



Joshua Kibirige

Host organization: Harambee Youth Employment Accelerator

Fellow position: Public Policy Analyst

Fellowship duration: 12 months

Degree: MA African Studies (Major History)

Professional experience: 12 years



Summary

I supported the Strategic Communication team with research & strategy to help communicate key issues to stakeholders in government, business, and civil society. My work focused on keeping our messaging and engagement aligned with South Africa's shifting political, social, and economic landscape.

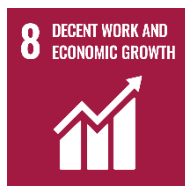
The problem Harambee aims to tackle

Harambee addresses youth unemployment in South Africa by removing barriers to work, connecting young people to opportunities, and aligning training with market needs. Through partnerships and support for both jobs and self-employment, it is building a more inclusive labour market.

The solution Harambee provides...

Harambee connects young people to jobs and training through SAYouth.mobi, and builds their employability with work-readiness programmes, 12-month placements, and career support. By partnering with employers and small businesses, Harambee promotes inclusive hiring and expands youth opportunities in high-growth sectors, driving systemic change in the labour market.

... contributing to the SDGs:



Opportunity for a Fellow

- Engage with South Africa's regulatory landscape and the socioeconomic and political factors influencing youth employment.
- Conducted research to identify structural barriers in the youth employment ecosystem and analysed the impact of legislation and government priorities on access to work.
- Mapped the youth employment ecosystem (political parties, civil society organisations and labour unions) to align Harambee's interventions with national development goals.

"My experience as a Fellow..."

... was mixed. I valued the exposure to key publications and stakeholders, which deepened my understanding of youth unemployment, and I was especially inspired by the young people in the work-integrated learning programme. However, I struggled with communication across teams, largely due to competing priorities and heavy workloads, which highlighted some of the organisation's internal challenges."

- Joshua Kibirige



Joshua's achievements...

- Played a role in preparations for the Solutions Exchange event, including the development of briefing packs, formal invitations, and official correspondence.
- Contributed to Harambee's thought leadership by drafting high-level speeches and opinion pieces, including:
 - The Deputy Minister of Labour and Employment Jomo Sibiya's keynote for the Solutions Exchange in October 2025.
 - The Deputy President's address for Harambee's Youth Day event in June 2025.
- Presented to and engaged with young job seekers as part of the work-integrated learning programme, offering guidance and practical support to help them navigate pathways into work.
- These contributions strengthened Harambee's strategic positioning, enhanced its stakeholder engagement, and deepened its impact in supporting youth employment.

... contributing to Harambee

- Produced weekly and monthly reports on South Africa's socio-economic and political landscape, with a focus on youth and broader development issues.
- Contributed research and content to high-level presentations for Executive Committee and Board meetings.
- Conducted mock interviews with young job seekers to build their confidence and improve their readiness for the labour market.

Joshua's next challenge: I look forward to growing and deepening my expertise in addressing the marginalisation of communities and tackling socioeconomic disparities across Africa and the developing world.