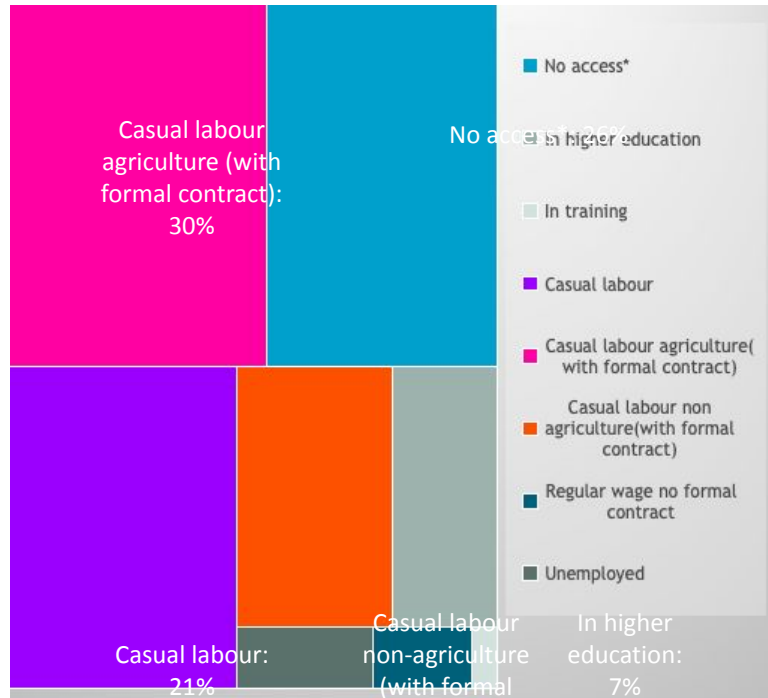


A critical moment for India and our rural youth



- Two-thirds of our ~38 crore million young people live here in rural India
- This demographic dividend has unparalleled potential to realise India's ambitious growth vision, and youth programming is already making great headway
- **But - we need a labour absorption strategy for our ~25 Cr rural youth**

Size Of The Opportunity/Challenge: Districts have 2.5L – 3L Out Of Work, Underemployed Youth (Sample: Youth Segments And Distribution In Barwani, MP)

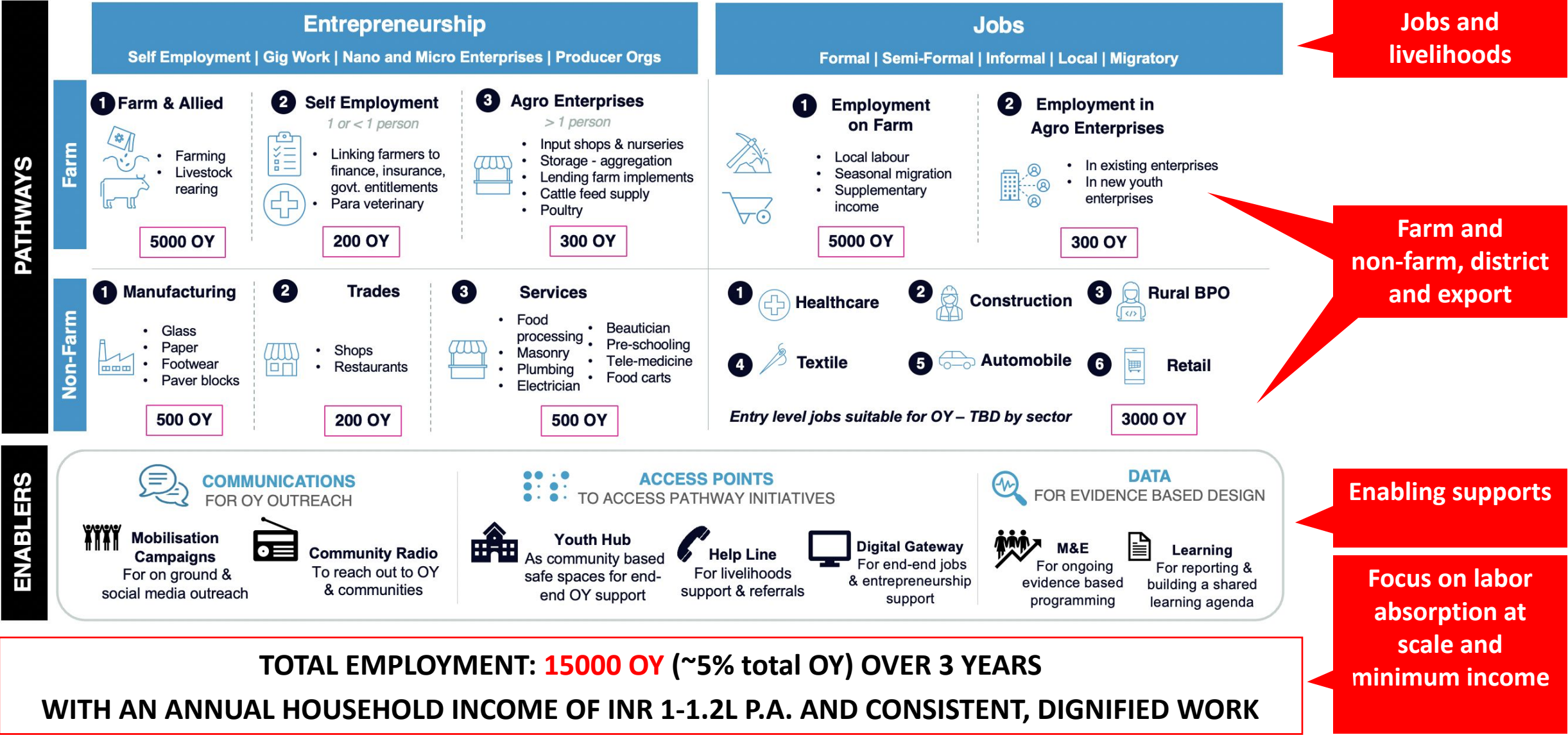


→ In training: 0.4%

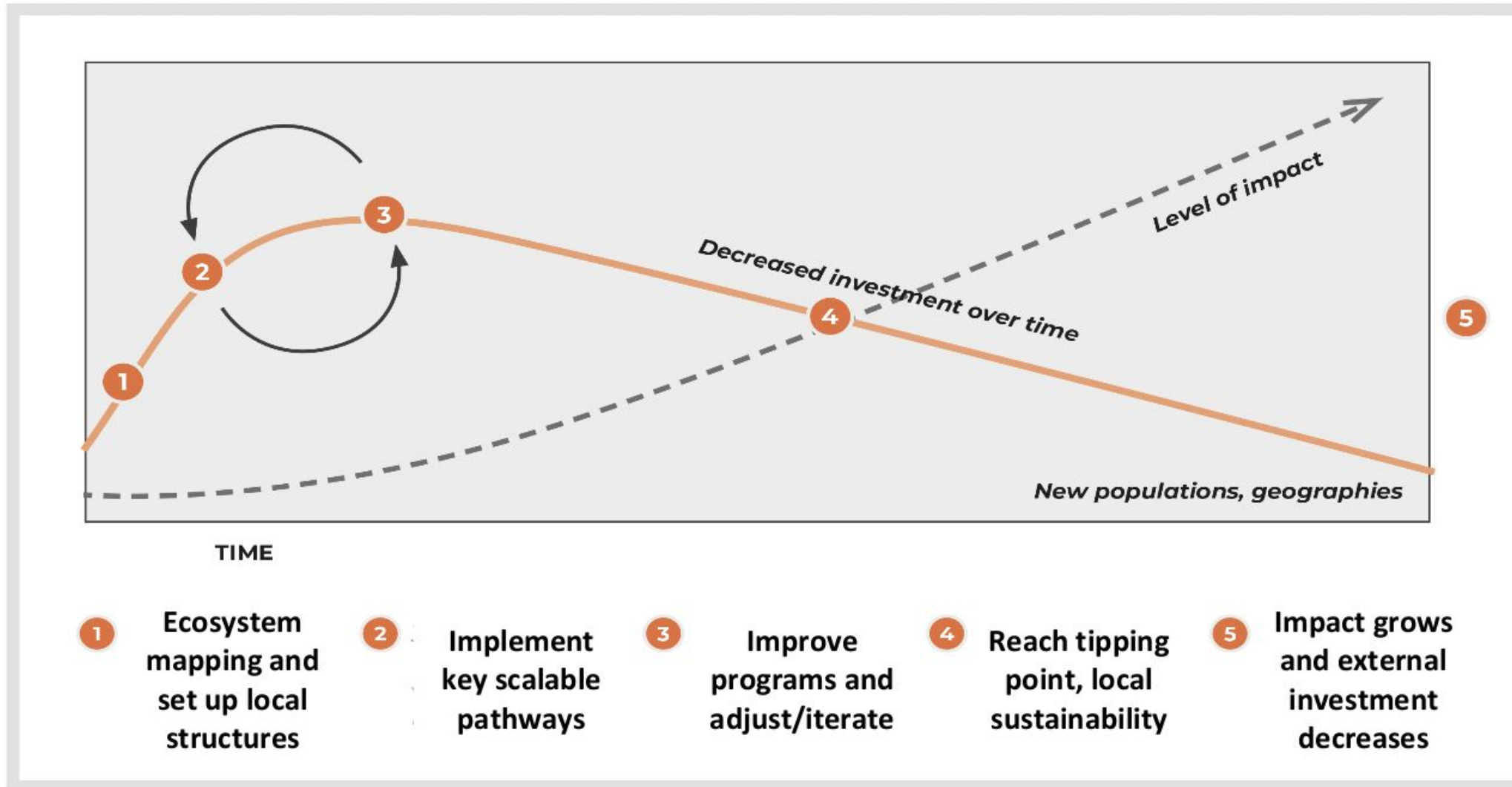
↙ Regular wages (no formal contract): 2%

Youth population segments	Group	Estimate
No access*	Inactive	1,26,656
In higher education		35,889
In training		2,061
Casual labour	Active	1,01,424
Casual labour agriculture (with formal contract)		1,48,472
Casual labour non agriculture (with formal contract)		53,971
Regular wage no formal contract		8,114
Unemployed		11,152
Youth Population (active + inactive)		4,87,739
Total youth population (TYP)* based on secondary data		4,28,905
Youth from better households		24,328
Return Migrants		29,304
Current OY population in Barwani (Unemployed+casual labour+Regular wage no formal contract+ Return Migrants+Non LFP-In higher education-In training-Youth from better households)		3,03,026

Labour absorption planning at district level in Barwani, MP: Intentionally designed for the scale of the supply



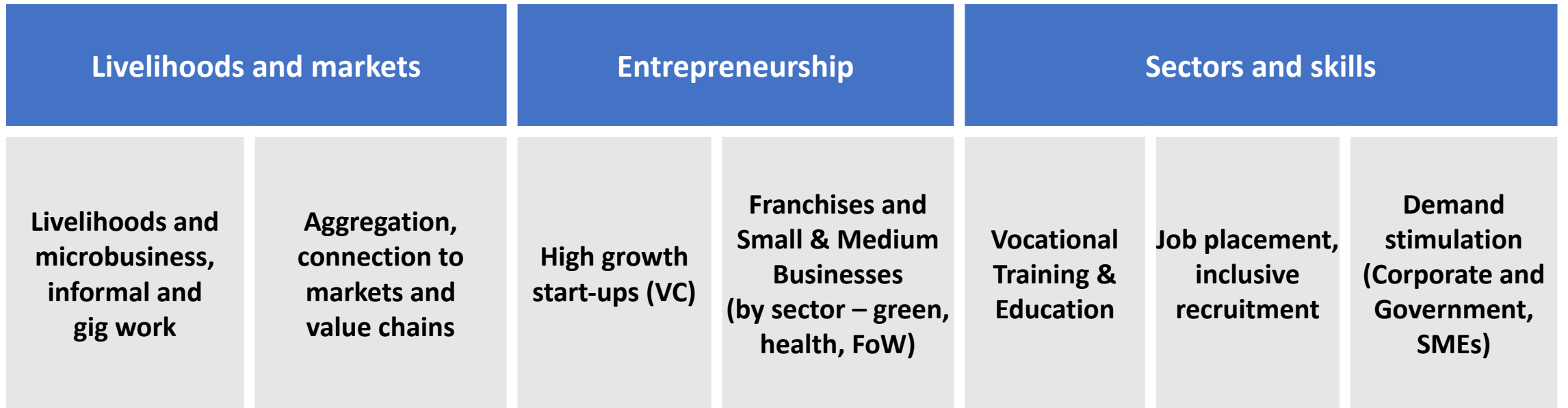
Multiple intervention point until a tipping point is reached and services and supports reach ALL youth in the district



Based on segment, youth need various supports through their journey from skilling to retention in the workforce



Multiple intervention points across the livelihoods value chain



Youth move between opportunities

Enabling environment (roads/digital infrastructure, family & community attitudes, transport, inclusion, tech)

Financing opportunities (loans, impact bonds, grants, SME investment)

Cross cutting themes and success stories featured throughout the day



Emerging Sectors

- Green jobs – direct and cross-cutting
- Health related
- Data science and digital/computer literacy (less low value digitization)



Economic Opportunities for Women

- Key driver of poverty alleviation & job creation
- Income directly translates to gains for community
- Overcome specific challenges (transport, safety)



Future of Work

- Project future workforce needs
- Strengthen resilience and adaptability of labor
- Manage transitions & maximize potential benefits



Education to employment

- Align curriculum with real-world employer skill needs
- Sustainable TVET models
- School & work models

