



# **NATIONAL** *YOUTH* **EMPOWERMENT STRATEGY**

**2026-2030**



**MINISTRY OF YOUTH  
EMPOWERMENT, DEVELOPMENT AND VOCATIONAL TRAINING**

OCTOBER 2025





ZIMBABWE

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# Foreword

**BY HIS EXCELLENCY  
CDE DR. EMMERSON DAMBUDZO MNANGAGWA**



The youth of Zimbabwe are not only our nation's greatest asset but also the builders of our future. Endowed with energy, creativity and resilience, our young people embody the spirit and promise of our motherland. Their development, empowerment, and full inclusion in all spheres of life are not merely desirable – they are indispensable to the attainment of our shared vision of a prosperous and empowered upper middle-income society by 2030.

The National Youth Strategy is a bold and timely response to this imperative. Anchored in Vision 2030 and the National Development Strategy 2 (NDS2), it provides a clear, coordinated roadmap to unlock the potential of our youth as drivers of sustainable national development. The strategy reflects our unwavering commitment to inclusive growth, social justice, and economic transformation, ensuring that no young Zimbabwean is left behind.

Through this Strategy, we seek to empower our youth to become innovators, job creators, and leaders in their communities. It outlines practical pathways to build skills, expand access to finance, leverage digital technologies, and unlock opportunities across key economic sectors. Importantly, it strengthens youth participation in governance and policymaking, affirming their rightful place at the centre of national decision-making processes.

To our development partners, the private sector, and all stakeholders in the youth empowerment ecosystem, I extend my appreciation and call for continued collaboration. Together, let us build an environment that enables our young people to dream boldly, act decisively, and achieve their full potential.

To the youth of Zimbabwe, I say this: Your Government sees you, hears you, and believes in you. The future of this great nation is in your hands. This Strategy is your blueprint – embrace it with confidence, innovation, and determination. Together, we will build the Zimbabwe we all desire.

A handwritten signature in blue ink, which appears to read 'Emmerson Dambudzo Mnangagwa'. The signature is fluid and stylized, with a long horizontal line extending from the end.

**His Excellency, Cde Dr. Emmerson Dambudzo Mnangagwa**  
President of the Republic of Zimbabwe

# Preface

**BY THE MINISTER OF YOUTH EMPOWERMENT,  
DEVELOPMENT AND VOCATIONAL TRAINING  
HONOURABLE TINODA MACHAKAIRE**



The launch of the National Youth Empowerment Strategy marks a defining milestone in our nation's journey toward building a prosperous, inclusive, and resilient Zimbabwe. At the centre of this vision stand our greatest national asset – our youth. With more than half of our population under the age of 35, it is clear that the socio-economic transformation we aspire to must be youth-led and youth-driven.

This Strategy is the outcome of extensive consultation, collaboration and shared purpose. It captures the voices, dreams, and ideas of young Zimbabweans from all walks of life, enriched by the valuable contributions of our development partners, government agencies, private sector actors, and civil society organisations. Together, we have crafted a framework that is practical, inclusive, and grounded in the lived realities and aspirations of our youth.

It identifies key priority areas, such as skills development, entrepreneurship, digital inclusion, access to finance, value chain participation, civic engagement, health, and well-being. It further underscores our commitment to integrating youth empowerment across all sectors and levels of government, in alignment with Vision 2030 and our broader national development agenda.

Our approach is deliberate, forward-looking and people centred. We are not merely investing in programmes; we are investing in people, in potential, and in the enduring promise of a Zimbabwe where every young person has the opportunity to grow, contribute and thrive.

I extend my sincere appreciation to all who contributed to the formulation of this Strategy. To the youth of Zimbabwe, I reaffirm our Ministry's steadfast commitment to walk with you, support you, and champion your aspirations. This is your time. Let us rise together and build a future that reflects the best of who we are and all we can become.

A handwritten signature in black ink, appearing to be 'T. Machakaire', written over a horizontal line.

**Honourable Tinoda Machakaire**

Minister of Youth Empowerment, Development and Vocational Training  
Republic of Zimbabwe



# Statement

**BY THE PERMANENT SECRETARY  
FOR YOUTH EMPOWERMENT,  
DEVELOPMENT AND VOCATIONAL TRAINING  
MR. SOLOMON MHLANGA**



The development of the National Youth Empowerment Strategy marks a defining moment in Zimbabwe's pursuit of inclusive and sustainable national development. It is a product of rigorous analysis, broad-based stakeholder engagement, and a steadfast commitment to positioning young people at the centre of our nation's transformation agenda.

Our youth today navigate a dynamic socio-economic landscape, one filled with both formidable challenges and boundless opportunities. In response, this Strategy provides a coordinated and forward looking roadmap to equip our young people with the skills, resources, and platforms they need to thrive in a modern economy. It integrates innovation, entrepreneurship, value chain development, and digital technologies as core pillars of youth empowerment.

As the Ministry, our mandate is to facilitate, coordinate, and enable. This Strategy reinforces our partnerships with other government ministries, development partners, the private sector, and civil society to ensure that youth empowerment is not a fragmented initiative but a shared national priority. Together, we are building an ecosystem where every stakeholder contributes meaningfully to the advancement of young people.

We are also institutionalising robust mechanisms to monitor progress, promote accountability, and ensure effective implementation at all levels. Vocational Training Centres, Ward Development Coordinators, and grassroots youth structures will serve as key operational arms, ensuring that the Strategy reaches every province, district and community – leaving no young person behind.

I am particularly proud that this Strategy draws inspiration from real success stories from youth-led agricultural value chains to thriving digital enterprises. These examples affirm that with the right support, Zimbabwean youth are not merely job seekers, but job creators, innovators, and nation builders.

I commend all who contributed to the development of this Strategy and call upon our youth to embrace it as a tool for transformation. Let us move forward together with focus, unity and determination to build a future defined by opportunity, innovation and empowerment.

**Mr. Solomon Mhlanga**

Permanent Secretary for Youth Empowerment, Development and Vocational Training  
Republic of Zimbabwe

# List of Acronyms

AAZ	Action Aid Zimbabwe	GBV	Gender-Based Violence
AfCFTA	African Continental Free Trade Area	HIV	Human Immunodeficiency Virus
AIDS	Acquired Immunodeficiency Syndrome	ICT	Information and Communication Technology
AI	Artificial Intelligence	ILO	International Labour Organisation
ARIPO	African Regional Intellectual Property Organisation	IOM	International Organisation for Migration
BoT	Build-Operate-Transfer	IPCC	Intergovernmental Panel on Climate Change
BUSE	Bindura University of Science Education	MDAs	Ministerial Departments and Agencies
CAFP	Centre for Agriculture and Food Policy	MEAL	Monitoring, Evaluation, Accountability and Learning
CAMFED	Campaign for Female Education	MoHCC	Ministry of Health and Child Care
CBOs	Community-Based Organisations	MMMD	Ministry of Mines and Mining Development
CBZ	Commercial Bank of Zimbabwe	MLAFWRD	Ministry of Lands, Agriculture, Fisheries, Water and Rural Development
CSE	Comprehensive Sexuality Education	MYEDVT	Ministry of Youth Empowerment, Development, and Vocational Training
CSO	Civil Society Organisation	MoHTEISTD	Ministry of Higher and Tertiary Education, Innovation, Science and Technology Development
CSR	Corporate Social Responsibility	MoLGPW	Ministry of Local Government, Public Works, and National Housing
CZI	Confederation of Zimbabwe Industries	MoPSLSW	Ministry of Public Service, Labour and Social Welfare
DSA	Developmental Social Assistance	MoPSE	Ministry of Primary and Secondary Education
FAO	Food and Agriculture Organisation of the United Nations		
FPC	Fambidzanai Permaculture Centre		