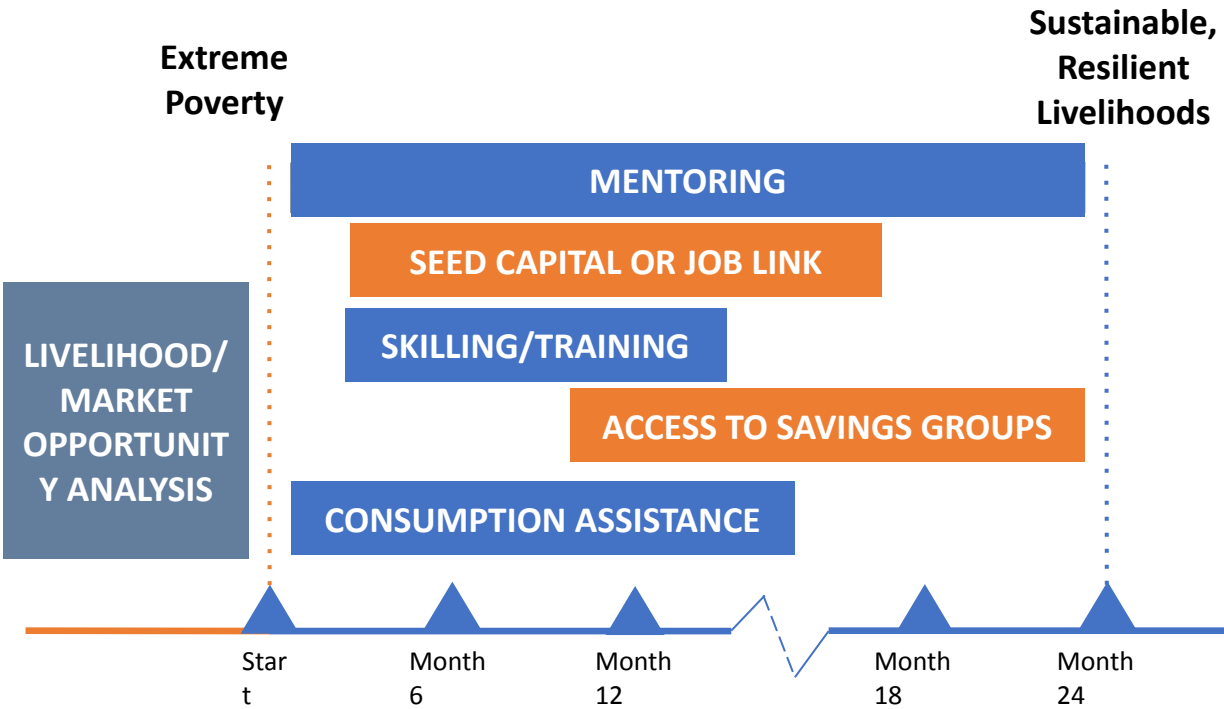


Informal Economy

- Livelihoods & microenterprise
- Transition from informal to formal
- Entrepreneurship hubs
- Online platforms
- Township/informal settlement economy

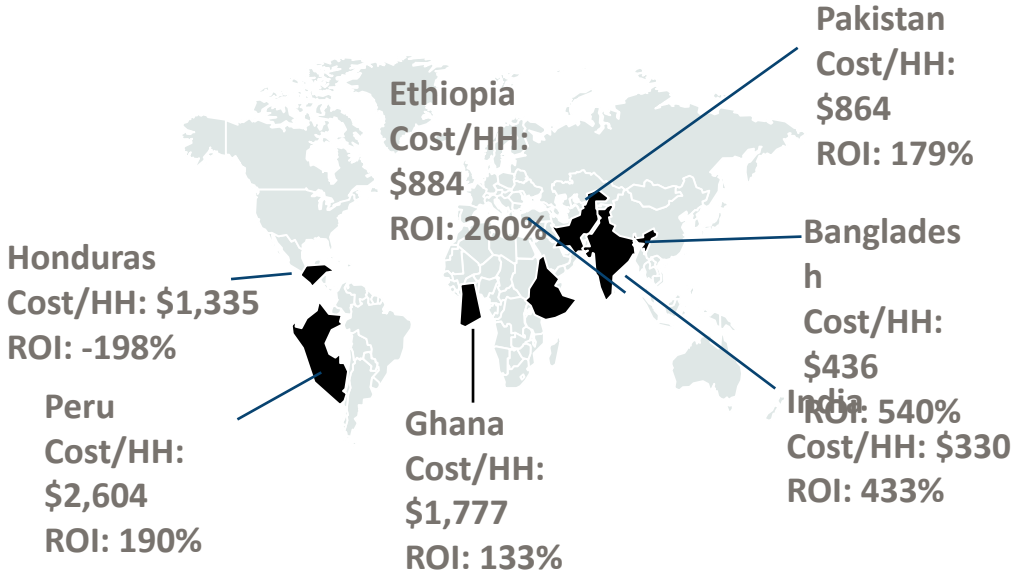
What's working at scale in India: SHGs connected to formal & informal livelihoods

Economic Inclusion Programming



Scaled in Bihar, Jharkhand, and globally

Focus on Multiple Interventions and Outcomes/ROI not Skilling and Incubators



What's working for youth: District level programming

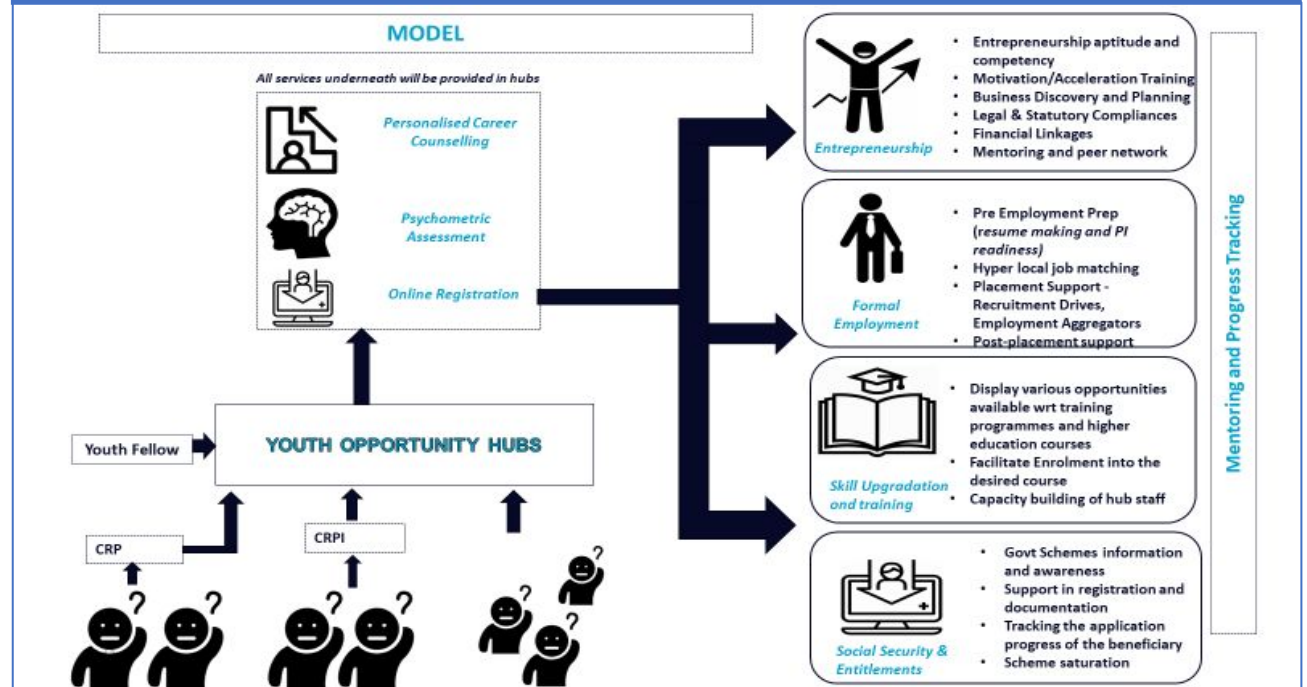
200+ hyperlocal opportunities for youth curated into a compendium

1. Identification of long-list of opportunities through discussions and MSME Report for Ramgarh
2. Identification of six evaluation criteria
 - Type of expense (Essential/ Discretionary/ Luxury)
 - Potential for consumption within Ramgarh
 - Potential for export
 - Skill requirement
 - Earning potential
 - Livelihood potential
3. Evaluating the opportunities through secondary research, guess-timation and discussions with local experts
4. Clustering opportunities based on similar operational models, synergies and resource / skill requirements
5. Mapping selected clusters by blocks in Ramgarh through govt. data and expert consultation

Single window end-end support through local convergence



Outreach and mentorship for youth through a hub and spoke model



Linkages to Capital

Funding options: A youth entrepreneur has multiple funding options that can be leveraged at various stages of development of their enterprise

Funding Facilitators	Public sector funders*	Micro Units Development & Refinance Agency (MUDRA)	District Industries Center (DIC)	Ministry of MSME
	Startup India Atal Bihari Innovation Lab Providing fiscal and non-fiscal benefits in form of patent incentive, rental assistance, utility bills, one-time marketing grant of Rs. 10 lakhs.	Pradhan Mantri Mudra Yojana (PMY) Loans from 50k to 10 lakhs to micro enterprises through banks, NBFCs and NFIs for growth/development of micro business.	Seed Money Scheme (SMS) For unemployed people to start their self-employment venture by providing soft loans to meet the margin money (up to 3.75 lakhs).	PM Employment Generation Program 90% loan available for general groups from public sector banks, 15% margin subsidy for General, 25% for special group. Includes SHGs.
	I Create India MAGIC Fund Donation based seed capital fund to aspiring entrepreneurs trained by I Create and have a viable business plan and implementation strategy.	Centre for Youth Development Activities (CYDA) Seed Capital Support Provide seed capital grant (in the range of 10k) to potential unemployed youth to support their self-employment venture.	Bharat Rural Livelihoods Foundation (BRLF) Funding Support BRLF funds the support cost (e.g. Human Resource Cost, Capacity Building Cost, Capital Cost etc.) of an organization.	Lend-A-Hand India Micro-Enterprise Development Program Provides bridge loan, covering capital cost and working capital for 6 months, after feasibility study is performed.
	CII SME Finance Facilitation Centre Loan facilitation Offering Advisory & Facilitation support via better access to Finance, Insurance, Credit Rating, and Compliances.	deAsra Foundation Loan facilitation Provide guidance in creating funding ready proposals as per funder's requirements, assist with documentation and clarifications.		

* Note: The District Mineral Fund is operating on a deficit budget and may not fund any new initiatives for the next 2-3 years. Thus, it has not been explored further.

*Special: Women, SC/ST/OBC/ minority/ physically challenged/ ex-servicemen

Select Partner Intervention Examples: Facilitating Entrepreneurship & Employment



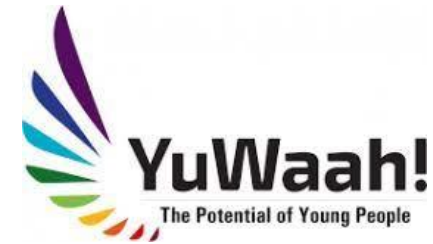
Brave Spaces: A platform for **women to come together in-person** and raise their voices, express their aspirations, and advance their learning about themselves through **listening and discussion sessions**



District Entrepreneurship Coalition (DEC): Collaborative platform where entrepreneurs and stakeholders work on enterprise and livelihood development, and **co-create solutions to build a robust, local entrepreneurial ecosystem**



udyame: Increases **access to enterprise support services** for aspiring entrepreneurs in rural India through its **website and physical kiosks** (e.g., access to credit, tech. consultations, capacity building, legal registrations)



Rozgar Bazar Portal: Partnered with the Government of Delhi to match job-seekers with hiring employers. Over 13 lakh job-seekers registered themselves with 4.5+ lakh jobs advertised; 2.0 version is being released with additional features (skill mapping, smart matching, employee verification and career guidance)

FunDoo: Interactive, chat-based platform that encourages learning of 21st century employment skills and facilitates exploration of career pathways through “tasks” within the app

Passport To Earning (P2E): An e-learning solution to empower youth with relevant 21st century skills to thrive in school, work and life. Job-relevant platform with best-in-class curriculum to enable access to skilling and upskilling opportunities through online training, blended learning models, and offline engagement

What's emerging in jobs at the district level: Local level investment by start-ups and SMES, improved FPOs and distributed manufacturing

Start-ups/franchises/ SMES locate into district



farmkart
the next impact

- Entrepreneur locates to a district to start their business, local hiring and jobs
- Catalyzes additional growth

Improved FPOs drive access to markets



- Focus on high potential value chains
- Support in aggregation on inputs and outputs
- Access to government schemes

Distributed manufacturing and local production



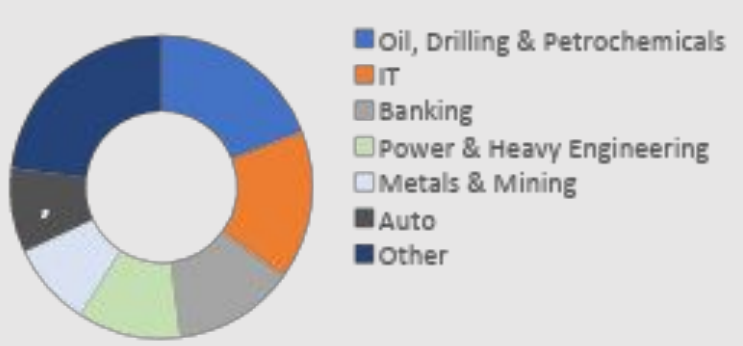
- Shift to local manufacturing and production, leverage emerging technology
- Improve alignment with green agenda – shorter supply chains, off-grid energy


Convergence of significant focus and funding on skilling & livelihoods is needed

Highlights: Key Government, CSR, Philanthropy Funding for Skilling


In 2019, **328 companies** contributed to **775 skill development projects** through **CSR funding of ~1650 Cr.**

CSR Contributions to Skill Development by Sector






Aims to benefit 8+ lakh candidates with a **budget of ~INR 950 Cr.**



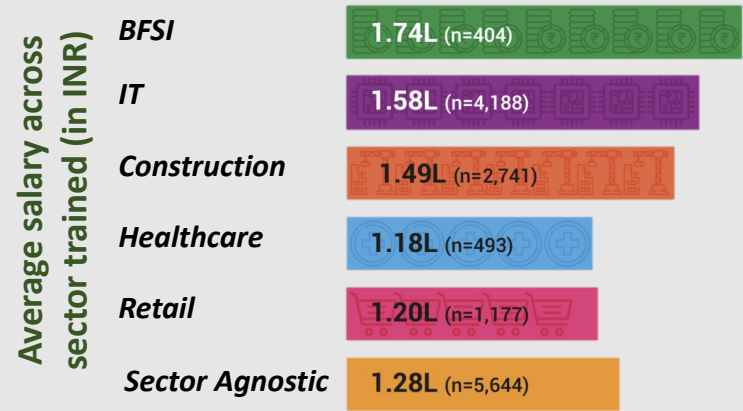
Since inception, has **committed ~INR 5,600 Cr.** to impact rural youth