## List of Acronyms

MoLGPNH . . .	Ministry of Local Government, Public Works and National Housing	STEM . . . . .	Science, Technology, Engineering, and Mathematics
MoWACSMED . .	Ministry of Women Affairs, Community, Small and Medium Enterprises Development	SWOT . . . . .	Strengths, Weaknesses, Opportunities and Threats
MoSRAC . . . . .	Ministry of Sport, Recreation, Arts and Culture	SNV . . . . .	Stichting Nederlandse Vrijwilligers
MoICTPCS . . . .	Ministry of Information Communication Technology, Postal and Courier Services	TV . . . . .	Television
NAYO . . . . .	National Association of Youth Organisations	TWG . . . . .	Technical Working Group
NDP . . . . .	National Disability Policy	UN . . . . .	United Nations
NDS . . . . .	National Development Strategy	UNESCO . . . . .	United Nations Educational, Scientific and Cultural Organisation
NEET . . . . .	Not in Education, Employment, or Training	UNDP . . . . .	United Nations Development Programme
NGO . . . . .	Non-Governmental Organisation	UNFPA . . . . .	United Nations Population Fund
OPC . . . . .	Office of the President and Cabinet	UNICEF . . . . .	United Nations Children's Fund
POTRAZ . . . . .	Postal and Telecommunications Regulatory Authority of Zimbabwe	UNRC . . . . .	United Nations Resident Coordinator
PESTLEG . . . . .	Political, Economic, Social, Technological, Legal, Environmental, and Governance	VTC . . . . .	Vocational Training Centre
PPP . . . . .	Public-Private Partnership	WHO . . . . .	World Health Organisation
PSC . . . . .	Public Service Commission	WFP . . . . .	World Food Programme
PwDs . . . . .	Persons with Disabilities	YETT . . . . .	Youth Empowerment and Transformation Trust
R&D . . . . .	Research and Development	YSZ . . . . .	Youth Service Zimbabwe
SMEs . . . . .	Small and Medium Enterprises	ZADT . . . . .	Zimbabwe Agricultural Development Trust
SMEDCO . . . . .	Small and Medium Enterprises Development Corporation	ZIDA . . . . .	Zimbabwe Investment and Development Agency
SRHR . . . . .	Sexual and Reproductive Health and Rights	ZIMDEF . . . . .	Zimbabwe Manpower Development Fund
		ZIMSTAT . . . . .	Zimbabwe National Statistics Agency
		ZNA . . . . .	Zimbabwe National Army
		ZYC . . . . .	Zimbabwe Youth Council





# Acknowledgements

The successful development of the National Youth Empowerment Strategy is the result of a strong spirit of collaboration, partnership and shared purpose. The Ministry of Youth Empowerment, Development, and Vocational Training extends its heartfelt appreciation to all individuals and institutions whose dedication, expertise and support made this important work possible.

We are grateful to the United Nations system in Zimbabwe under the leadership of the United Nations Resident Coordinator, for the technical and financial support provided through the Food and Agricultural Organisation (FAO), International Labour Organisation (ILO), International Organisation for Migration (IOM), United Nations Development Programme (UNDP), United Nations Educational, Scientific and Cultural Organisation (UNESCO), United Nations Population Fund (UNFPA), United Nations Children's Fund (UNICEF), UN Women, World Food Programme (WFP) and World Health Organisation (WHO). Your continued partnership has been invaluable in strengthening youth empowerment and inclusive development in Zimbabwe. Special thanks also go to MercyCorps, Silveira House, Plan International, SNV Zimbabwe, Action Aid Zimbabwe, CAMFED, and Fambidzanai Permaculture Centre for their invaluable contributions throughout the formulation process. We also acknowledge the vital support and participation of Youth Empowerment and Transformation Trust (YETT), Confederation of Zimbabwe Industries (CZI), Zimbabwe Youth Council (ZYC), Zimbabwe Agricultural Development Trust (ZADT), National Association of Youth Organisations (NAYO), Empower Bank, Zimbabwe Sunshine Group, Restless Development, and Young Africa, whose collective efforts greatly enhanced the breadth and depth of this strategy.

We further recognise the significant roles played by the Reserve Bank of Zimbabwe (RBZ), Zimbabwe National Statistics Agency (ZIMSTAT), and all Government ministries and departments for their collaboration and input. Your engagement ensured that this Strategy reflects a truly whole-of-government and evidence-based approach to youth empowerment. Our sincere appreciation also goes to the Bindura University of Science Education (BUSE) and the Centre for Agriculture and Food Policy (CAFP) for their exceptional facilitation, coordination, and technical guidance during the Strategy's development. Above all, we extend our profound gratitude to the Government and people of Zimbabwe, especially the youth, whose insights, participation, and passion inspired this Strategy. Finally, we commend the staff of the Ministry of Youth Empowerment, Development, and Vocational Training for their tireless dedication, professionalism, and commitment in steering this process to completion.

Together, these collective efforts have shaped a Strategy that truly reflects the voices, aspirations, and potential of Zimbabwe's young people.



# Executive Summary

The National Youth Empowerment Strategy for Zimbabwe is a transformative framework aimed at unlocking the full potential of young people as key drivers of sustainable national development. Recognising that youth constitute 33.2% of the population and form part of the 72.3% of Zimbabweans under the age of 35, the strategy sets out a comprehensive roadmap to enhance their participation in economic, social, and civic life.

Anchored in a vision of a vibrant, innovative, and self-reliant youth population, the strategy's mission is to create an enabling environment that fosters economic inclusion, social empowerment, and personal growth. It positions young people not only as beneficiaries of development but as active partners and leaders in shaping Zimbabwe's transformation agenda.

At its core, the strategy is built around the Youth Economic Empowerment Pillar, which seeks to:

- Enhance employability and job creation through targeted skills development and vocational training;
- Promote entrepreneurship by supporting start-ups, innovation hubs, and access to finance; and
- Strengthen youth participation in productive sectors of the economy, including agriculture, mining, manufacturing, and the creative industries.

The strategy also prioritises digital transformation, equipping youth with digital literacy, technological competencies, and access to digital infrastructure, critical enablers for success in the modern economy. Complementing this is a strong focus on quality education, health and well-being, and lifelong skills development, ensuring that young people are holistically equipped to thrive.

To strengthen youth governance and participation, the strategy promotes active citizenship, leadership development, and representation in decision-making structures at all levels. Inclusivity remains central, special attention is given to marginalised youth, including those in rural areas, young women, and persons with disabilities to ensure that no young person is left behind.

Cross-cutting themes such as climate change adaptation and environmental sustainability are integrated throughout, recognising the youth's role in building a green and resilient economy. The strategy also embeds principles of gender equality, social justice, and equity, ensuring fair opportunities and shared prosperity across all demographics.

Successful implementation of this strategy depends on strong coordination and partnerships among all stakeholders, Government Ministries, Departments and Agencies (MDAs), development partners, the private sector, civil society, academia, and youth organisations. A comprehensive communication plan will raise awareness, mobilise participation, and promote transparency in implementation.

A robust Monitoring, Evaluation, Accountability, and Learning (MEAL) framework, operationalised through an Implementation Matrix, underpins the strategy. This system will track performance, measure outcomes, and provide continuous feedback to guide adaptive management and accountability. The MEAL framework ensures that progress is measurable, lessons are shared, and interventions remain responsive to emerging needs.

Ultimately, the National Youth Empowerment Strategy for Zimbabwe represents a national commitment to investing in the country's greatest asset, its youth. By empowering young people to realise their full potential, Zimbabwe positions itself for inclusive growth, innovation-driven development, and enduring social cohesion, paving the way for a prosperous, resilient, and youth-driven future.



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# Introduction and Background

# 1

## 1.1 INTRODUCTION

The Government of Zimbabwe, through the Constitution of Zimbabwe Amendment (No. 20) Act of 2013, reaffirms its commitment to empowering young people, including those with disabilities aged between fifteen and thirty-five, by ensuring access to education, political participation, economic opportunities, recreational facilities, and protection from harmful practices. Recognising the immense demographic dividend that youth represent, the Government seeks to harness their energy, creativity, and potential to advance national development and realise the vision of an upper-middle-income society by 2030.

However, this vision faces significant challenges. High rates of drug and substance abuse, low representation in decision-making, limited access to decent and affordable workspaces, and inadequate vocational training facilities hinder youth participation in socio-economic development.

To address these challenges comprehensively, Zimbabwe requires a National Youth Empowerment Strategy (NYES), a coordinated framework that places youth at the centre of national transformation. Given that young people constitute the largest demographic group in the country and are disproportionately affected by unemployment and social vulnerabilities, this strategy provides a practical roadmap to guide policy and programme implementation.

The NYES serves as a key implementation instrument for the National Development Strategy (NDS 2), bridging the transition from NDS 1 and facilitating the integration of youth issues into Zimbabwe's broader development agenda. Jointly developed by the Government of Zimbabwe and its development partners, the strategy contributes directly to the attainment of Vision 2030, promoting youth empowerment, sustainable livelihoods, and inclusive economic growth.

In alignment with the NDS 2 National Priority Area on Job Creation, Youth

Development, Creative Industry, and Culture, the strategy provides an operational framework to ensure inclusive youth participation in national development and equip young people with vocational and entrepreneurial skills for sustainable employment and self-reliance.

## 1.2 BACKGROUND

The Government of Zimbabwe has made commendable progress in promoting youth economic empowerment through multiple interventions. These include strengthening education and skills training, establishing entrepreneurial support mechanisms such as the Youth Fund and Empower Bank, and launching initiatives like the Youth Service in Zimbabwe Programme, which equip young people with the skills and resources needed to succeed. The Government has also prioritised youth participation in decision-making, ensuring that young voices shape the policies that affect their future.