2.5 Cr. people trained, funding received of **~INR 111 Cr.**

Outcomes

Every rupee invested in skill development programs has a **return of Rs 2–19** (median of ~Rs 7)



- Private sector funding is making dents in the challenge, but remains scattered, siloed and restricted in scope by funding and reporting cycles. Most CSR program leads feel that their programs **should increase scale and outcomes** and are looking for more scalable, sustainable and outcomes-based initiatives; **district interventions are resonating with many CSR's**
- Many government programs across several ministries with significant budget allocations

Source: CSR and Skill Development Projects in India (FY2019)
 1. Other includes construction, contracting, infrastructure & miscellaneous

Key Questions to Consider

Plenary
Discussants
(15-20 min)

- Feedback on the challenges and progress of youth employability and entrepreneurship
- Thoughts on informality, livelihood development
- Increasing the level of economic activity at the district level
- Aligning opportunities to youth aspirations

Table Breakouts
(20 min)

- **Existing landscape and resources:** Noteworthy projects, best practices, research papers in the current youth employability and entrepreneurship ecosystem
- **Gaps and what is needed:** Key programming gaps and needs in the formal and informal sectors
- **Suggested stakeholder roles:** Critical components in youth employability and entrepreneurship programming and suggested roles and contributions of stakeholders towards these

Guidance: Include your work, and other private and public sector work around including policy, investment, research and implementation, and others

Report back
(10 min)

- Presentation of select discussion points

BUT YOUTH ARE NOT A HOMOGENOUS GROUP - AND SEGMENTATION MAPPING IS NEEDED AT THE DISTRICT LEVEL

Personal / Familial Attributes

- Gender
- Social and economic access
- Asset ownership
- Education / Skilling level
- Role in supporting family

Nature of Work

- Entrepreneurship - Self-employment, gig work, nano / micro enterprises, producer orgs, etc.
- Jobs - Local, migratory, sector
- Formality – Informal, semi-formal, formal

Entrepreneurship Types and Characteristics

Self Employment (1 or >1 person)

- Low investment and risk
- Part-time or full-time with flexibility
- Good earning potential for scarce skills

Micro Enterprise (2 -5 people)

- Not able to access adequate funding
- Susceptible to economic shocks - first year is critical
- Can generate few jobs, mostly informal

Growth Start-Ups

- Lowest chance of success
- Require high touch support / incubation
- Potential to create large number of formal jobs

Youth challenges, aspirations, and opportunities vary widely by segment and cross-segment

A successful approach for **highly contextualised solutioning at scale** is needed

Key Discussion Points:

1. Existing Landscape and Resources:

- Noteworthy projects, best practices, research papers in the current youth employability and entrepreneurship ecosystem
- Approaches to reconciling project and reporting cycle outcomes and life cycle outcomes in private sector funded programming

2. Gaps and What Is Needed:

- Key programming gaps and needs in the formal and informal sectors

3. Suggested Stakeholder Roles:

- Critical components in youth employability and entrepreneurship programming and suggested roles and contributions of stakeholders towards these

Include insights from your own work, as well as other private and public sector work including policy, investment, research and implementation, etc.

Session III : Youth Aspirations and Voices | Entrepreneurship and Youth |

Lead Presenter:



Ms. Dhuwarakha Sriram
Chief, YuWaah
UNICEF

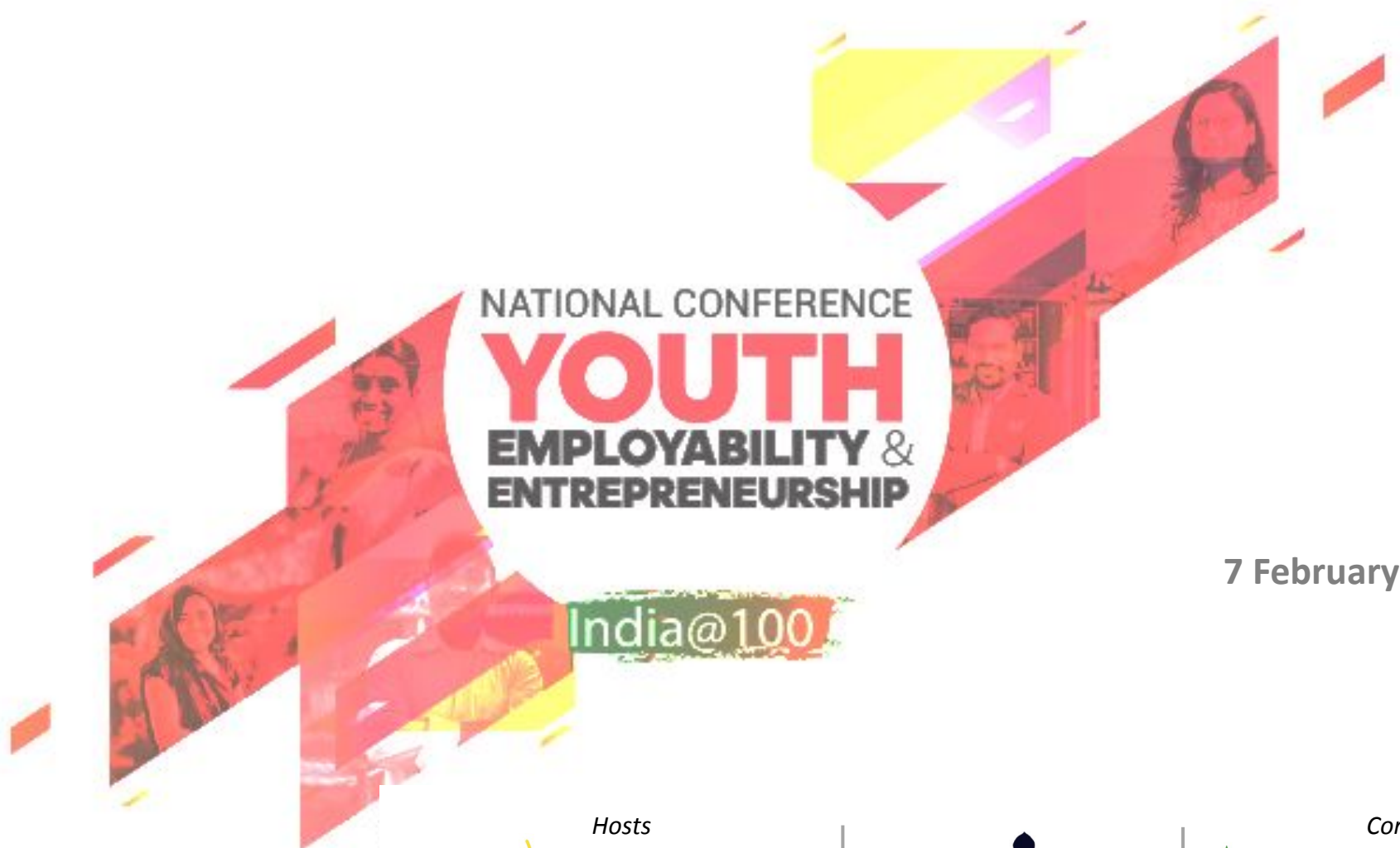
Discussants:



Mr. Madan Padaki
Co-founder
GAME



Mr. Siddhartha Kankaria
Director
PwC



7 February 2023

Hosts

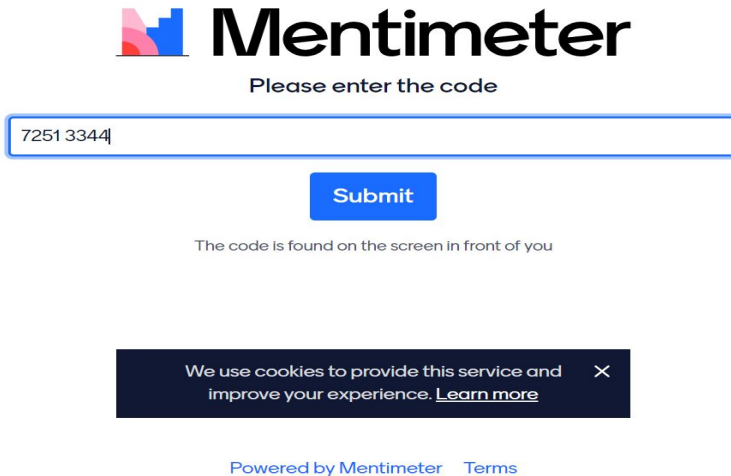


Core Partners



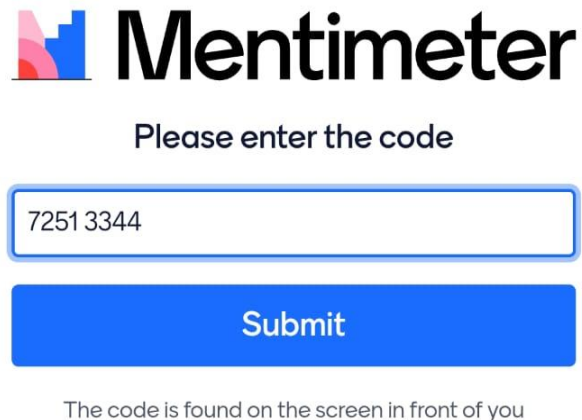
Opinion of the House

- Open a web browser on your mobile
- Type the url www.menti.com
- Type the code **7251 3344** or scan the QR



The screenshot shows the Mentimeter web interface. At the top, the Mentimeter logo is displayed. Below it, the text "Please enter the code" is shown. A text input field contains the code "7251 3344". A blue "Submit" button is positioned below the input field. Below the button, a message states "The code is found on the screen in front of you". At the bottom, there is a dark cookie consent banner with the text "We use cookies to provide this service and improve your experience. [Learn more](#)". Below the banner, it says "Powered by Mentimeter" and "Terms".

For Web interface



The screenshot shows the Mentimeter mobile app interface. At the top, the Mentimeter logo is displayed. Below it, the text "Please enter the code" is shown. A text input field contains the code "7251 3344". A large blue "Submit" button is positioned below the input field. Below the button, a message states "The code is found on the screen in front of you".

For Mobile app



Scan the QR for direct access

Demographic Summary

Polling PAN India



6,712

Respondents

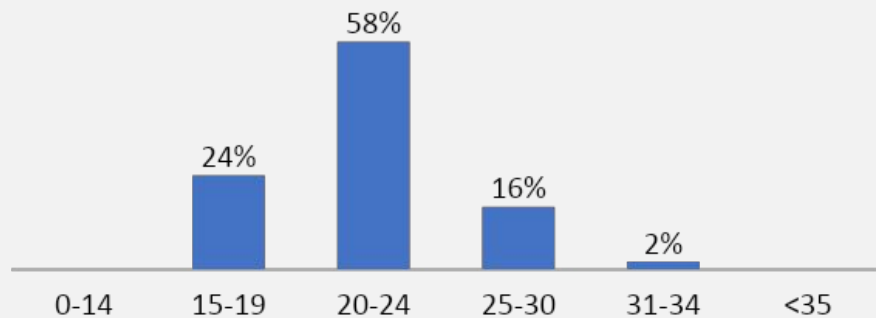


67%
4,481



33%
2,197

Age Distribution



Top 5 respondents

Haryana | Uttar Pradesh | Bihar | Madhya Pradesh | Punjab

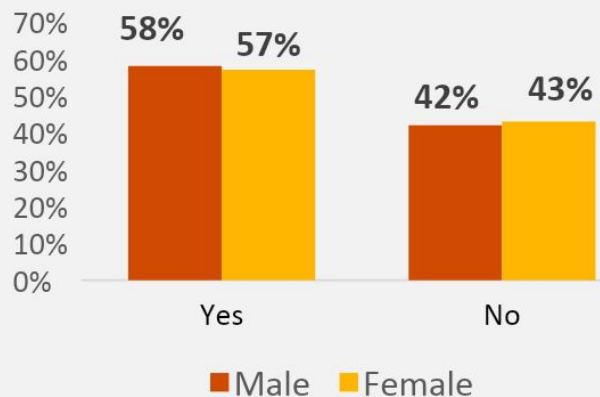


Awareness on entrepreneurship

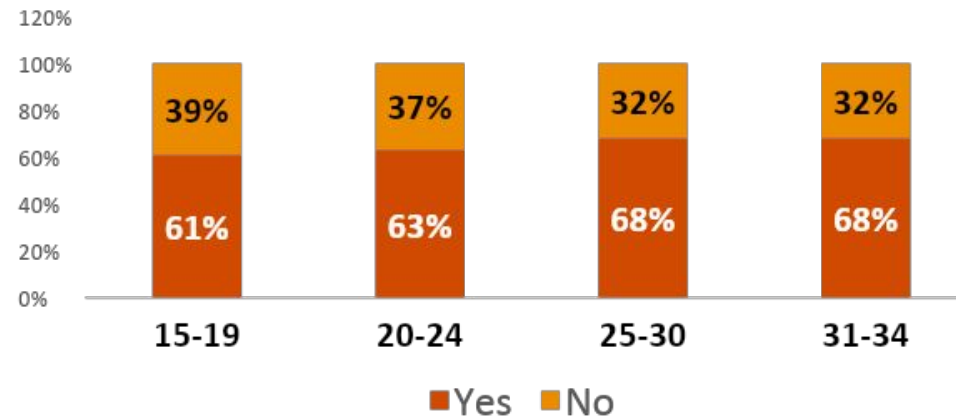
Overall: Awareness about entrepreneurship

58% Aware | **42%** Not Aware

Gender-wise: Awareness about entrepreneurship



Age-wise: Awareness about entrepreneurship



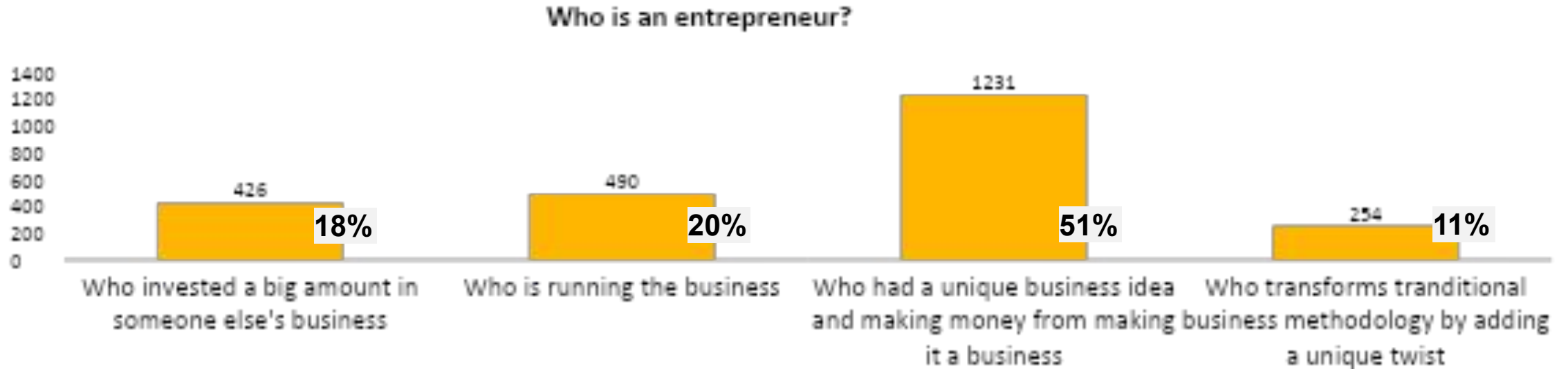
Is entrepreneurship a respectable profession?

94% Yes | **6%** No

- More than half of total respondents were aware about entrepreneurship
- Awareness on entrepreneurship is gender neutral
- Awareness about entrepreneurship is increasing with age

Need to increase the awareness on entrepreneurship across all genders and age groups

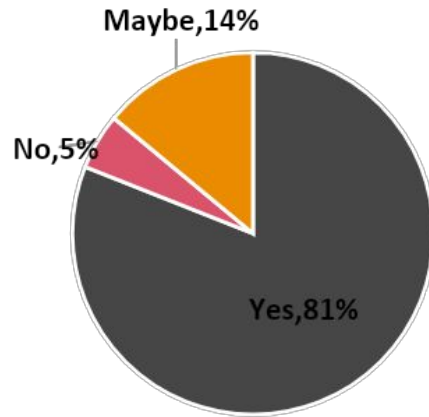
Understanding about entrepreneurship



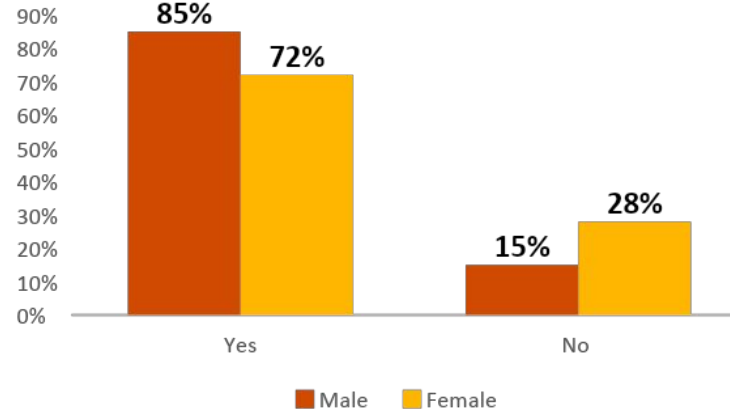
- More than 50% of the respondents believe entrepreneur to be a person who as a unique business idea. This could indicate that young people associate entrepreneurship with newer ideas, over traditional businesses

Willingness to become an entrepreneur

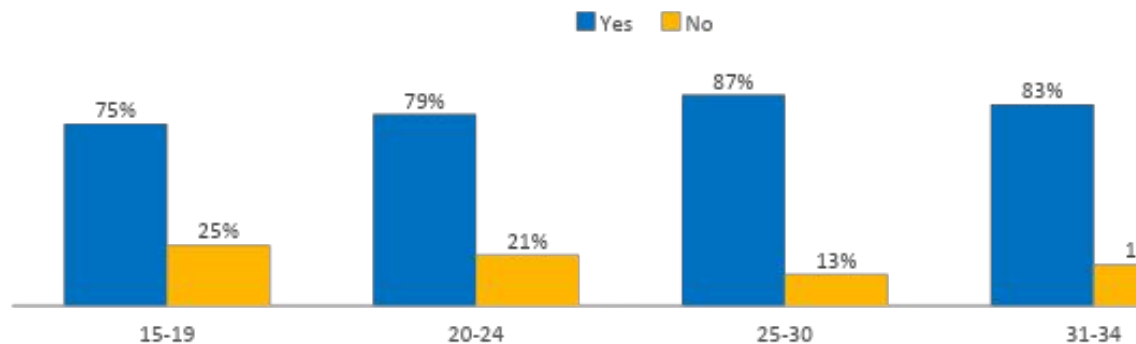
Overall: Aspiration of being an entrepreneur



Gender-wise: Aspiration to be an Entrepreneur



Age-wise: Aspiration to be an Entrepreneur

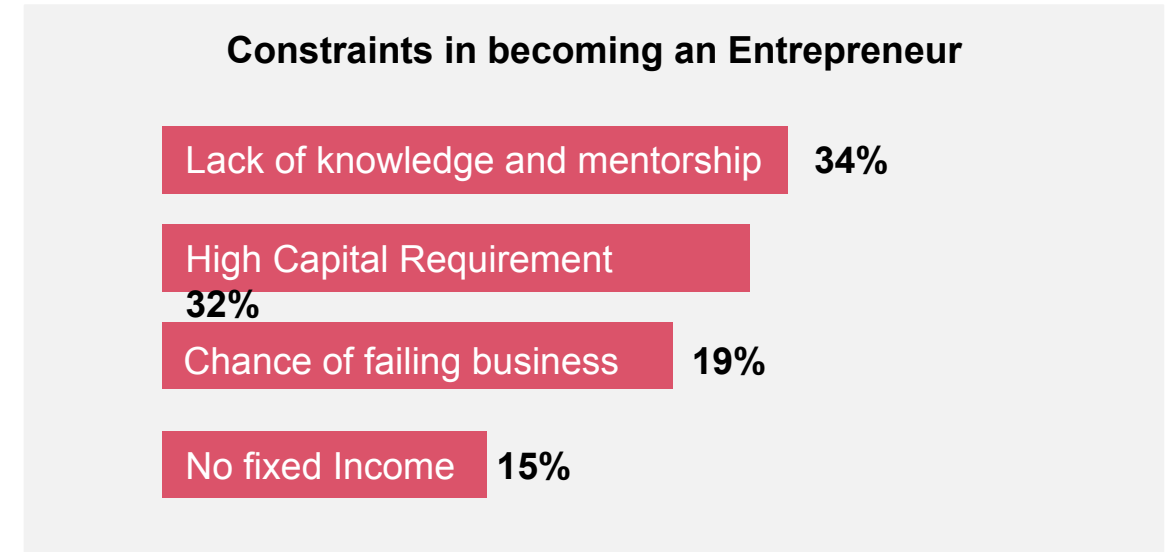
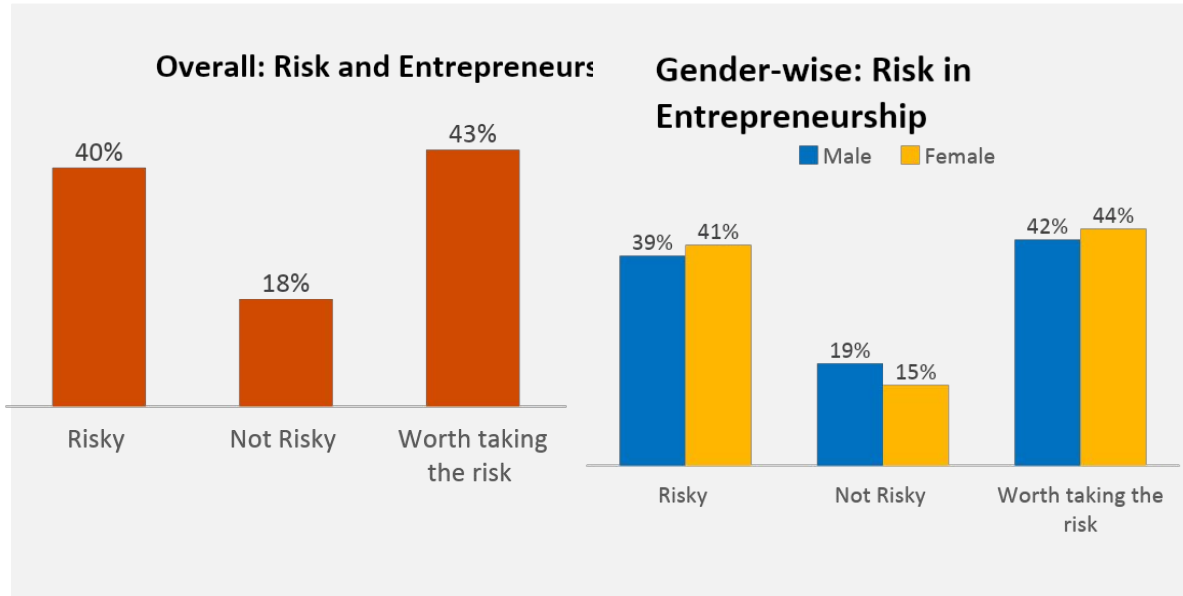


- Overall entrepreneurial inclination among youth is seen to be very high.
- Women willingness to opt for entrepreneurship is seen to be slightly lesser than men.
- Aspiration to become an entrepreneur is seen to move higher above the age 25. It could be due to increased awareness with age and ability to invest working capital.

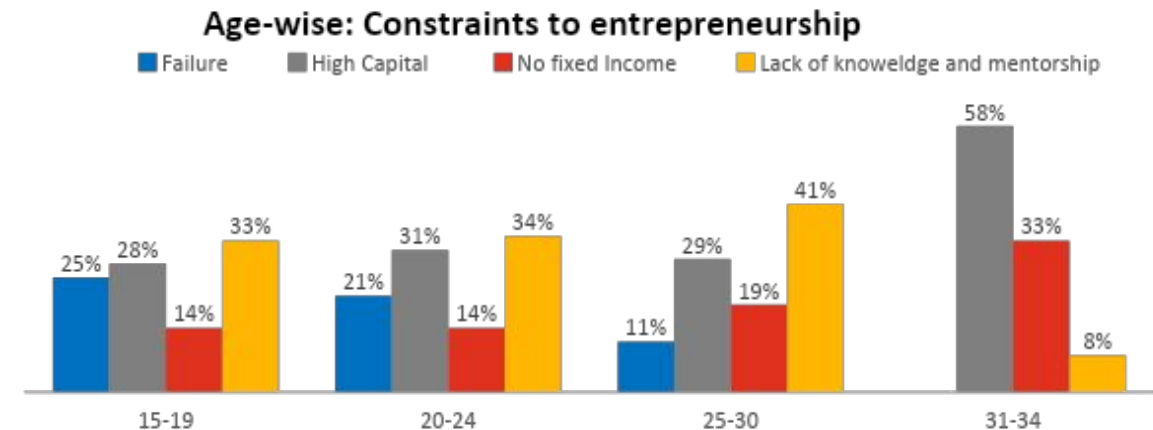
A few potential reasons for female respondents can be

- a) Less risk appetite
- b) Lack of opportunity
- c) Family reluctance
- d) Added responsibilities
- e) Lack of social and institutional support
- f) Limited mobility

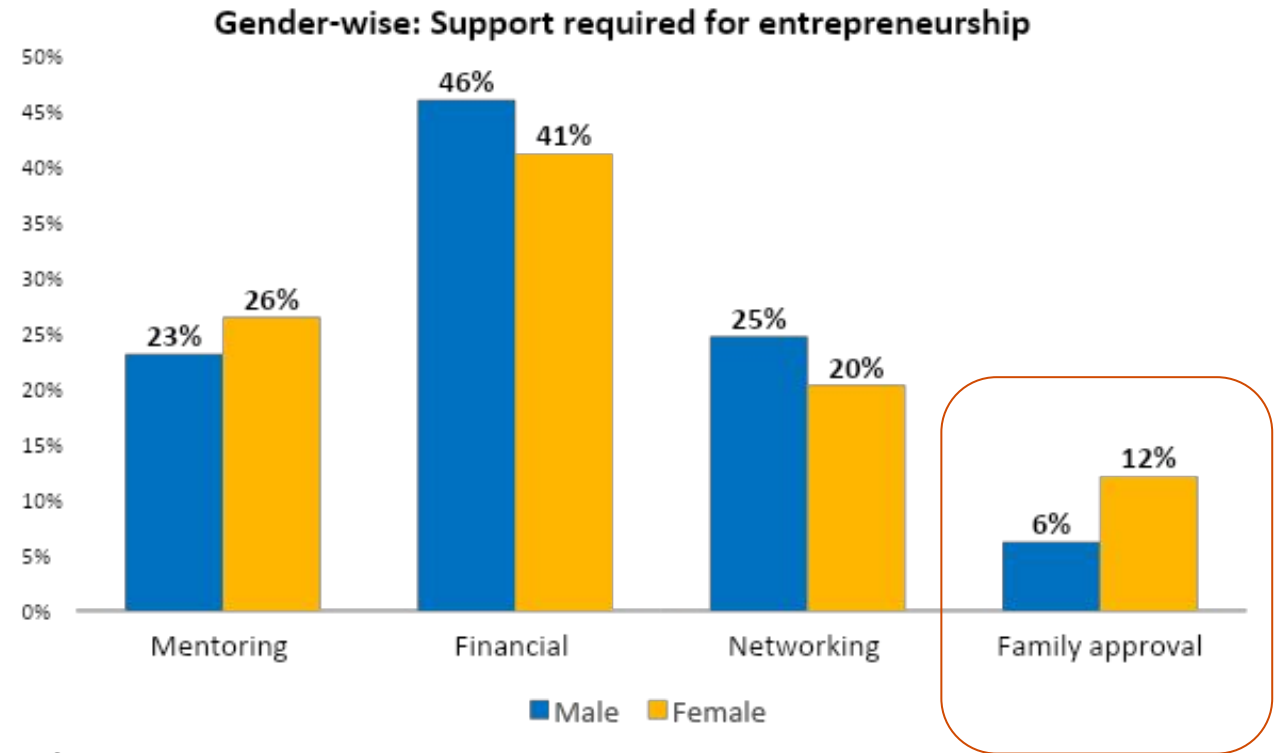
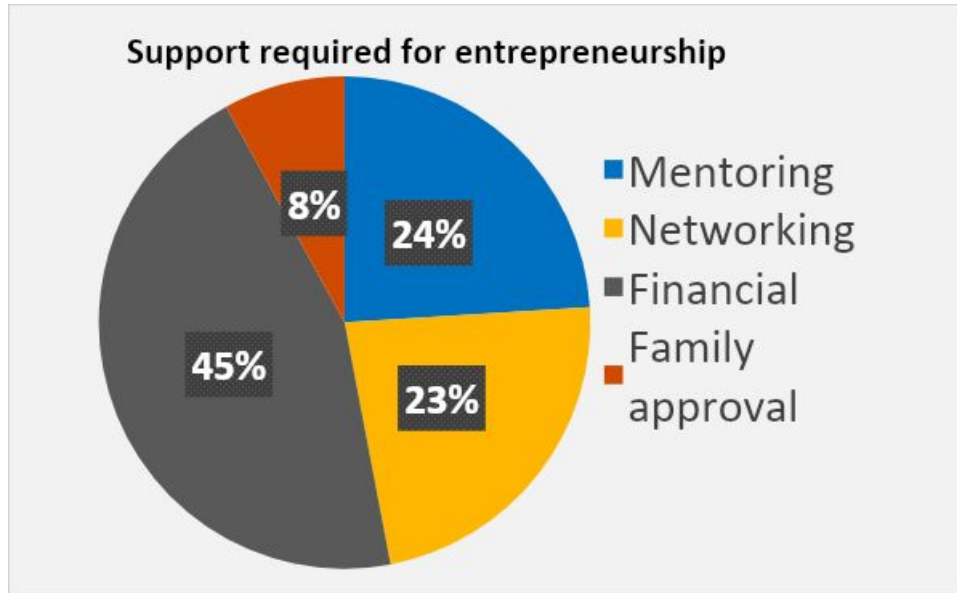
Entrepreneurship: Risk & Constraints