Despite these achievements, Zimbabwe is undergoing a significant demographic transition, one that presents both opportunities and challenges. Approximately 72.3% of the population is under the age of 35, with youth aged 15–35 constituting 33.2% of the total population. This youthful demographic, if effectively empowered, can be a powerful engine for innovation, productivity, and economic transformation. Conversely, if left unsupported, it may deepen

unemployment, social exclusion, and poverty.

The country continues to grapple with a high dependency ratio, underscoring the urgency of accelerating youth empowerment to stimulate inclusive economic growth. The youth unemployment rate, reported by ZIMSTAT at 30.1% (Q3, 2024), highlights the scale of the challenge. Disparities also persist; urban unemployment stands at 21.6%, rural at 21.9%, while persons with disabilities face an unemployment rate of 22.1%, compared to 21.8% among those without disabilities. These figures reflect the pressing need for targeted, evidence-based interventions that address inequality and enhance access to economic opportunities.

Many young Zimbabweans face poverty, limited access to quality education and healthcare, and inadequate workspaces, factors that sometimes push them toward migration or substance abuse as coping mechanisms. The existing infrastructure for skills development and vocational training remains insufficient to meet the growing demand from a rapidly expanding youth population.

In response, and in collaboration with development partners, the Government of Zimbabwe, with active participation from youth, has developed this comprehensive National Youth Empowerment Strategy. The strategy outlines key thematic areas, including:

- Economic empowerment
- Technology and digital transformation
- Education, skills development, and training
- Health and well-being
- Climate change adaptation and mitigation
- Gender equality and inclusivity

It also emphasises leveraging Zimbabwe's major productive sectors, agriculture, mining, tourism, manufacturing (value addition), energy, and trade to create meaningful opportunities for youth participation and leadership.

A particular area of concern is the growing number of youths Not in Education, Employment, or Training (NEETs). According to the 2024 *Third Quarter Labour Force Survey*, approximately 2.3 million youth (49.5%) fall into this category. This global challenge poses serious socio-economic risks, including long-term unemployment and social instability.

Through this strategy, the Government and its partners commit to reducing the NEET rate by expanding access to education, skills development, and decent work opportunities. By implementing robust and inclusive empowerment measures, Zimbabwe aims to unlock the potential of its youth, drive sustainable economic development, and build a resilient, equitable society.

## 1.3 DEFINITION OF KEY TERMS

**Business Development:** The activities and strategies aimed at growing a business through increasing revenue, expanding markets, and enhancing partnerships.

**Digital Transformation:** The integration of digital technology into all aspects of a business or organisation, fundamentally changing how operations are conducted and value is delivered.

**Employment:** all persons of working age who, during a short reference period, were engaged in any activity to produce goods or provide services for pay or profit.

**Entrepreneurship:** a way to create decent and productive work, particularly for young people, by developing entrepreneurial skills and attitudes that can help them compete for employment.

**Gender Equality:** The state in which individuals of all genders have equal rights, responsibilities, and opportunities in all areas of life

**Gender Mainstreaming:** The practice of integrating gender considerations into all stages of policy-making and implementation to promote gender equality.

**Human Resources:** The department or function within an organisation responsible for managing employee relations, recruitment, training, and development.

**Informality:** Refers to economic activities that are not regulated by the government, often including unregistered businesses and workers, which operate outside formal labour laws and taxation systems.

**Leaving No One Behind:** A principle that emphasises the importance of ensuring that all individuals, especially the most marginalised, have equal access to opportunities and resources.

**Monitoring, Evaluation, Accountability and Learning:** The processes of systematically collecting and analysing information to assess the progress and impact of programmes or policies.

**National Youth Service:** A government-led initiative that engages youth in community service and development programmes, often aimed at fostering civic responsibility and social cohesion.

**Persons with disability:** someone with long-term physical, mental, intellectual, or sensory impairments that, in interaction with barriers, may hinder their full and effective participation in society on an equal basis with others.

**Strategic Policy Planning:** A systematic approach to defining an organisation's direction and making decisions on allocating resources to pursue that strategy effectively.

**Skills Development:** The process of identifying and nurturing skills through training and education to enhance individual and organisational performance.

**Vocational Training:** Educational programmes that equip individuals with practical skills and knowledge required for specific trades or occupations.

**Wellness and Inclusivity:** The promotion of holistic health and well-being within communities, ensuring that all individuals feel valued and included regardless of their background or circumstances.

**Youths:** These are individuals aged between 15 and 35.

**Youth Economic Empowerment:** The process of providing young individuals with the skills, resources, and opportunities necessary to achieve financial independence and contribute to economic growth.

**Youth Development:** A holistic approach aimed at enhancing the capabilities, knowledge, and well-being of young people to enable them to participate fully in society.

## 1.4 TERMS OF REFERENCE

- Constitution of Zimbabwe, Amendment (No.20) Act 2013: Chapter 2:20. Section 14 on empowerment
- National Youth Policy
- Zimbabwe Youth Council Act [Chapter 25:19] of 2001

## 1.5 THE MINISTRY STRUCTURE

The Ministry of Youth Empowerment, Development and Vocational Training (MYEDVT) is a new Ministry created in September 2023 to spearhead the empowerment and development of young people in Zimbabwe. The Ministry has five (5) core Departments namely: Youth Economic Empowerment, Youth Development, National Youth Service, Business Development, and Vocational Training and Skills Development and seven (7) Supporting Departments namely Procurement Management, Communication and Advocacy, Internal Audit, Finance and Administration, Strategic Policy Planning, Monitoring, Evaluation, Accountability and Learning, Human Resources, Gender Mainstreaming, Wellness and Inclusivity and Legal Services.

## 1.6 VISION, MISSION, VALUES

### Vision Statement

An Empowered Youth Actively Participating in National Development by 2030

### Mission Statement of the National Youth Empowerment Strategy

To create, advocate for, and implement inclusive policies and programmes that empower youth, emphasising gender equity and harnessing technology and digital transformation to achieve sustainable and equitable development in Zimbabwe.

### Core Values

The core values of the National Youth Empowerment Strategy are centred on fostering an inclusive, accountable, and innovative approach that prioritises integrity, teamwork, and partnerships, all while placing Zimbabwe and its youth at the forefront of development efforts, as shown in Table 1.





**Table 1: Core Values**

No.	Value	Meaning
1.	<b>Inclusivity</b>	Leave no one behind.
2.	<b>Accountability</b>	State of being transparent, accountable, responsible, and answerable for ones and our collective actions.
3.	<b>Teamwork</b>	Leveraging on each other's experiences and strengths and working inclusively with love and respect.
4.	<b>Innovation</b>	Initiating and embracing new methods or ideas of enhancing service delivery timeously.
5.	<b>Integrity</b>	Honesty, trustworthiness, steadfastness, and adherence to moral and professional principles.
6.	<b>Zimbabwe first</b>	Desire or love for one's country (Zimbabwe first).
7.	<b>Partnerships</b>	Work with others for mutual benefit.

## 1.7 MANDATE AND KEY RESULT AREAS

For the achievement of its objectives, the Ministry is subject to the Constitution of Zimbabwe, Amendment (No.20) Act 2013: Chapter 2:20 to perform the following functions:

- Formulate and establish policy frameworks to promote the development of Youth and Vocational Training.
- Design and implement mechanisms to regulate the activities of the youth development, empowerment and vocational training.
- Institutionalise and enforce good corporate governance in Youth programmes to attract investment and full participation of individuals and corporations.
- Formulate and implement strategies that ensure the development of Youth.
- Establish and administer revolving youth funds to stimulate the growth of youth industries.
- Capacitate youth clients and stakeholders through skills training to enhance high-performance and high-quality goods and services.
- Strengthen Youth associations to achieve employment creation and poverty reduction.
- Promote entrepreneurial skills development for Youth.
- Develop and deliver standardised and regularised community-driven technical, vocational and entrepreneurial skills training.

## 1.8 GUIDING PRINCIPLES

The guiding principles of the National Youth Empowerment Strategy provide a framework for action, focusing on inclusivity, sustainability, youth-

centeredness, collaboration, evidence-based decision-making, and a results-oriented approach to empower young people effectively, as shown in Table 2.

**Table 2: Guiding Principles**

Guiding Principles	Description
<b>Inclusivity and Equity</b>	Ensure equal access to opportunities for all youth, regardless of gender, disability, or socio-economic status. Ensure special measures for youths with disabilities are taken into account.
<b>Sustainability and Innovation</b>	Promote sustainable practices and encourage technology adoption to enhance economic, social, and environmental well-being.
<b>Youth-Centred Approach</b>	Involve young people in the design, implementation, and evaluation of programmes to meet their needs.
<b>Collaboration and Partnerships</b>	Foster partnerships among the government, private sector, civil society, and youth organisations to leverage resources.
<b>Evidence-Based approach</b>	Involves using empirical data, research and analysis to inform decisions rather than relying on assumptions or personal opinions
<b>Results-Oriented Approach</b>	Focuses on achieving specific outcomes and objectives, prioritising effectiveness and performance in decision-making and actions.
<b>Rights-Based Approach</b>	Emphasis on the recognition of the protection of rights and the dignity of young people.
<b>Accountability and Transparency</b>	Establish governance structures and monitoring frameworks to ensure accountability and assess progress.