- Gender neutrality is observed on risk perception on entrepreneurship. Same for running the business.
- For young respondents (age 15-30), the biggest constraint to entrepreneurship is lack of knowledge and mentorship followed by high capital investments.
- For the age group (31-34), high cost of capital and no fixed income have emerged as the key constraint.



Entrepreneurship Support



- Finance and mentoring remains the key area of support for the respondents across gender
- For women, family acceptance has also emerged as an area of support

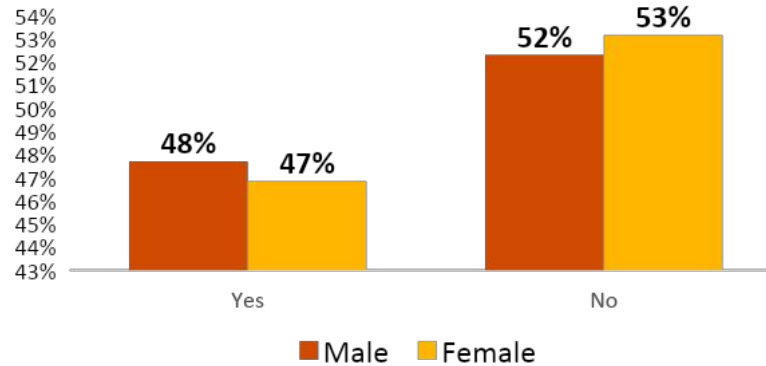
How can we make finances and mentoring more accessible to young people

Entrepreneurship vs. Fulltime Job

Is regular fulltime job better than becoming an entrepreneur?

48% Yes | 52% No

Is regular fulltime job better than becoming an entrepreneur?



Why regular fulltime job is better than becoming an entrepreneur?

- Family preference
- Fixed income
- Easier than entrepreneurship

- A full time / fixed income job is being considered marginally better an entrepreneurship.
- The key reasons for preferring a full time job instead of entrepreneurship is Fixed Income. Family preference is also one of the key reason.
- Can financial support be considered in terms of stipend / other initiatives for a limited period, to protect youths' motivation?
- How can we support young people by changing their family's perception towards entrepreneurship?

Do you know an entrepreneur?

- Response to naming an Entrepreneur could be categorized into the following categories:

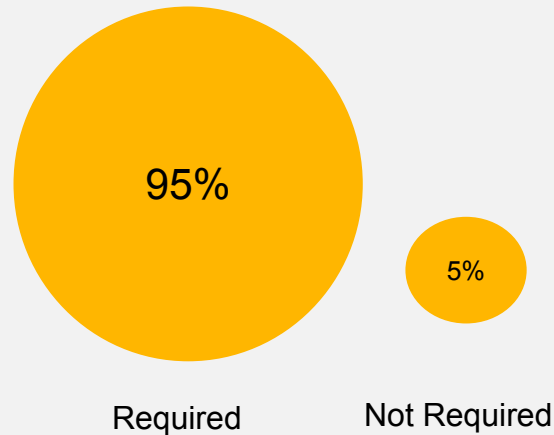
Popular individuals such as Ratan Tata, Ambani, Adani, Steve Jobs, Elon Musk, Aman Gupta, Ritesh Agarwal etc.

Small local business owners, friends and family who they knew in business

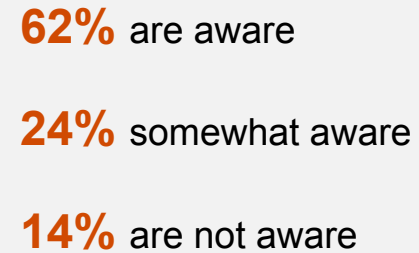
Not aware / No role model

- Youth did not name any woman entrepreneur or woman role model in their responses. This establishes that there is a dire need to create women role models for entrepreneurship.
- This also indicates entrepreneurship is a male dominant field, where aspirant women need to be supported through various ways.
- Lack of awareness among young people about 'Women in business'.

Environment Consciousness while running a business



Meaning of green entrepreneurship



- Almost all the respondents find it necessary to be conscious about environment while running a business. However not all of them are aware on green entrepreneurship.

How can the concept of green entrepreneurship be made aware to the young entrepreneurs

Thank you!



Breakout Groups



Green Entrepreneurship 1

Climate Collective

Sustain Plus

Adani Foundation

WeNaturalists

CSDS

Global Alliance for Mass
Entrepreneurship

Swati Thounaojam

Urban Entrepreneurship 1

Women Entrepreneurs India

Centre for Catalyzing change

HCL Foundation

MSDE

HHH

Labya Foundation

Rio Tinto

Rural Entrepreneurship 1

Udyogini

NRLM

TRIF

Institute of Social
Responsibility and
Accountability (ISRA)

FWWB

Haqdarshak

HUL

Rural Entrepreneurship 2

Interglobe Foundation

Tata Trust

Atal Innovation Mission

Medha Foundation

BYST

NIDAN

iDream Career

Green Entrepreneurship 2

Wipro Foundation

Development Alternatives

Inunity

Phool. Co

White Swan Consulting Group
& Distinct Horizon p Ltd

Udaiti Foundation

Urban Entrepreneurship 2

Capgemini

Home Foodi (BLD Dine
Homes Pvt Limited)

Pravah

NSDC

Wadhvani Foundation

Inunity

FICCI

Rural Entrepreneurship 3

TASK

Teach for Green

PRADAN

UN Women

Syngenta Foundation

Plan India

FSMNIROJ

Rural Entrepreneurship 4

Grameen Foundation

Dhwani

Quest alliance

Jan Sahas

Aflatoon

Circle In/Udaiti Foundation

CIFF

Questions for Roundtable Discussions



■ Existing landscape and resources:

- In recent few years, India has seen an outstanding performance in the space of startups, entrepreneurship development, what according to you were major factors for the success for these enterprises/start-ups?
- How can we make a movement towards mass entrepreneurship?
- What are the best practices from other countries that can be adopted to improve youth employment in India?

■ Gaps and what is needed:

- What are the top 5 current barriers of youth employment and entrepreneurship in India? In your opinion, what steps should be taken to make the environment more conducive for the startups and enterprises?
- How can access to funding be improved for young entrepreneurs specifically in the marginalized category?
- What special initiatives should be taken to create more inclusive environment for women entrepreneurs? What could be the top 3 areas / ideas
- How PWD and transgenders can be brought into mainstream entrepreneurship

■ Suggested stakeholder roles:

- How can the government better collaborate with civil society organizations to promote youth employment and entrepreneurship?
- What can be the 3 key asks from the policy makers, think tanks, private sector, foundations for strengthening the entrepreneurship eco system

Session III : Youth Aspirations and Voices | Entrepreneurship and Youth |



Key Discussion Points:

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Include insights from your own work, as well as other private and public sector work including policy, investment, research and implementation, etc.

Whole of Economy and Place Based Approach



7 February 2023

Hosts



Core Partners



Session IV : Whole of Economy & Place-based Approach | Convergent Implementation Framework

Lead Presenter:



Ms. Aliva Das
Senior Manager
Transforming Rural India Foundation

Discussants:



Ms. Alice Gugelev
Director
Global Development Incubator
(GOYN) Managing Director



Ms. Lakshmi Venkatesan
Founder
Bhartiya Yuva Shakti Trust



Mr. Siva Subramanian Ramann
CMD
Small Industries Development
Bank of India (SIDBI)



Karma Zimpa Bhutia
Joint Sec.
Ministry of Rural Development
(MoRD)

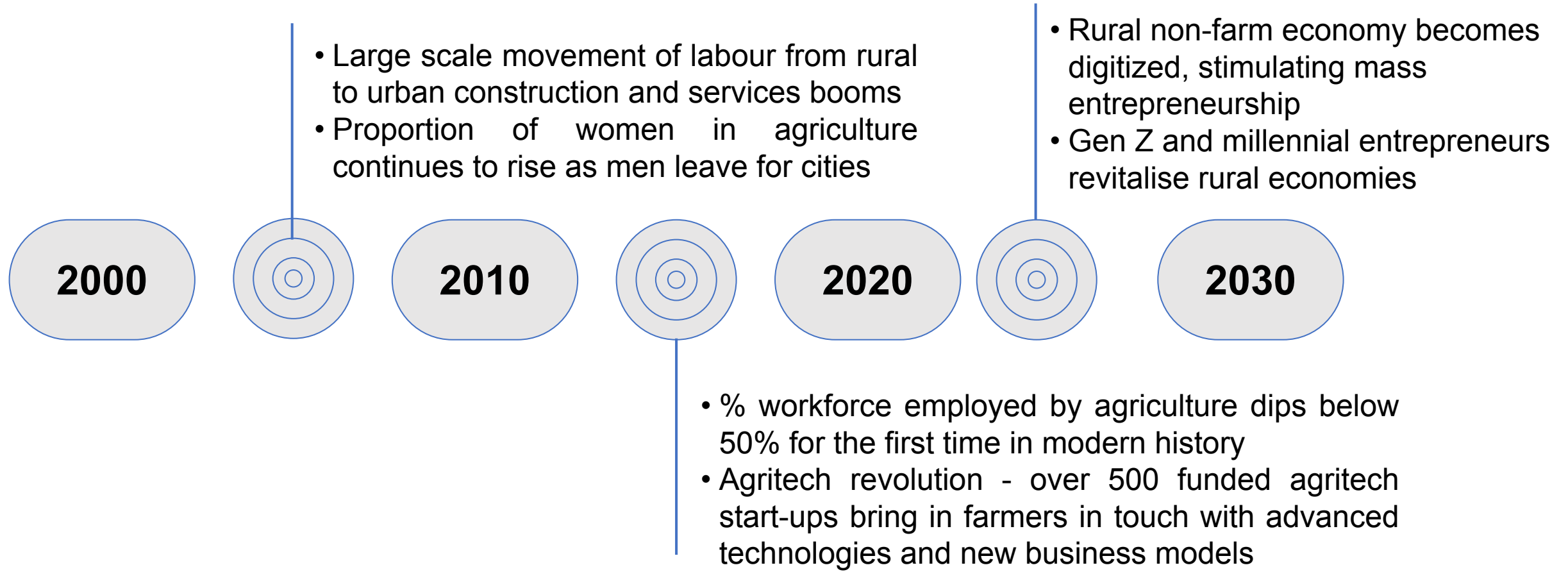


Ms. Swati Thounaojam
Young Entrepreneur
YuWaah- Generation Unlimited
India

Context and India's 2047 Vision

- In the last three decades the economic growth has created two distinct zones: one a **modern, competitive, prosperous** one and the other a **stagnant, backward** one
- India will soon become \$ 5 trillion economy and big gains on remodelled welfare architecture (DBT+JAM)
- Despite the innovative ecosystem and geo-political positioning, growth is not uniformly spread in rural areas
- The new opportunities with technological advancements offer exploitation of rural competitive advantages in bio-economy, elimination of **economic barriers through digitization**
- The union budget 2023 has laid a vision for an empowered and inclusive economy
- The vision 2047 will be guided by the aspiration for India like attaining new heights of prosperity; making best facilities available both in villages and cities
- To achieve this collaboration of public, private – particularly the new entrepreneur or start-up and community collectives can make some of the past ideas on economic growth like cluster economies, distributed manufacturing work

Trajectory of Rural Economy



Model Rural Economy | The “WHOLE OF ECONOMY”:

*Rural Growth Clusters need to be located in **Future Opportunities** while harnessing present openings*



01

Diversification & Innovation

- Emerging tech to market access gaps
- business opportunities evolving within **bioenergy, bioeconomy, circular economy & agro food**

02



Self Sustaining Rural Industrialisation

- Coordinated **investments** across sectors
- Efforts for **special SEZs**
- Export Processing Zones focusing on supply side competitiveness – across **bio-economy** and **agro-food** sectors

03



Skill Hubs of Industrial Clusters

- Service Sector growth can supply a big chunk from growth centres
- Rural workforce will be absorbed across **skill continuum** from food **service, logistics, retail**, etc.

04



Dynamic Industries

- Sugar Mill, Cotton, Dairy, etc.
- Investments, employment and distribution of factor payments
- More profits for **re-investments**
- External effects stimulating growth of other industries due to **inter-industry linkages**

05



E-Comm Platforms

- Adopting **Taobao** village model
- Morphing CSCs as **e-commerce poverty relief stations**

06



Mini & Nano Enterprises (MNEs)

- Converging Whole of RD approach through MGNREGS, NRLM, **DDUGKY, SVEP, RSETI**, etc.
- Growth of **Agro, Forest, Mineral, Textiles, KVIC, Engineering & Services, Coir, Handicraft**, etc.
- **Modern Small Scale Industries** - automobile accessories & parts, paints & varnishes, garments
- Potential for large no. of rural jobs

District as a unit of change is the key

Emergent Opportunity

01

- **Rurban centres** that emerged as major nodes for market villages- commercial, administrative, transportation, religious, industrial, etc
- Urban Amenities existing in rural areas – typically retail, wholesale, highschool, market, dispensary, etc

Natural Emerging

02

- **Exogenous** (Connectivity & Economic Drivers)
- **Endogenous** (naturally emerging – census towns, very large villages, etc)
- “**Functional economic zones**” with high centripetal integration, there is interdependencies between natural resource systems and human populations here

Place based

03

- Typically a **node** where labour, capital, commodity flows are integrated and activities are oriented to the node
- Factoring the demand conditions in peripheral surrounding, the node may indicate opportunity for catalysing and seeding economic opportunities around **politico-administrative boundaries**

Need for whole economy and coordinated approach



NEED TO DESIGN SOLUTIONS FOR SCALE AND INCLUSION

- Nationally large number of youth, too big as a whole
- Per district is 2.5-3L out of work
- Excluded and voices not included
- Many "usual" high capacity youth are speaking but rarely district rural youth
- Informal employment with further challenges for women, PWD, tribal and other excluded groups
- Existing efforts reach a tiny fraction of youth



NEED FOR CONVERGENCE AND DE-SILOFICATION

- Field is **fragmented**, no single solution
- **No single intervention** - multiple coordinated interventions required per youth
- Interventions do not address **key systemic barriers**
- **Focus on skilling and training but not outcomes**
- **Single "silver bullet" interventions implemented across the country** don't take into account local context and diverse youth

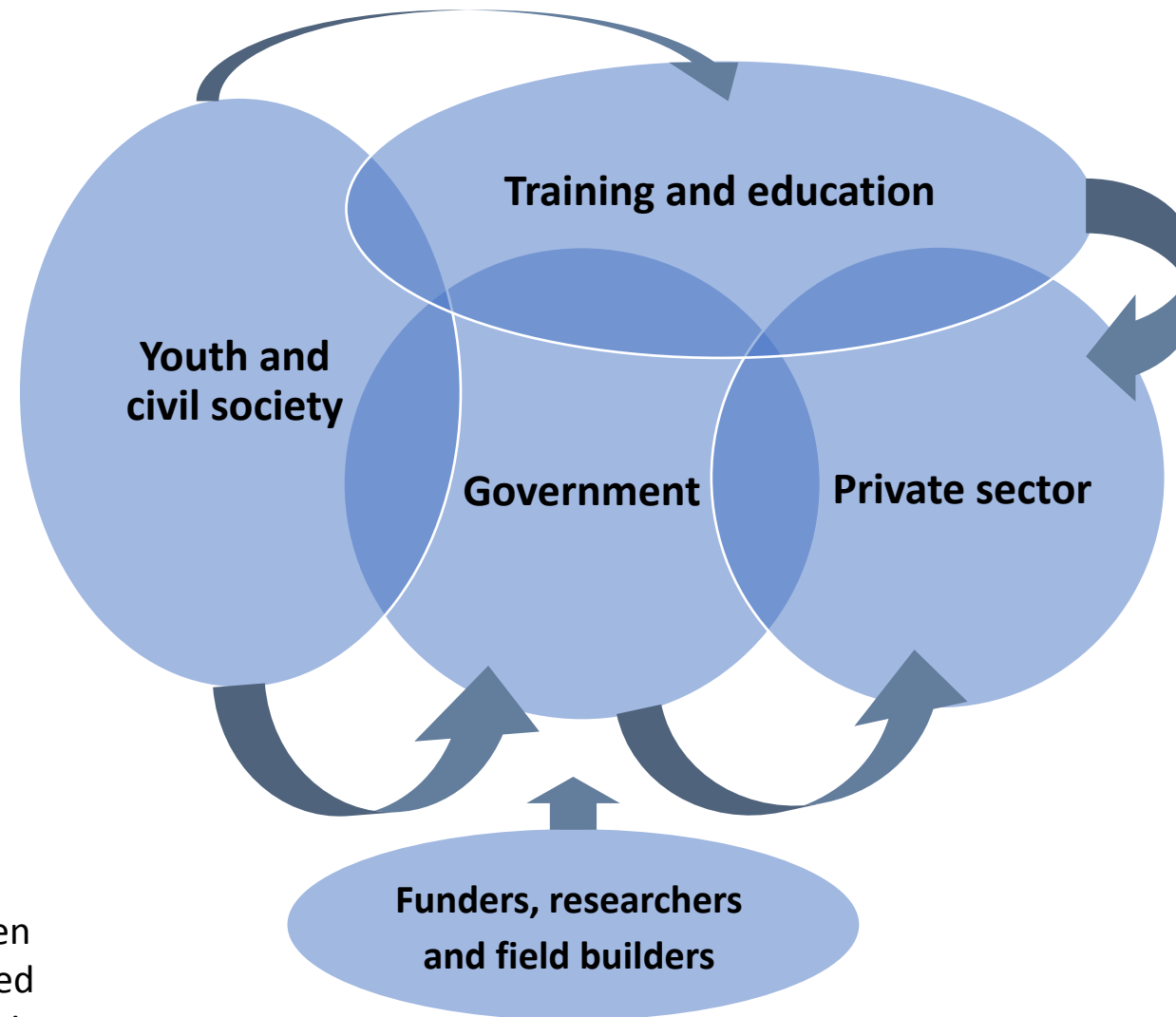


NEED FOR DATA AND DISCONNECT BETWEEN LABOR SUPPLY AND DEMAND

- **Disconnect** between labor supply & demand, including **market access for entrepreneurs**
- Massive migration per year of 140M people
- **Lack of data and evidence** to design programs
- Low rural economic activity

Limited coordination is leading to mismatched interventions and expectations and small scale solutions

- **Youth** do not have influence over interventions, supply side design & career choice
- Lack of access to quality, equitable education and training
- Poor quality of work, low wages and lack of career progression
- Navigating complex **government** structures and programming is a challenge
- **Funder** programs are often short term and fragmented and limit locally driven vision

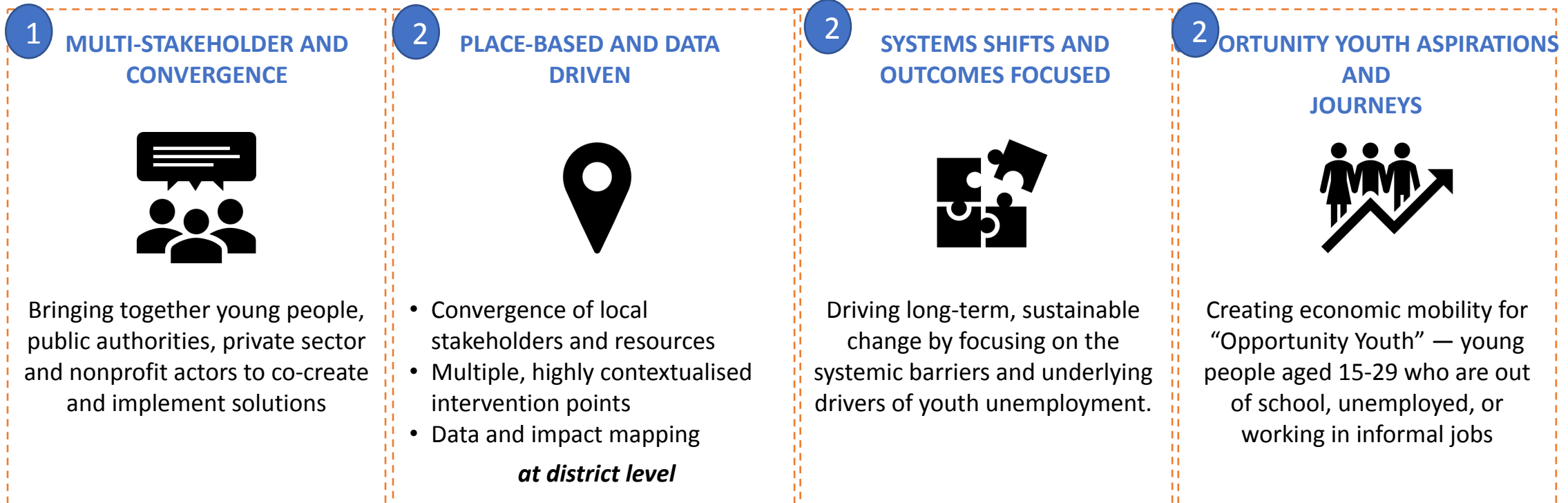


- **Skilling** ecosystem has gaps, soft skills, certification gaps; supply side driven training
- Poor school preparation
- Lack of information on jobs
- **Employer** needs outpace outdated curricula
- Need for government stimulus packages to support job creating sectors

Key Components Of A Place-based Approach For A Rural Youth Economic Renaissance: TRI/GOYN Example



A **multi-stakeholder** approach committed to creating **place-based systems shifts** for **youth economic opportunity** across rural India



1 Sample GOYN: Set up a local collaborative to drive convergence of government programs

Collaboratives rigorously examine **causes and drivers of youth unemployment** and **accelerate employment pathways** for population-level impact.

1. ANCHOR PARTNER AND CORE TEAM

Convenes and organizes, builds connections in the ecosystem
Core team tracks data, fundraises and manages implementation

2. YOUTH ADVISORY GROUP

Inform strategy, support implementation, engage youth

3. MULTI-SECTOR ADVISORY GROUP

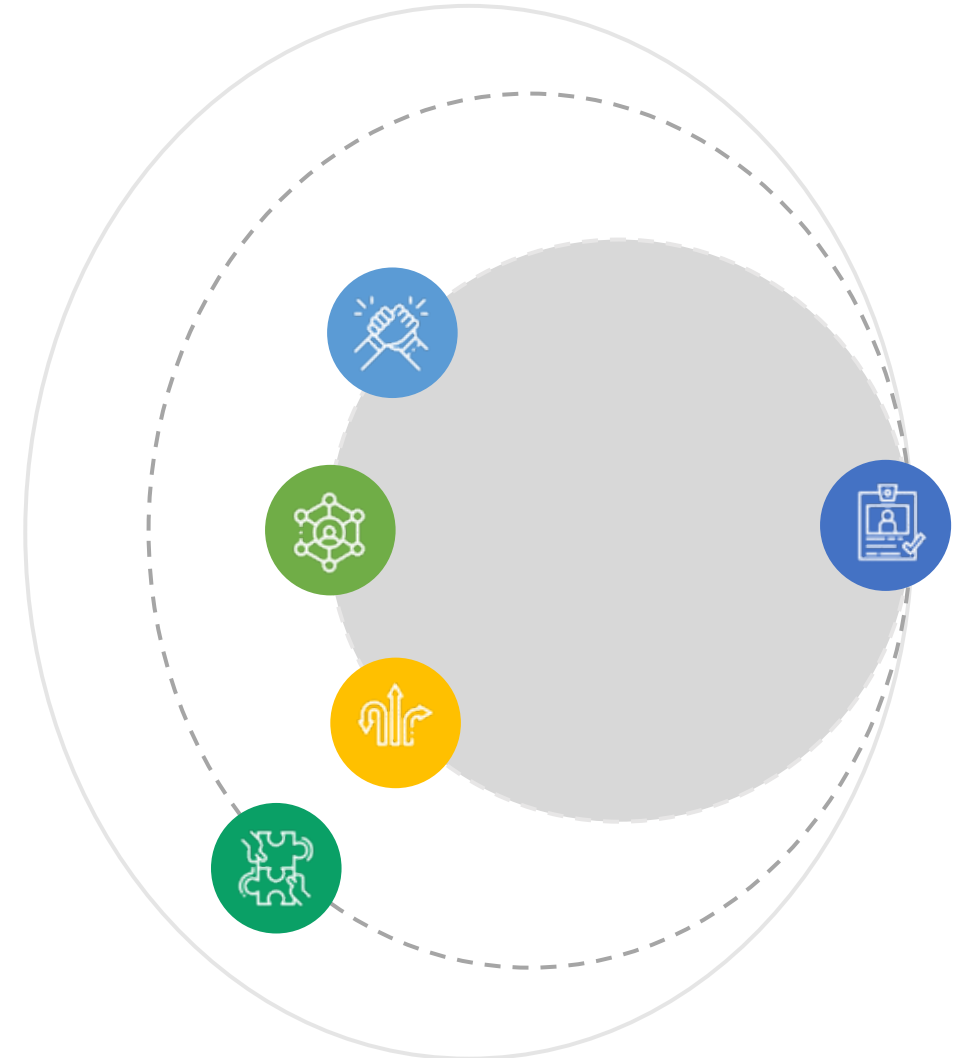
Advisory from private sector, public sector leaders

4. WORKING GROUPS

Develop, lead, accelerate and fund youth employment pathways and policy advocacy activities

5. BROADER COLLABORATIVE

Inform strategy and guide implementation



1 The Collaborative focuses on a scaled vision, joint implementation and clear roles, leverages data and leads communications of success



Aligning on a shared vision for youth economic opportunity

1

If stakeholders do not understand the problem in the same way, they are unlikely to agree on the solutions to adopt. The first task of the Collaborative is to develop a shared understanding of the challenges and opportunities related to youth employment in the community, on which a common unifying vision for the community can then be built. This shared visioning is supported by the Anchor Partner through the presentation of detailed data and evidence that can help stakeholders arrive at a common understanding of the issues and potential ways forward.



Developing and jointly implementing a strategy

2

Once the Collaborative has arrived at a shared vision, it takes on the responsibility to co-design and implement a long-term strategy to drive change in the community. Because the strategy is owned by the Collaborative rather than any single organization, it can be championed by all stakeholders and leverages the existing strengths and assets in the ecosystem, sharing implementation responsibilities across the members of the Collaborative.