## 1.9 STRATEGIC APPROACHES TO YOUTH EMPOWERMENT

The National Youth Empowerment Strategy adopts a multifaceted approach to address the diverse and evolving needs of young people in Zimbabwe. By integrating these methods, the strategy seeks to establish a robust framework that not only empowers youth but also promotes their active engagement in societal development. Focused on collaboration, inclusivity, and sustainability, these approaches are designed to equip young individuals with the tools, resources, and support they need to succeed both personally and professionally. Through participatory engagement, capacity building, and community-driven initiatives, the strategy aims to foster an environment where youth can thrive and reach their full potential.

The key approaches of the strategy include:

- i. Participatory Engagement:** Actively involving youth in the planning, implementation, and evaluation of programmes to ensure their voices and perspectives are central to decision-making processes.
- ii. Capacity Building:** Providing training and resources to empower young people with the skills necessary for personal and professional development, enhancing their employability and entrepreneurial potential.

### iii. Community-Driven Initiatives:

Encouraging local communities to identify their unique challenges and solutions, fostering ownership and sustainability of youth-led projects.

- iv. Policy Advocacy:** Engaging with policymakers to promote supportive legislation and frameworks that prioritise youth empowerment and inclusion, ensuring that youth concerns are addressed at all levels of governance.

- v. Holistic Support Services:** Integrating various support services, including mental health, education, and vocational training, to address the multifaceted needs of young people.

- vi. Monitoring, Evaluation, Accountability and Learning:** Establishing robust systems to track progress and impact, using data-driven insights to continuously improve programmes and initiatives.

By implementing these approaches, the strategy aims to create an inclusive and supportive environment where young people can thrive and contribute meaningfully to national development.

## 1.10 THEORY OF CHANGE

The Theory of Change for the National Youth Empowerment Strategy for Zimbabwe addresses the various challenges faced by youth, including high

unemployment rates, lack of access to capital, lack of decent and affordable workspaces, and a significant digital divide that limits participation in the economy, as shown in Table 3. In addition, educational gaps result in underemployment, while health and nutrition issues hinder overall well-being and productivity. Climate

vulnerability disproportionately affects youth, and gender inequality poses further barriers, particularly for young women. Importantly, the strategy recognises the exclusion of Persons with Disabilities (PWDs) and marginalised groups, who encounter additional obstacles in accessing opportunities and resources.

**Table 3: Theory of Change**

Guiding Principles	Description
<p><b>IF</b> Zimbabwe addresses youth unemployment, lack of capital, limited workspaces, and the digital divide by creating employment opportunities, fostering entrepreneurship, providing affordable workspaces, and promoting digital transformation,</p> <p><b>THEN</b>, more young people will access decent work, start and sustain businesses, and actively participate in the digital economy.</p>	<b>Economic Empowerment</b>
<p><b>IF</b> Zimbabwe invests in expanding digital infrastructure, improving access to affordable internet, and providing digital skills training for youth,</p> <p><b>THEN</b>, more young people will acquire the necessary competencies to participate in the digital economy, access online markets, engage in e-learning, and leverage innovation and technology for entrepreneurship and employment.</p>	<b>Technology and Digital Transformation</b>
<p><b>IF</b> education, skills development, and training are reformed to align with market needs and linked to industrial and technological growth,</p> <p><b>THEN</b>, youth will gain relevant skills, reduce underemployment, and increase their competitiveness in the job market.</p>	<b>Education, Training and Skills Development</b>
<p><b>IF</b> health and well-being initiatives – particularly targeting drug and substance abuse and sexual and reproductive health are implemented,</p> <p><b>THEN</b>, youth will experience improved physical and mental health, enabling greater productivity and long-term participation in national development.</p>	<b>Health and Well-being</b>

Guiding Principles	Description
<p><b>IF</b> robust governance and implementation structures, strong partnerships, effective coordination mechanisms, a comprehensive Monitoring, Evaluation, Accountability, and Learning (MEAL) system, and a clear communication plan are established as enabling conditions,</p> <p><b>THEN</b>, interventions will be implemented efficiently, resources will be optimised, accountability will be ensured, and the strategy will achieve its intended impact.</p>	<b>Governance</b>
<p><b>IF</b> cross-cutting pillars of climate change adaptation, gender equality, and social inclusion are mainstreamed into all interventions, with special focus on Persons with Disabilities (PWDs) and marginalised groups,</p> <p><b>THEN</b>, youth will become more resilient to climate shocks, gender gaps will narrow, and inclusive development will ensure no young person is left behind.</p>	<b>Cross-cutting</b>
<p><b>IF</b> Zimbabwe invests in Youth Economic Empowerment, Youth Technology and digital transformation, Youth Education, Training and Digital Transformation, Youth Health and Wellbeing, and Youth Governance,</p> <p><b>THEN</b> by 2030, the country will have achieved: Increased youth employment and entrepreneurship; improved digital literacy and participation in the modern economy; better youth health and well-being outcomes; greater climate resilience among young people; enhanced gender equality and social inclusion; and an empowered generation of youth driving sustainable economic growth and improved quality of life in Zimbabwe.</p>	<p><b>VISION 2030</b></p> <p>An Empowered Youth Actively Participating in National Development by 2030</p>





## Pillars, Strategic Objectives and Interventions

# 2

### 2.1 ECONOMIC EMPOWERMENT

The Economic Empowerment Pillar is the cornerstone of the National Youth Empowerment Strategy. It comprises two sub-pillars:

- i) **Entrepreneurship:** Enhancing youth capacities through skills development, ecosystem-strengthening, and improved access to information and finance.
- ii) **Employment:** Equipping young people with relevant skills for sustainable employment and facilitating job creation through supportive policies.

By fostering an inclusive economic environment, this pillar aims to increase youth participation in the economy, improve livelihoods, and reduce poverty. The expected outcome is an economically empowered youth demographic that actively contributes to national growth.

#### 2.1.1 Entrepreneurship

This sub-pillar focuses on fostering an entrepreneurial culture by equipping youth with the skills, resources, and support to start and grow businesses. Key aspects include capacity building, improving market access, and creating a supportive policy and regulatory environment, including streamlined licensing. Establishing incubators and accelerators is also critical. The expected outcome is a dynamic entrepreneurial ecosystem where youth become self-sufficient and contribute to their communities through innovative ventures.



**Strategic Objective 1:**

**Empower youth, including those with disabilities, to contribute to the mainstream economy by improving their economic status through decent, sustainable income opportunities.**

**Strategic Interventions:**

- i. Empower youth to create and develop their own entrepreneurship and income-generating projects.
- ii. Leverage online resources and social media for entrepreneurship development.
- iii. Enhance awareness of entrepreneurship information and resources.
- iv. Create partnerships to support the development and formalisation of youth-owned enterprises.
- v. Develop and support start-up incubator programmes for young entrepreneurs.
- vi. Simplify registration and licensing processes for youth-owned businesses.
- vii. Promote formal-informal sector linkages to facilitate market access for youth-owned businesses.
- viii. Promote volunteerism as a pathway to community development, employment, and entrepreneurship.

**Strategic Objective 2:**

**Strengthen the policy, regulatory, and collaborative ecosystem to foster sustainable youth economic empowerment.**

**Strategic Interventions:**

- i. Enhance policy coordination across government agencies.
- ii. Facilitate networks and partnerships among ecosystem stakeholders.
- iii. Improve accessibility of information related to youth empowerment.
- iv. Promote mentorship and peer-to-peer support for youth.
- v. Review and align policy and legislative frameworks for youth development.
- vi. Ensure implementation of youth quotas in productive sectors, e.g., 10% land allocation.

### **Strategic Objective 3:**

**Promote financial inclusion and support for youth-led economic initiatives.**

#### **Strategic Interventions:**

- i. Expand financial inclusion initiatives targeting youth.
- ii. Leverage digital platforms and tools for financial inclusion.
- iii. Engage the financial sector to develop youth-friendly products and regulations.
- iv. Develop alternative collateral options for young entrepreneurs.

### **Strategic Objective 4:**

**Foster value addition and beneficiation in youth-led enterprises.**

#### **Strategic Interventions:**

- i. Invest in Research and Development (R&D) relevant to youth-led ventures.
- ii. Develop youth skills for value addition and beneficiation in key sectors.
- iii. Promote youth participation in productive value chains.