Coordinating stakeholders and holding them accountable

3

By providing a structure and processes for coordination, the GOYN Collaborative ensures ecosystem stakeholders keep pushing in the same direction. Stakeholders gain visibility on their respective assets and activities, and can use the Collaborative's communication channels to request or share information. The Collaborative also enables stakeholders to make and demand public commitments from one another, driving a sense of accountability to one another.



Enabling data-driven decision-making

4

Through the Anchor Partner, the Collaborative continuously collects data and evidence on the state of youth employment in the community, monitoring overall progress as well as the impact of specific interventions or campaigns led by the Collaborative. This constant data-gathering exercise enables the Collaborative to make strategic decisions informed by hard facts and evidence.



Leading communications and advocating for change

5

The Collaborative develops a joint communications strategy on youth employment, enabling its key messages to reach a much broader audience than any one organization could reach. This consistent joint messaging at scale is critical to advocate for change and remove the structural barriers to youth employment in the community.

ECOSYSTEM MAPPING

How can we accelerate the economic opportunities for opportunity youth in Ramgarh?

What is the overall macro-view of the opportunity?



- a. Size of the opportunity youth in Ramgarh
- b. Aspirations of Youth
- c. Jobs Gaps: Dominant Sectors and Latent Earning Potential
- d. Skills Gaps: High level overview of DS Gap for jobs & entrepreneurship

What is the profile of the target beneficiary group?



- a. Opportunity youth personas in Ramgarh
- b. Challenges faced by the youth segments
- c. Challenges of OY migrating out of Ramgarh and options for returnees

What is the multi-stakeholder perspective?



- a. Public sector perspective
- b. Corporates, SMEs, and Donors
- c. NGOs / Value-chain development partners
- d. Academia & Skilling perspective

What are the means to boost economic activity and attract OY?



- a. Assets and natural resources providing a competitive advantages
- b. Options for increasing existing farm productivity
- c. Leading new value chains via cooperatives or social enterprise models
- d. Identifying gaps in existing value chains
- e. Local economy of scope & import substitution incl. franchising opps.
- f. Small entrepreneurship options - gig work, rural BPO, franchising opps.

What resources & processes can be leveraged for systemic transformation?



- a. Existing government policies and schemes, their effectiveness & reach
- b. Funding landscape including District level 'Mineral Fund'
- c. Existing initiatives and partnerships related to livelihood promotion
- d. Private sector solutions and programs that can work in Ramgarh
- e. Skilling and placement ecosystem
- f. Planned investments, economic zones & govt. efforts to improve EOdB

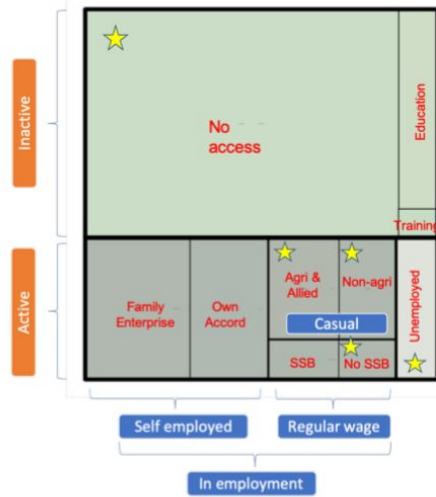
What could be the potential way forward?



- a. Assessment of top 3 interventions that hold immediate potential
- b. Initial hypothesis on potential pathways
- c. Proposed next steps for the collaborative

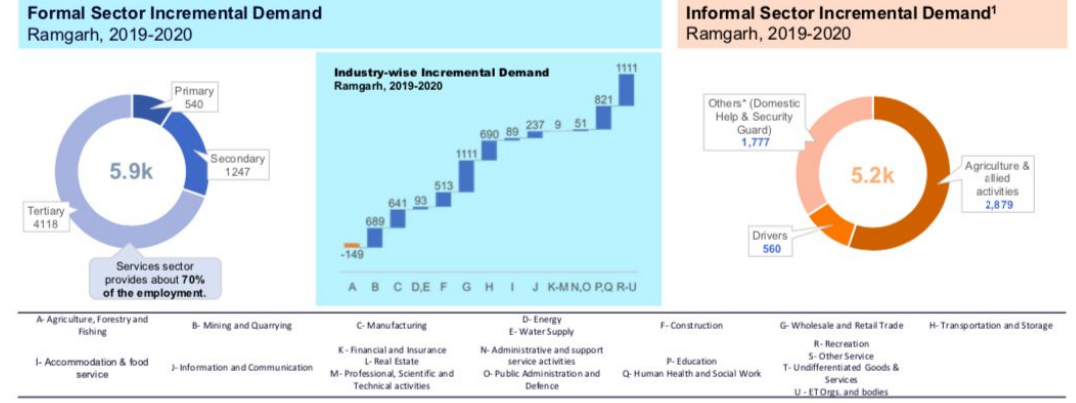
2 Ecosystem Mapping Includes An Overview Of Youth And Existing Opportunities

Size of the challenge: A staggering 70% of the youth population in Ramgarh can be classified as opportunity youth



Youth population segments	Group	Estimate
No access *		191,613
In education	Inactive	20,788
In training		3,000
Self employed (family enterprise + own accord)		69,502
Regular wage: SSB		7,542
Regular wage: No SSB *	Active	6,146
Casual: agri & allied *		19,285
Casual: non-agri *		15,525
Unemployed *		15,710
Youth population (15-29)	Active + Inactive	349,111
OY estimate based on secondary data*		248,279
Returning migrants added to OY population		7,000
Current OY population in Ramgarh		255,279

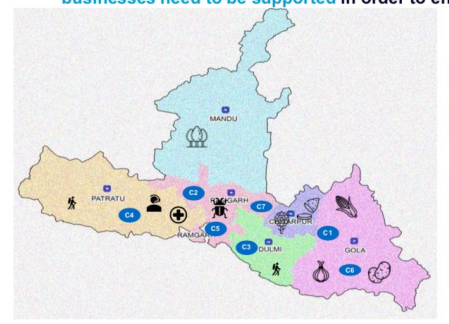
There are potentially **11k new jobs available each year** and the number of OY stands at **255k** implying that the gap would be very difficult to bridge unless something changes drastically in Ramgarh!



- Employment elasticity has declined in recent years due to technological advancement, especially in agriculture. Another reason for this decline is the increasing migration from formal to informal sector.
- Trade, Manufacturing, Mining & Quarrying, Construction, Transportation & Storage, Education and Health emerged as the top 7 promising sectors for employment.

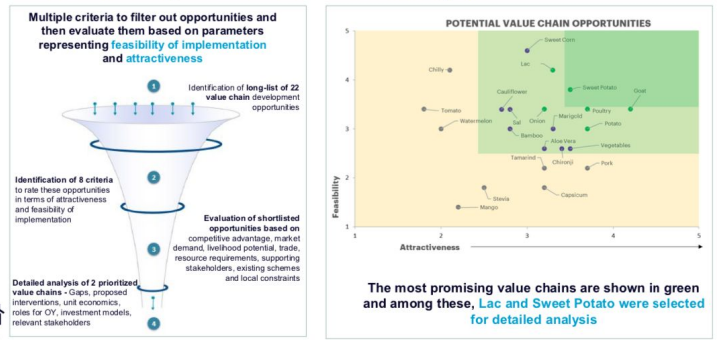
Sources: [1] NSDC Report [2] Jharkhand Economic Survey [3] RBI

The preliminary assessment of the ecosystem shows that there is no 'silver-bullet' to address the challenges in Ramgarh and a basket of services, value chains and small businesses need to be supported in order to envision a different future for Ramgarh



Clusters and Value chains	Direct Impact	Indirect Impact [#]
C1 Agri Input Cluster	250	
C2 Food vending	350	
C3 Home Maintenance	350	
C4 Chemicals	200	
C5 Auto and Electronics Repairs	350	TBD
C6 Agro Value Addition	1,600	
C7 Jewelry & Cosmetics	200	
NC Other discrete businesses	4,200	
Lac	490	30k HHs
Sweet Potato	1,054	
Potato	220	100k farmers
AE Agri-entrepreneur	1,900	
Health care*	9,250	Across Jharkhand
Rural BPO*	1,000	
Tourism	TBD	
TOTAL	21.5k	100k farmers and 30k NTFP HHs

For long-term economic activities with multiple spill-over benefits, a systematic process was applied to identify the most appropriate value chain opportunities in terms of feasibility and attractiveness for OY in Ramgarh



GOYN could play an important role by connecting isolated interventions to support livelihoods and by seeding new economic activities. Accordingly, three types of interventions were explored...




1. SERVICES ALIGNED WITH MARKET DEMAND AND YOUTH ASPIRATIONS	2. VALUE CHAIN DEVELOPMENT FOR LONG-TERM PROSPERITY	3. PROMOTING SMALL BUSINESS OPTIONS RELEVANT FOR OY
<ul style="list-style-type: none"> Agri-processing IT and IT enabled Services based in rural Healthcare services 	<p>22 value chains identified and assessed</p> <p>06 value chains found to be promising for Ramgarh</p> <p>Detailed assessment for lac and sweet potato value chains</p>	<p>200+ Small business options identified for Ramgarh</p> <p>80+ Options analyzed and clustered together</p> <p>Proposed economic clusters across Ramgarh</p>

GOYN would need to take up the role of a negotiator, trusted convener, youth enabler or ecosystem orchestrator depending upon the economic activities being promoted. In some cases, GOYN may have to explore possibilities of seeding economic activity when nothing exists.












* There are overlaps between the value chain and cluster's numbers for job creation. These are conservative estimates given that the clusters, value chains and service sector jobs which succeeded will grow over time. The value chains which were not assessed in detail are not a part of the livelihood estimation
[#] These are just high-level estimates for including discussion * 5-year impact for healthcare and assuming a ramp-up to 1k OY in rural BPO after the initial pilot


Systemic shifts at the district level: A District Level Theory of Change – long term impact



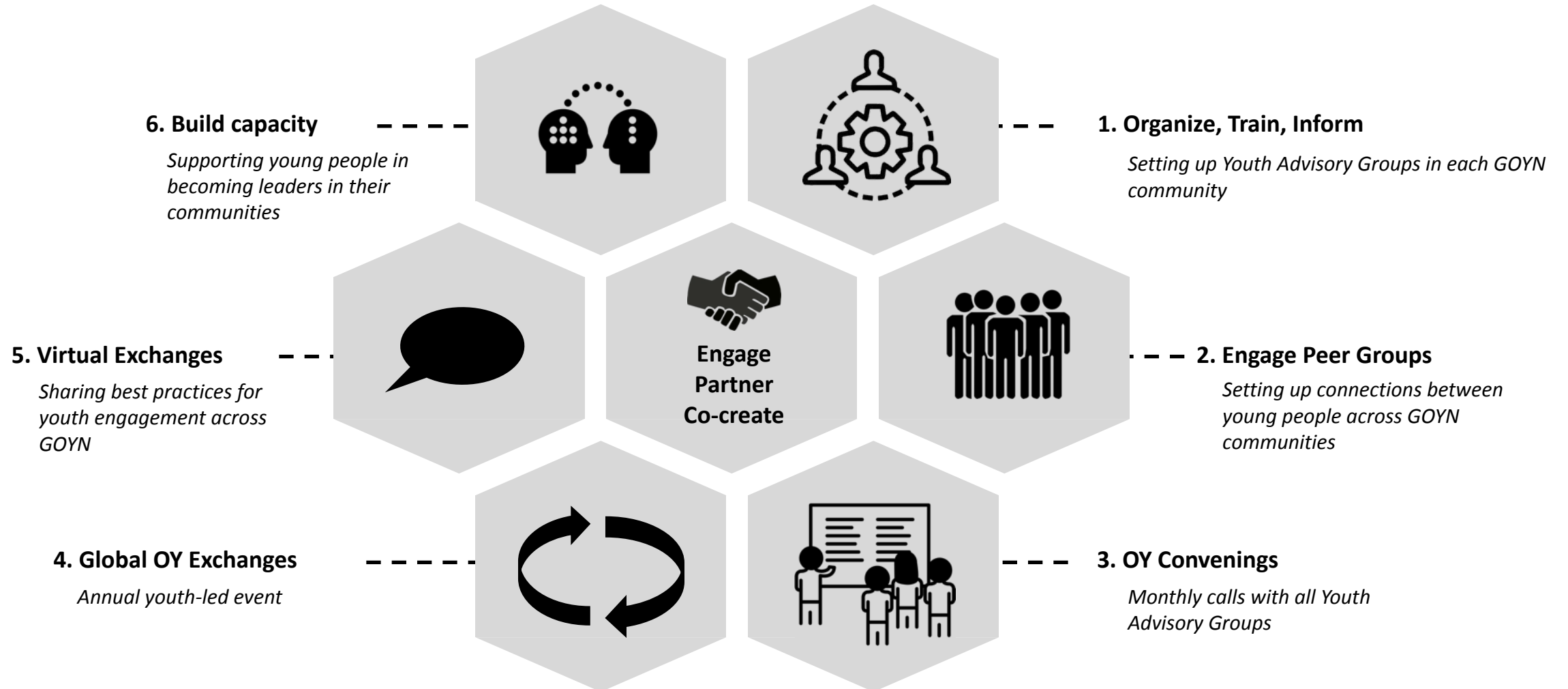
VISION	 <p>Every youth in Ramgarh is an agent of positive change and has a dignified livelihood that enables upward socio-economic mobility</p>	VALUES	 <p> Empathy Inclusion Co-creation Dignity </p>
GOAL	 <ul style="list-style-type: none"> • 100% OY have access to information, counselling, and support services • 75% OY have access to livelihoods (65% have local livelihoods, 10% migrate for aspirational jobs) 		

THE PROPOSED SOLUTION

COLLABORATIVE INFRASTRUCTURE	 <p>Who drives GOYN Ramgarh?</p>	PATHWAYS	 <p>What are the livelihood pathways and how many OY can each absorb?</p>	ENABLERS	 <p>How will OY select a pathway of their choice?</p>
<p>Extended Collaborative <i>Members committed to collaborate</i></p> <ul style="list-style-type: none"> • Core Collaborative <ul style="list-style-type: none"> • Multi Stakeholder Advisory Board • Youth Advisory Board • Working Groups • Core Working Team <ul style="list-style-type: none"> • TRI supported by GDI & ADP 		<ul style="list-style-type: none">  75K OY become entrepreneurs  75K OY practicing high value agriculture  35K OY placed in formal jobs  300* OY become changemakers  All OY have access to a referral network of support services 		<ul style="list-style-type: none">  Increased information and participation through campaigns and community radio  Increased capability through access points such as youth hubs, a youth helpline, and digital solutions  Through data driven programming based on M&E and a global learning platform 	

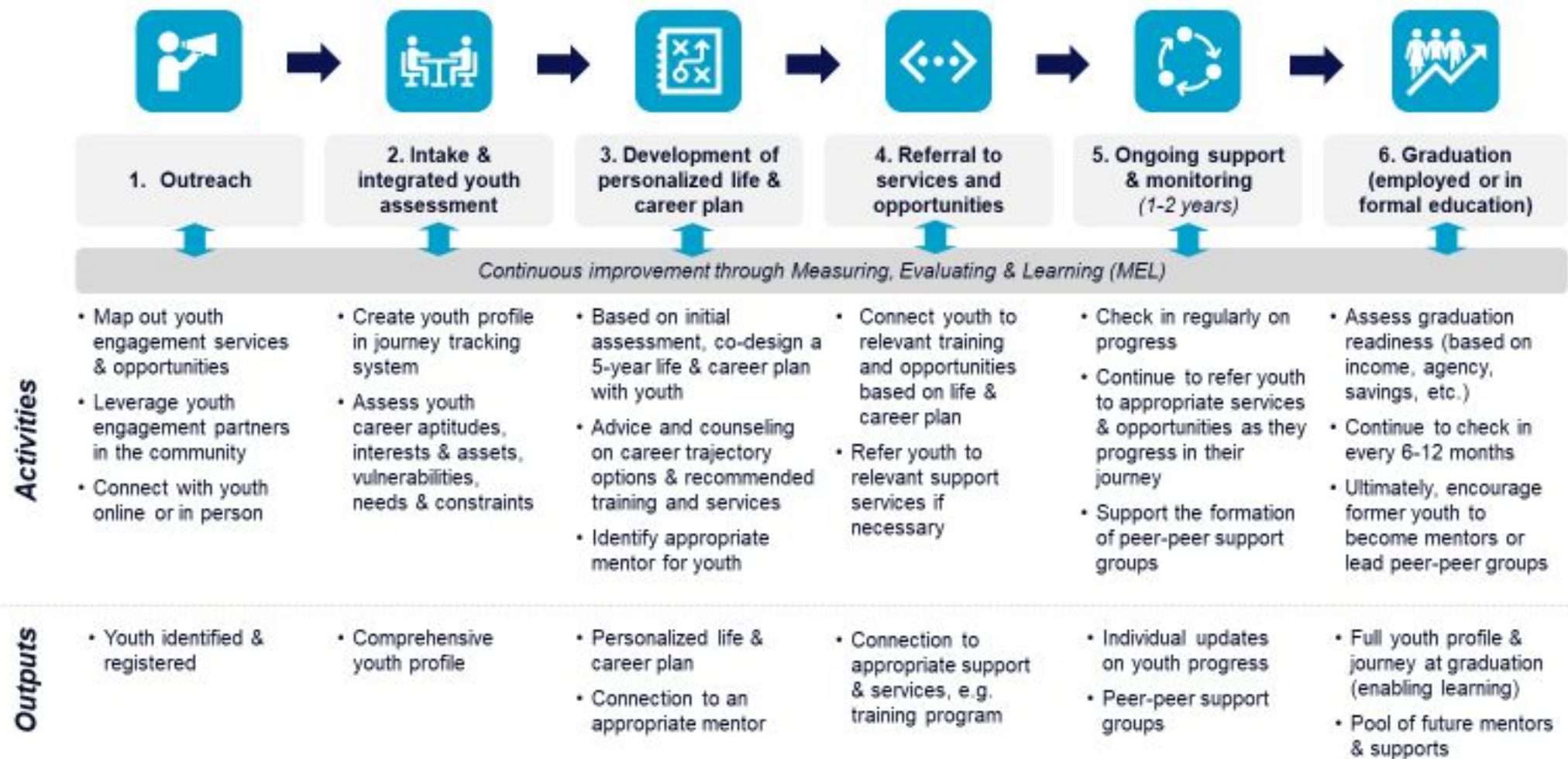
IMPACT	 <ol style="list-style-type: none"> 1. Improved Economic Opportunities Increased local opportunities of education, training and livelihoods OY (re)connected to opportunities of education, training, internships, apprenticeships OY placed into livelihoods / have increased income 2. Enhanced Ecosystem Collaboration OY led, self governing collaborative infrastructure for program management & scale Place based systems change initiatives co-designed Coordinated, aligned funding Collective, community driven effort towards data-driven programming 3. Systems Shifts Youth inclusive strategies incorporated into policies and programs Improved community assets Decreased income inequality and poverty Reduced migration GOYN model and/or approaches replicated
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Youth core to strategy development; aspirations at the center of the approach

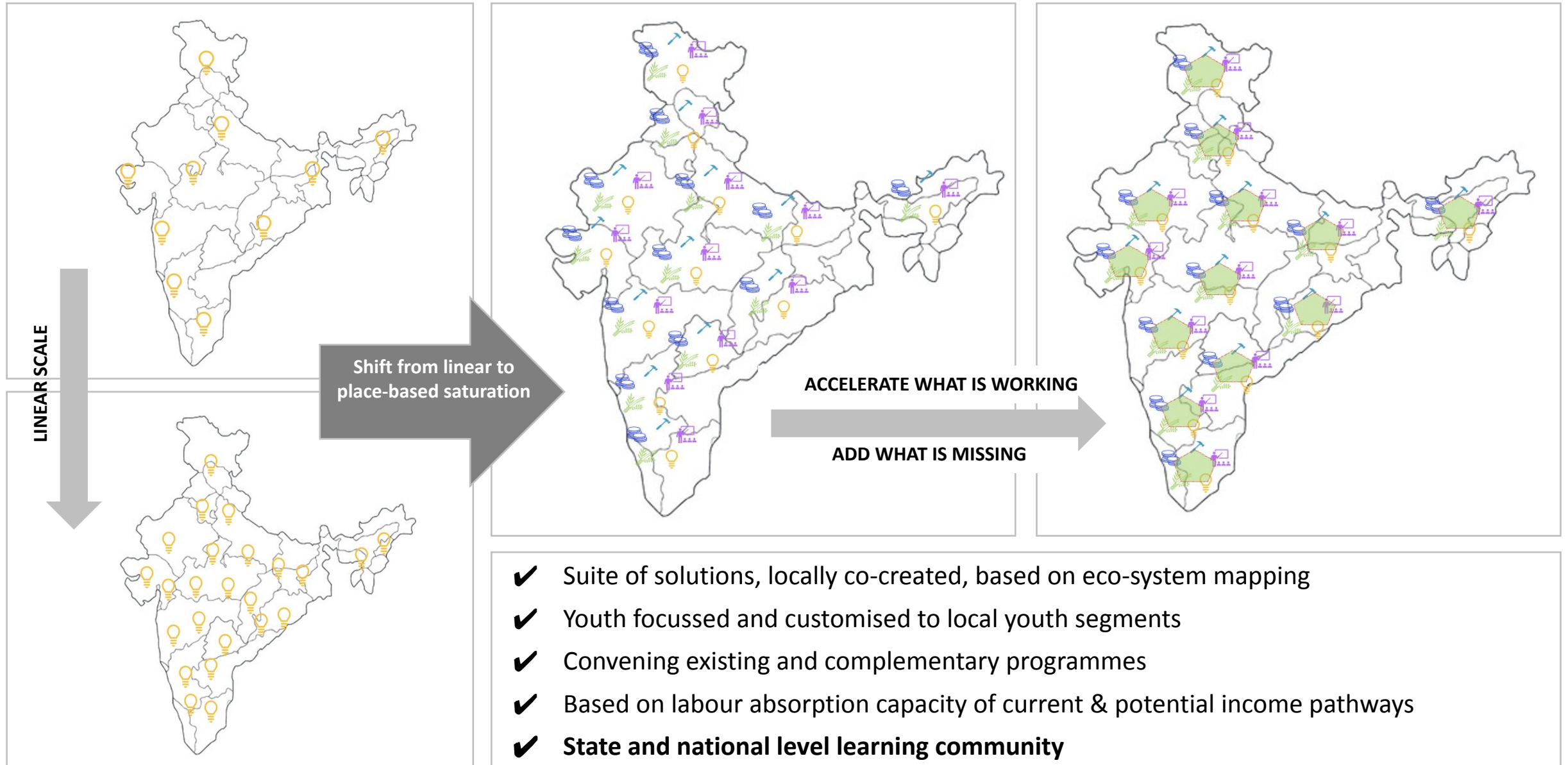


Tracking youth outcomes over the long term (income, savings, assets and agency)

SUPPORTING YOUTH ALONG THEIR LIFE JOURNEYS

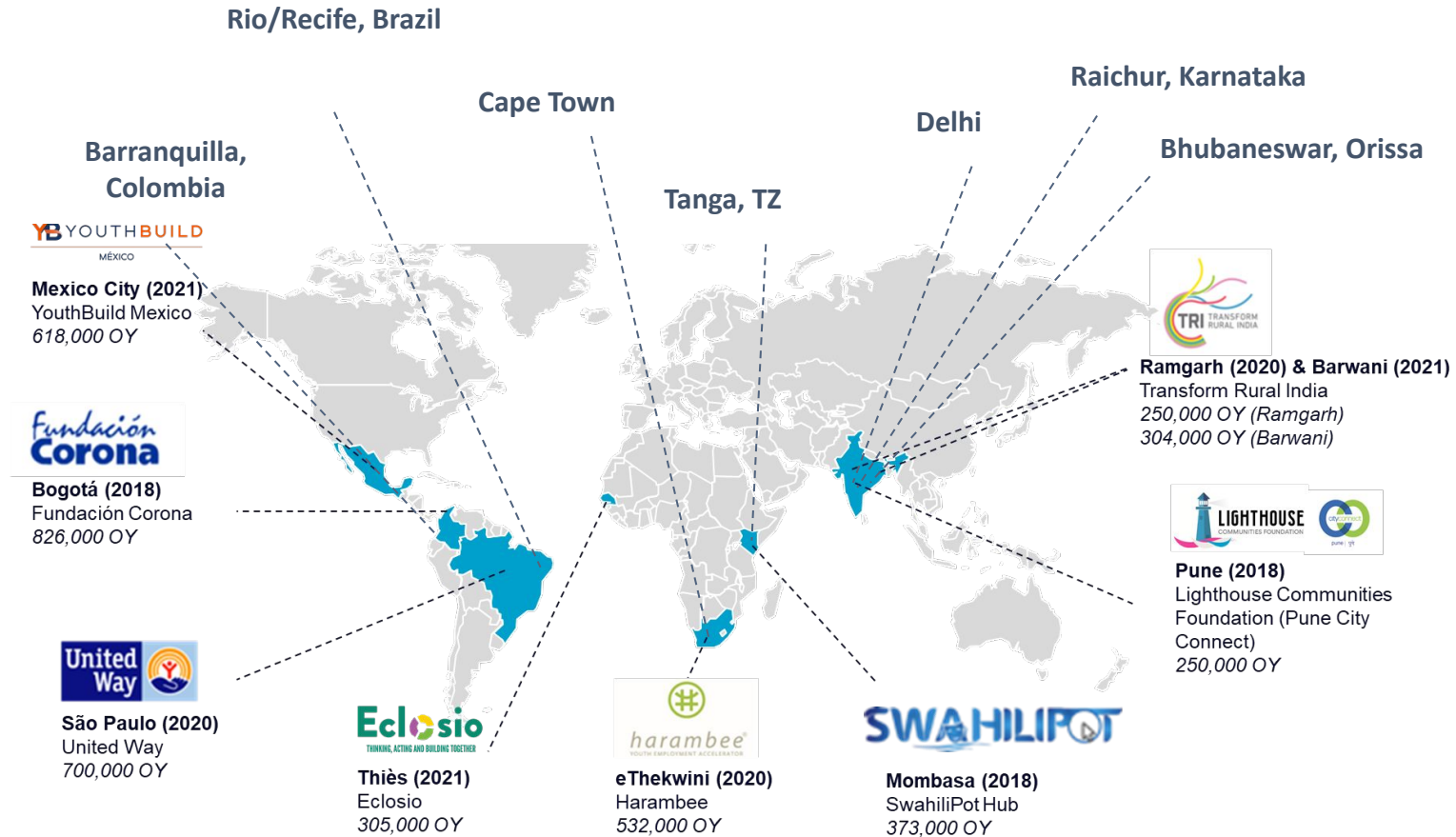


District level replication: Shift From Scattered And Siloed Linear Programming To Convergence For Place-based Saturation



Replication all over the world

Current Footprint of 9 communities >
Target Expansion 2023/24 to 16 global communities and 10+ Districts in India



Global Learning Community

Toolkits

Global convenings

Discussant Questions

For Government and Academia:

- How will the place based approach connect to state level and national level planning processes?

For Youth:

- How do you get informed about these programs? Do you have any say/ are your aspirations considered for the program design?
- Is this a better model than people coming and telling you about programs?

For civil society organizations:

- What do you think of the place based collaborative approach? Will this help with scale and systemic impact you hope to achieve? What is useful?

Key Break-out Discussion Points:

1. Existing Landscape and Resources:

- Noteworthy projects, best practices, research papers in the current youth employability and entrepreneurship ecosystem
- What are the key flagship (govt and private) programmes and how do we enable their convergence at a district level?

2. Gaps and What Is Needed:

- Approaches for convergence of public resources at the district level
- Approaches to increasing local economic activity at the district level
- How can we achieve district level ecosystem mapping across all ALL districts in India?
- Others?

3. Suggested Stakeholder Roles:

- Critical components in youth employability and entrepreneurship programming and suggested roles and contributions of stakeholders towards these

Include insights from your own work, as well as other private and public sector work including policy, investment, research and implementation, etc.



Key Discussion Points:

1. Existing Landscape and Resources:

- Noteworthy projects, best practices, research papers in the current youth employability and entrepreneurship ecosystem

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- Others?

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