### **2.1.2 Employment Creation**

This sub-pillar is dedicated to generating job opportunities through targeted initiatives and private-sector partnerships. By facilitating skills development and matching youth with jobs, it aims to significantly reduce unemployment. The expected outcome is a substantial increase

in sustainable youth employment, leading to greater economic stability. This strategy is designed to ensure stable, safe, secure, and non-discriminatory employment, fair remuneration, and career development for all youth, including young women and persons with disabilities, fostering an inclusive and diverse workforce.

**Strategic Objective 1:**

**Create an enabling environment that promotes youth participation in the formal economy.**

**Strategic Interventions:**

- i. Mandate that MDAs, Local Authorities, Development Partners, and the Private Sector implement deliberate job creation programmes for youth, including those with disabilities.
- ii. Develop and implement a comprehensive Youth Employment Policy.
- iii. Develop youth employment support programmes to improve employability.
- iv. Engage the private sector and implement incentives for youth employment, such as tax breaks, grants, and loans.
- v. Enhance information dissemination on employment opportunities for youth.
- vi. Promote volunteerism as a pathway to employment.
- vii. Legislate mandatory youth quotas in formal employment.

**Strategic Objective 2:**

**Broaden entry pathways into formal employment for youth.**

**Strategic Interventions:****Strategic Interventions:**

- i. Promote entry pathways such as internships and graduate trainee programmes.
- ii. Broaden the National Qualification Framework to recognise informally acquired skills.
- iii. Facilitate continuous engagement between academia and employers to align skills with market needs.

### 2.2 TECHNOLOGY AND DIGITAL TRANSFORMATION

This pillar seeks to harness digital solutions to enhance youth engagement, information access, and economic participation. It promotes digital skills development, supports youth-led tech enterprises, and addresses the

opportunities and risks of technological advancements. A central goal is bridging the digital divide by ensuring inclusive, equitable, and affordable access to technology. The pillar will also leverage digital monetisation to promote decent incomes across all economic sectors. The intended outcome is a tech-empowered youth population equipped to thrive in the digital economy.

#### Strategic Objective 1:

**Enhance youth participation in the digital economy.**

##### Strategic Interventions:

- i. Enhance digital literacy and skills development programmes, including cybersecurity and digital safety.
- ii. Foster public-private engagement to create digital jobs for young people.
- iii. Foster the uptake of impact-driven, industry-focused digital technologies across all sectors to create jobs for youth.

#### Strategic Objective 2:

**Improve access to digital infrastructure, devices, and internet connectivity.**

##### Strategic Interventions:

- i. Prioritise digital infrastructure expansion to reach underserved youth populations.
- ii. Provide affordable digital devices and data to bridge the digital divide.
- iii. Ensure sustainable and inclusive connectivity for all youth, regardless of location or socioeconomic status.



**Strategic Objective 3:****Foster safe and sustainable innovation and technology adoption.****Strategic Interventions:**

- i. Accelerate the development of the innovation ecosystem to support youth-led tech initiatives.
- ii. Improve access to finance for tech start-ups founded by young entrepreneurs.
- iii. Strengthen research and industry collaboration to drive youth innovation.
- iv. Promote emerging technology integration and risk management strategies.
- v. Advocate for policies and legislation that support youth digital rights and inclusion (e.g., a Start-up Bill/Act).

**Strategic Objective 4:****Promote digital entrepreneurship and market access.****Strategic Interventions:**

- i. Scale up youth digital enterprise development.
- ii. Establish and strengthen Innovation Hubs and incubators to produce innovators who meet industrial needs.
- iii. Foster local and international strategic partnerships to create opportunities for young tech entrepreneurs.
- iv. Enhance youth participation in international platforms that foster market linkages and skills exchange.

## 2.3 EDUCATION, SKILLS DEVELOPMENT AND TRAINING

This pillar focuses on enhancing access to quality education, ensuring youth acquire diverse academic, vocational, technical, and digital competencies. By aligning

programmes with industry needs, it aims to produce employable and entrepreneurial youth equipped with future-ready skills. The anticipated outcome is an educated and skilled youth population prepared for meaningful employment and lifelong learning.

### **Strategic Objective 1:**

**Enhance access to education, infrastructure, and technology.**

#### **Strategic Interventions:**

- i. Provide modern physical infrastructure for contemporary education and training, focusing on underserved and rural areas.
- ii. Promote relevant, well-rounded education that supports the overall development of young people.
- iii. Provide access to digital infrastructure and ICT devices to enhance digital learning.

### **Strategic Objective 2:**

**Advocate for competence-based education and training.**

#### **Strategic Interventions:**

- i. Implement mentorship and career guidance programmes connecting youth with industry professionals.
- ii. Conduct community engagement, volunteering, and service-learning initiatives to enhance employability and civic responsibility.
- iii. Align the curriculum with industry demands, emphasising 21st-century skills (e.g., digital literacy, problem-solving, critical thinking).
- iv. Implement apprenticeship programmes to provide hands-on training and address industry skills gaps.
- v. Refurbish existing education and training centres to incorporate innovation hubs and entrepreneurship training through public-private-youth partnerships.
- vi. Provide continuous capacity-building for trainers in digital pedagogy, industry placements, and inclusive teaching methodologies.
- vii. Invest in the tooling, retooling, and modernisation of training centres in partnership with industry.
- viii. Decentralise training to increase accessibility for underserved populations.

**Strategic Objective 3:**

**Foster inclusivity, diversity, and support for all youth, including those with disabilities.**

**Strategic Interventions:**

- i. Promote inclusive education environments through appropriate pedagogy and assistive technologies.
- ii. Establish and scale up inclusive financing mechanisms (grants, loans, bursaries) for education and vocational training.
- iii. Implement talent-based career pathway programmes to nurture individual strengths.
- iv. Establish accessible information dissemination platforms for real-time information sharing in education and training institutions.

**2.4 GOVERNANCE**

For Zimbabwe's young people to fully participate in national development,

governance systems must be inclusive, transparent, and accountable, recognising and prioritising their needs, aspirations, and contributions.

**Strategic Objective 1:**

**Improve Accountability and Transparency in the Youth Sector.**

**Strategic Interventions:**

- i. Establish and strengthen legal and policy frameworks to protect youth rights and well-being.
- ii. Promulgate the National Youth Bill to provide a comprehensive legal framework for youth development.
- iii. Review and develop National Youth Policies to align with the evolving needs of young people.

- iv. Enhance transparency by ensuring public access to information on youth initiatives.
- v. Implement accountability measures for stakeholders in youth development programmes.

### **Strategic Objective 2:**

#### **Increase Youth Participation in National Development and Decision-Making Processes.**

##### **Strategic Interventions:**

- i. Institutionalise youth representation in governance structures.
- ii. Strengthen youth participation by:
  - a) Establishing platforms for engagement.
  - b) Creating structures that facilitate involvement.
  - c) Decentralising all platforms and structures to ensure accessibility.
- iii. Equip institutions to develop and implement youth-focused policies effectively.
- vi. Build the capacity of youth-serving ministries, local authorities, and CSOs.

### **Strategic Objective 3:**

#### **Establish a Multi-Stakeholder Governance Framework.**

##### **Strategic Interventions:**

Raise awareness among youth on empowerment principles and practices.

- i Strengthen intra- and inter-sectoral coordination of policies and strategies.
- ii Domesticate and implement international and regional youth empowerment policies.
- iii Strengthen community governance to enforce youth empowerment by-laws.
- iv Mainstream youth empowerment in national development planning, budgeting, and decision-making.

**Strategic Objective 4:****Enhance Access to Information and Civic Education.****Strategic Interventions:**

- i Support accessible, accurate, and youth-friendly information systems.
- ii Expand civic education to help youth understand their rights and responsibilities.
- iii Utilise technology for digital governance, creating engagement opportunities through e-governance platforms.

**2.5 HEALTH AND WELLBEING**

This pillar prioritises the health and well-being of youth, focusing on comprehensive Sexual and Reproductive Health and Rights (SRHR), innovative healthcare financing,

mental health support, and programmes addressing alcohol, drug, and substance abuse. The anticipated outcome is a healthier youth demographic that can fully engage in personal and national development.

**Strategic Objective 1:****Enhance access to mental health and SRHR information and services.****Strategic Interventions:**

- i Integrate mental health into primary health care.
- ii Raise community awareness on mental health and create safe spaces for youth.
- iii Increase access to Comprehensive Sexuality Education (CSE) for all youth.
- iv Prioritise the integration of SRHR into youth empowerment initiatives.
- v Increase availability of quality, youth-friendly SRHR, AIDS, and GBV services, focusing on preventing early pregnancy and eliminating harmful practices.
- vi Design integrated SRHR interventions for youth with disabilities, including menstrual health management.
- vii Strengthen male engagement for improved health outcomes for adolescent girls and young women.
- viii Adapt localised service models to reach marginalised youth with critical SRHR information and services.



### **Strategic Objective 2:**

**Implement programmes to reduce alcohol, drug, and substance use among young people.**

#### **Strategic Interventions:**

- i Disrupt the production, distribution, and supply of illicit drugs through law enforcement.
- ii Prevent and delay drug use through education, awareness, and community-level interventions.
- iii Increase the availability of harm reduction, evidence-based treatment, and rehabilitation services.
- iv Support recovery and reintegration for individuals recovering from Drug and Substance Abuse (DSA).
- v Advocate for harmonised legal and policy frameworks to address DSA.
- vi Promote public awareness and behaviour change to reduce stigma and misinformation.
- vii Mobilise resources for DSA interventions and support economic strengthening for affected individuals.

### **Strategic Objective 3:**

**Establish innovative health financing models for youth.**

#### **Strategic Interventions:**

- i Support a country-led, evidence-based agenda for sustainable health financing.
- ii Increase access to universal health coverage through innovative models like Community-Based Health Insurance.
- iii Establish public-private partnerships for health financing.

## 2.6 SUPPORTING CROSS-CUTTING PILLARS

### 2.6.1 Climate Change Adaptation And Mitigation

This pillar equips youth with the knowledge and skills to tackle climate and environmental challenges. By promoting sustainable practices and climate resilience, it engages young people as active environmental stewards.

Key objectives include enhancing youth engagement in climate action through awareness campaigns, capacity-building, and support for local projects. Improving access to green jobs and encouraging advocacy will amplify youth voices in decision-making. Integrating climate information into educational curricula and public media will deepen understanding, aligning directly with the Education and Skills pillar.

To build climate resilience, the strategy focuses on green economy skills training, supporting initiatives like waste management and afforestation, and fostering innovation in environmentally friendly products. It also aims to create business opportunities for youth-led green initiatives by investing in research and providing start-up capital and tax incentives. This enhances Economic Empowerment and integrates with Technology and Digital Transformation through modern climate technologies.

Furthermore, the strategy promotes sustainable agricultural practices to enhance resilience and encourage youth participation in food security. By investing in climate-smart agriculture education and fostering multi-stakeholder relationships, it aims to increase investments in agricultural value chains benefiting youth. It also promotes sustainable water management and community preparedness for climate emergencies, which directly supports Health and Well-Being. Advocacy for supportive policies reinforces the interconnectedness of all pillars, creating a comprehensive framework for youth engagement.

### 2.6.2 Gender Equality And Inclusivity

This pillar empowers marginalised youth, including young women, girls, and persons with disabilities. By fostering an inclusive environment with equal opportunities, it aims to enhance leadership and participation from all young individuals. The expected outcome is a more equitable society where every youth can thrive and contribute to national development.



### Strategic Objective:

**Advance gender equality and inclusive youth development across all sectors and pillars of this strategy.**

### Strategic Interventions:

- **Inclusive Policies, Institutions, Programming and Financing:** Develop, implement, and monitor gender-responsive and inclusive policies, programmes, and financing models.
- **Data-Driven Decision-Making:** Promote the collection and use of disaggregated data to inform inclusive planning.
- **Bridging the Gender Digital Gap:** Ensure equitable access to digital technologies, education, and economic opportunities for young women, girls, and youth with disabilities.
- **Youth Voice and Leadership:** Strengthen the voice and agency of young women, girls, and youth with disabilities through partnerships with youth-led organisations and intergenerational mentorship.
- **Equitable Resource Allocation:** Promote inclusive service delivery, focusing on youths in underserved and remote communities.
- **GBV Prevention, Response and Protection:** Expand gender-based violence prevention and response services, including survivor-centred support systems.

This pillar also recognises the mobility of Zimbabwean youth, including those in the diaspora. Their return presents an opportunity for innovation and skills transfer. The strategy emphasises reintegration support for returning migrants, including psychosocial support,

skills recognition, and pathways to education and employment. Supporting the reintegration of youth exiting incarceration through tailored programmes is also vital. This holistic approach ensures all youth can contribute meaningfully to Zimbabwe's development.



## Coordination and Partnerships

# 3

The governance and coordination structure for the National Youth Employment Strategy for Zimbabwe is designed to ensure effective oversight, management, and implementation of youth empowerment initiatives in alignment with national development priorities. Good governance is the cornerstone of sustainable youth empowerment. At the apex of this structure is the Office of the President and Cabinet, which provides overall policy direction and strategic oversight in line with national goals. To ensure that Ministries, Departments, and Agencies (MDAs) are implementing the strategy and allocating dedicated budgets, the Ministry of Youth Empowerment, Development and Vocational Training through Youth Focal Desks, will monitor progress and ensure regular biannual reporting to Cabinet. The coordination framework is illustrated in Figure 1.

Below this, ten Thematic Working Groups (TWGs) operate, each aligned with the priority areas identified in NDS 2. This strategy falls under the TWG dedicated to

Job Creation, Youth Development, the Creative Industry, and Culture. The Ministry of Youth Empowerment, Development, and Vocational Training chairs this TWG and oversees its secretariat, which plays a central role in coordinating efforts across the four sectors it encompasses.

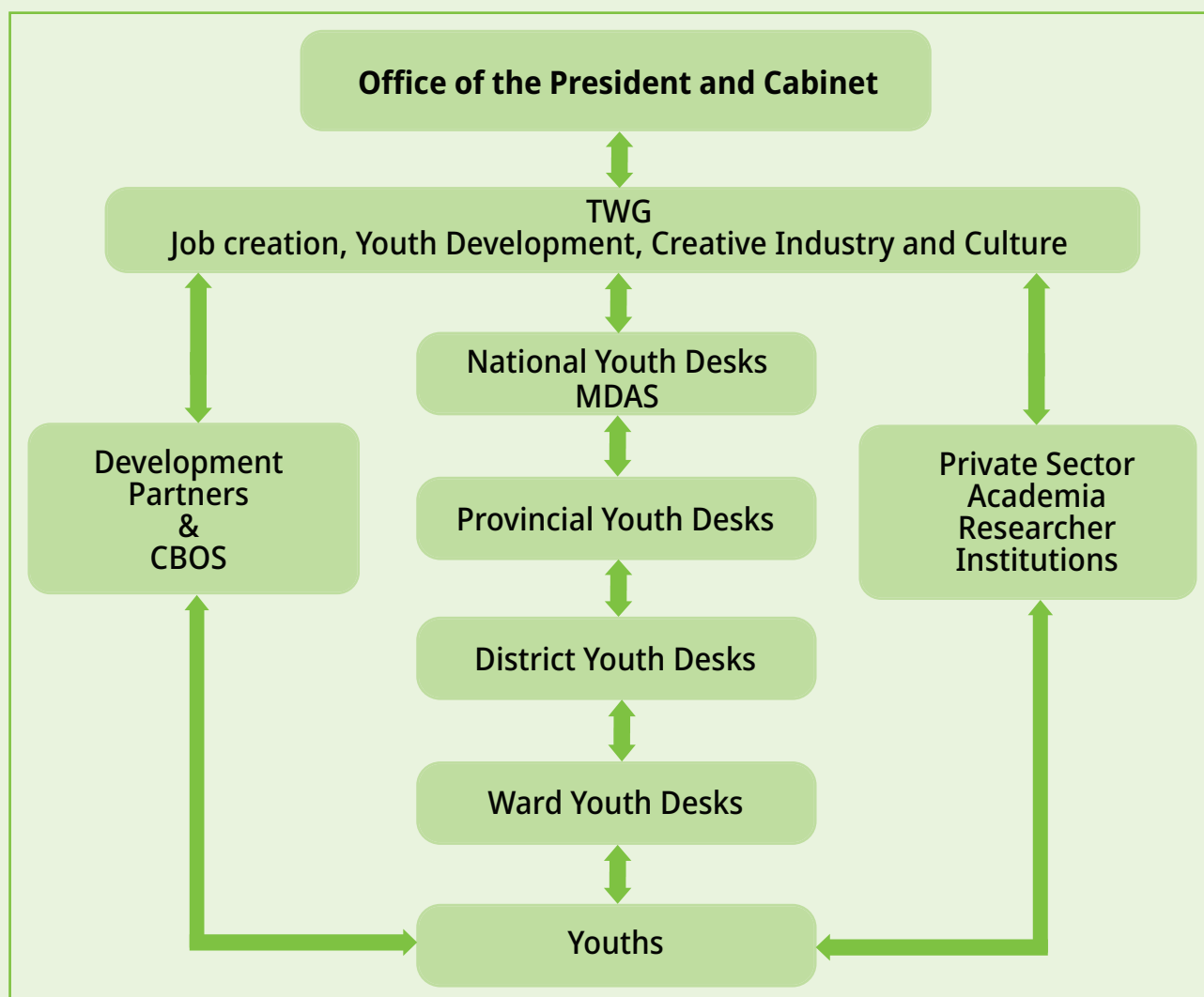
Each sector within the TWG is led by designated Chairs or Sector Leaders responsible for developing strategies, tracking progress, and facilitating collaboration among stakeholders in their respective areas. Development Partners contribute financial support and technical expertise, strengthening the TWG's capacity. Community-Based Organisations (CBOs) ensure local relevance and responsiveness by engaging directly with communities. The Private Sector provides resources, employment opportunities, and innovation, playing a critical role in delivering youth empowerment initiatives. Academia and Research Institutions offer evidence-based insights and data analysis to inform policy and programmatic decisions. Collectively, these actors work to

address the distinct needs and challenges of their sectors, supporting a holistic approach to youth empowerment.

Effective coordination is fundamental to the successful implementation of the strategy. The established structure offers a comprehensive national framework that enables meaningful participation from a broad range of stakeholders, including government entities, civil society, private sector actors, and youth themselves. It is designed to manage both core and cross-

cutting components of the strategy, with a focus on strategic issues affecting young people.

TWGs collaborate closely with National Youth Desks situated within various Ministries, Departments, and Agencies (MDAs) to create an integrated policy and implementation framework. Key initiatives to enhance multi-stakeholder collaboration include: the establishment of Youth Empowerment Forums (comprising Sector Youth Desk representatives from MDAs



**Figure 1:** National Youth Empowerment Coordination Structure



and partners, operating from ward to national levels); development of a centralised youth resource database; joint funding mechanisms prioritising youth-led projects; and capacity-building workshops tailored for young people.

To guide the functioning of TWGs and other coordination platforms, Terms of Reference (ToRs) will be developed. These will clearly define roles, responsibilities, and engagement modalities at both national and sub-national levels, ensuring coherence, accountability, and effective coordination of youth-focused interventions.

Partnerships play a vital role in implementing the strategy. By fostering collaboration, the strategy aims to break down silos and encourage joint action, enabling diverse stakeholders to contribute their unique strengths and resources. Strong partnerships are key to addressing the complex challenges facing young people, including unemployment, limited access to education, and a lack of opportunities for personal and professional growth. Through strengthened collaboration, the strategy seeks to maximise resources and impact, presenting a united front in tackling youth-related issues effectively.

Collaborative frameworks will promote the exchange of knowledge and best practices while driving innovative solutions tailored to the specific needs of Zimbabwe's youth. Meaningful engagement among stakeholders will cultivate a sense of ownership and accountability, ensuring that empowerment initiatives remain

relevant and responsive. Ultimately, this approach aims to build a dynamic support network that equips young people with the tools and opportunities they need to thrive in their communities and contribute positively to national development.

A key component of the strategy is the establishment of youth desks across the ecosystem to enhance coordination and promote inclusive decision-making that actively involves young people. In addition, the strategy prioritises community engagement initiatives that empower youth participation and support youth-led projects focused on community development. Positioned at the foundation of the organogram, young people are the primary beneficiaries of the strategy. Their participation and feedback are vital for shaping policies and programmes that truly reflect their needs and aspirations. This multi-layered coordination structure reinforces inclusivity and responsiveness, creating an enabling environment for youth to flourish and play a meaningful role in Zimbabwe's growth.



# Monitoring, Evaluation, Accountability and Learning Framework

# 4

The National Youth Empowerment Strategy Monitoring, Evaluation, Accountability and Learning (MEAL) plan provides a structured process for assessing the performance of the Ministry's programmes, policies, and projects. It involves systematically collecting and analysing data to determine whether set goals are being achieved. MEAL refers to the continuous process of tracking progress, evaluating performance, and assessing impact. This approach helps ensure that initiatives remain on course and achieve their intended objectives by identifying challenges early and making timely adjustments throughout their implementation.

Each year, the Ministry selects specific projects, programmes, and policies for monitoring. To effectively track progress, it develops clear performance indicators that allow for measurable and transparent assessment of results. Collaborations and partnerships with funding partners are central to this process, enabling the Ministry to leverage shared resources, expertise, and networks for greater impact. These partnerships bring diverse perspectives and specialised knowledge that enhance programme effectiveness. The MEAL matrix plays a pivotal role in tracking

and reporting progress, as well as documenting the outputs, outcomes, and impacts of the Ministry's initiatives implemented in collaboration with partners. It ensures transparency, accountability, and continuous learning across all activities.

A key aspect of the MEAL process is the active participation of young people at every stage. Involving youth not only empowers them but also ensures their experiences and perspectives inform programme assessments. Their contributions provide valuable insights into the relevance and effectiveness of policies and initiatives aimed at youth empowerment. To strengthen the overall effectiveness and accountability of the National Youth Empowerment Strategy, a robust MEAL framework is essential. This framework ensures that projects, programmes, and policies achieve their intended outcomes and contribute meaningfully to youth empowerment in Zimbabwe. Key interventions to support this include establishing a comprehensive MEAL framework, building the capacity of MEAL personnel, conducting regular data collection and analysis, strengthening partnerships, developing feedback mechanisms, and ensuring meaningful youth participation at all levels.

## Communication Plan

# 5

An effective communication plan is vital for the successful implementation of the National Youth Empowerment Strategy in Zimbabwe, as it facilitates stakeholder engagement and promotes the widespread adoption of empowerment initiatives. The strategy prioritises clear, targeted, and inclusive messaging that resonates with young people's needs. By incorporating local languages and culturally relevant content, it aims to effectively reach marginalised groups, including youth, women, and persons with disabilities, while promoting sustainability through responsive feedback mechanisms. Leveraging diverse communication channels such as social media, community radio, and traditional gatherings (Table 4) is essential for raising awareness and fostering knowledge sharing. Innovative tools, including mobile technology for information dissemination, further bridge communication gaps and empower stakeholders.

Strengthening the capacity of communication professionals through

targeted training is key to improving message delivery and audience engagement in the youth sector. The strategy underscores the importance of inclusive, accessible, and affordable communication that meets the needs of different audiences. Central to this approach is the development of a comprehensive youth database to capture demographic data, needs, and aspirations. This will support more targeted communication and ensure programmes are tailored to the realities of various youth groups. By promoting multi-stakeholder collaboration and participatory learning, the strategy seeks to build an enabling environment for youth empowerment. Ultimately, effective communication remains a cornerstone of the National Youth Empowerment Strategy, advocating for supportive policies, amplifying youth voices, and fostering sustainable development across Zimbabwe.

To strengthen communication efforts, the strategy includes awareness campaigns using relatable language and platforms,

interactive knowledge-sharing spaces for youth, and training programmes to enhance communication skills. Improved information sharing will be supported through a dedicated digital platform for young people, regular stakeholder meetings that encourage youth participation, youth-friendly communication guidelines, and the promotion of local languages to better

engage diverse communities. Furthermore, the youth database will enhance progress tracking and impact measurement, ensuring that young people's perspectives are reflected in decision-making processes. Collectively, these efforts aim to promote effective, inclusive communication and information sharing that respond to the needs and aspirations of Zimbabwe's youth.

**Table 4: Communication Interventions**

## Communication Interventions

- i) **Social Media Campaigns:** Engage youth through targeted campaigns on platforms like Facebook, X (formerly Twitter), and Instagram to promote empowerment initiatives.
- ii) **Youth-Led Workshops:** Organise workshops where young people can learn skills such as leadership, entrepreneurship, and civic engagement.
- iii) **Community Radio Programmes:** Create youth-focused radio shows that discuss issues, share success stories, and provide a platform for youth voices.
- iv) **Digital Literacy Programmes:** Offer training to enhance young people's digital skills, enabling them to leverage technology for advocacy and information sharing.
- v) **Youth Ambassadors:** Recruit and train young leaders to represent youth interests and disseminate information within their communities.
- vi) **Interactive Mobile Applications:** Develop applications that provide resources, support, and information on empowerment opportunities for young people.
- vii) **Video Documentaries:** Produce short documentaries showcasing youth success stories and challenges to raise awareness and inspire others.
- viii) **Print Media Campaigns:** Utilise posters, brochures, and newsletters in schools and community centres to disseminate information about youth programmes.
- ix) **Peer Education Programmes:** Train young people to educate their peers on important issues such as health, rights, and empowerment.
- x) **Online Forums and Webinars:** Host virtual discussions and webinars to connect youth with experts and facilitate knowledge sharing.

# Assumptions, Risk and Mitigation Measures

# 6

This subsection outlines the key assumptions underlying the National Youth Empowerment Strategy, along with potential risks that could impact its implementation, as shown in Table 5. It also details mitigation measures designed

to address these risks effectively, ensuring that the strategy remains resilient and adaptable. By proactively identifying challenges, the strategy aims to safeguard the interests of youth and maximise the potential for successful outcomes.

**Table 5: Assumptions, Risks and Mitigation Measures**

Assumptions	Value	Meaning
• Successful resource mobilisation	Geo-political shocks can reduce funding, especially from partners and also reduce the effectiveness of interventions.	Continued international re-engagement efforts through the Structured Debt Dialogue Platform.
• Good uptake of strategy interventions by young people	High inflation can erode the value of incomes generated by young people.	Prudent monetary policy. Refrain from printing money.
• Creativity and resourcefulness of young people	Exchange rate volatility can reduce the value of export incomes.	Committed implementation of the Industrialisation Policy to boost production and therefore forex earnings through increased exports.
• The willingness of young people to engage and develop new skills	High-cost structure makes imports more attractive and reduces the competitiveness of local goods.	Multi-stakeholder engagement in reviewing cost drivers such as electricity, water, fuel, and regulatory taxes.



Assumptions	Value	Meaning
<ul style="list-style-type: none"> <li>Political stability</li> <li>The willingness of partners to collaborate in the implementation of the strategy (e.g. private sector)</li> <li>Existence of technical expertise in jobs for the future</li> <li>The resilience of young people in the face of challenges</li> <li>Ownership and buy-in from Governmental and other stakeholders</li> <li>Policy coherence and implementation</li> <li>Adequate awareness of provisions of the strategy and complementary policies</li> <li>No significant shocks (climatic, health)</li> </ul>	High interest rates make borrowing more expensive, thus reducing the uptake.	Advocate for concessional borrowing rates for young people.
	Climatic shocks erode gains and disrupt interventions.	Climate-proof strategy interventions.
	Health shocks (pandemics/ epidemics) can erode the impact of interventions and reduce participation.	Incorporate disaster risk reduction strategies into the strategy.
	High loan default rates reduce the willingness of the financial sector to offer products and reduce the number of youths that can be reached.	Instil financial discipline in young people as a requirement for accessing loans.
	Insufficient funding from the fiscus and other sources.	Target non-traditional sources of funding, such as Venture Capital.
	Zimbabwe is not benefiting from its investment in education and skills due to brain drain/ skills flight.	Ensure committed implementation of the strategy; support industrialisation and revival of high employment industries; support the improvement of the doing business environment.
	Local enterprises are crowded by imports from the AfCFTA.	Promote the use of local products - Buy Zimbabwe; Advocate for improved conditions for domestic production, including reduction of cost drivers.
	Innovation and technology could reduce the already limited number of jobs.	Re-skilling with a focus on jobs for the future; Providing information about other opportunities available to young people, including outside the country.

Assumptions	Value	Meaning
<ul style="list-style-type: none"> <li>Increased availability of economic opportunities</li> </ul>	An entitlement mind set may lead to high default rates for loans	Conscientious young people, due to the competitiveness of global markets, Financial discipline awareness is incorporated into financial literacy interventions
	Civil unrest by idle youth stemming from the youth bulge - 'Youthquake'	Strong engagement of young people in project interventions
	Low uptake of interventions, including due to the effects of drug and substance abuse	Partnering with community-based organisations for rehabilitative interventions - a collaborative approach. Community-based engagement platforms: Develop and implement a two-way communication strategy for the project.
	The programme scope may not meet the expectations of young people	Wide consultation with young people in the development, implementation and monitoring of the strategy.



# Resource Needs and Mobilisation Plan

# 7

The Resource Needs and Mobilisation plan for the National Youth Empowerment Strategy in Zimbabwe aims to identify and mobilise essential resources to support youth initiatives. Key sections include Human Resources, focusing on capacity building and training; Infrastructure, highlighting the need for accessible facilities; Financial Resources, outlining strategies for securing funding from various sources; Technology, emphasising

the importance of digital tools for enhancing youth engagement; and Social Capital, which underscores the value of strong community networks as shown in Table 6. Ministries, Departments, and Agencies (MDAs) should mainstream youth across all their programmes and activities, and develop a costed implementation plan to ensure effective execution and measurable impact.

**Table 6: Assumptions, Risks and Mitigation Measures**

Resource needs	Resource mobilisation plan
Human resources	<ul style="list-style-type: none"> <li>i) <b>Leverage Existing Expertise:</b> Identify and engage local experts to mentor and train youth.</li> <li>ii) <b>Train to Address New Needs:</b> Develop tailored training programmes to equip youth with skills relevant to current job markets.</li> <li>iii) <b>Secondments from Partner Organisations:</b> Establish partnerships with NGOs and institutions for temporary placements of skilled personnel.</li> <li>iv) <b>Beneficiary Involvement:</b> Involve beneficiaries in programme design and implementation to utilise their knowledge and skills.</li> <li>v) <b>Volunteer Programmes:</b> Create structured volunteer opportunities for youth to contribute their time and skills.</li> </ul>
Infrastructure	<ul style="list-style-type: none"> <li>i) <b>Collaboration with Development Banks:</b> Partner with development banks to secure funding and technical support for infrastructure projects.</li> <li>ii) <b>Innovative Solutions from Young People:</b> Encourage youth to propose and develop creative solutions for local infrastructure challenges.</li> <li>iii) <b>Public-Private Partnerships (PPPs):</b> <ul style="list-style-type: none"> <li>a. <b>Build-Operate-Transfer (BoT):</b> Engage private sector partners to finance,</li> </ul> </li> </ul>

Resource needs	Resource mobilisation plan
	<p>build, and operate infrastructure for a specified period before transferring ownership to the public sector.</p> <p><b>b. Corporate Social Responsibility (CSR):</b> Collaborate with companies to leverage their CSR initiatives for infrastructure development that benefits youth and communities.</p> <p><b>iv) Leverage Existing Infrastructure:</b> Utilise available community facilities, schools, and public spaces to minimise costs and maximise resource use.</p> <p><b>v) Community Engagement:</b> Mobilise local communities to participate in infrastructure development through volunteer labour and resource contributions.</p>
Financial resources	<p><b>i) Foster Investor Confidence:</b> Organise investment forums to showcase youth initiatives and attract potential investors.</p> <p><b>ii) Strengthen Partnerships:</b> Build strong relationships with financial institutions and development partners for support.</p> <p><b>iii) Explore Non-Traditional Sources of Finance:</b> Investigate crowdfunding, venture capital, social impact bonds, and microfinance options.</p> <p><b>iv) Engage Development Partners:</b> Actively seek funding and support from international development agencies.</p> <p><b>v) Government Support:</b> Advocate for increased government budget allocations for youth empowerment programmes.</p> <p><b>vi) Youth Contributions:</b> Encourage young people to invest in their initiatives through savings or small contributions.</p> <p><b>vii) Collaboration with Parastatals:</b> Partner with state-owned enterprises for funding and resource sharing.</p> <p><b>viii) Community-Based Organisations (CBOs):</b> Work with CBOs to pool resources and funding for local youth projects.</p>
Technology	<p><b>i) Partnerships with the Private Sector:</b> Collaborate with tech companies to provide resources and training for youth.</p> <p><b>ii) Innovation Hubs:</b> Establish centres for young innovators to develop and test their ideas with access to resources.</p> <p><b>iii) Support for Young Innovators:</b> Create grant programmes to fund youth-led technology projects and start-ups.</p> <p><b>iv) Digital Literacy Programmes:</b> Implement workshops to enhance technological skills among youth.</p> <p><b>v) Access to Technology Grants:</b> Apply for grants aimed at improving technology access for youth.</p>
Social capital	<p><b>i) Engagement with Community-Based Organisations:</b> Partner with local CBOs to build networks and mobilise resources.</p> <p><b>ii) Utilise Influencers:</b> Collaborate with local influencers to promote youth initiatives and garner support.</p> <p><b>iii) Social Media Platforms:</b> Use social media to create awareness, share success stories, and connect youth with resources.</p> <p><b>iv) Networking Events:</b> Organise events that bring together youth, stakeholders, and community leaders to foster collaboration.</p> <p><b>v) Mentorship Programmes:</b> Establish mentorship networks linking youth with experienced professionals in various fields.</p>

# Annexes

# 8

## ANNEX 1:

### POLICIES APPLICABLE FOR THE YOUTH EMPOWERMENT IN ZIMBABWE

	External Policy	Internal Policy
1.	Constitution of Zimbabwe Amendment (No. 23) Act, 2013 (sections 6; 16; 20; 32 and 63)	1. National Youth Policy
2.	Public Finance Management Act [Chapter 22:19]	2. National Youth Service Policy Guiding Framework
3.	Public Procurement and Disposal of Public Assets Act [Chapter 22:23]	3. Vocational Training Guideline
4.	Public Entities Corporate Governance Act [Chapter 10:31]	4. Youth Fund Constitution
5.	Freedom of Information Act [Chapter 10:33]	5. Vocational Skills Training Transformation Strategy
6.	Manpower Planning and Development Act [Chapter 28:02]	
7.	Public Service Regulations 2000 (S.I. 1 of 2000)	
8.	National Development Strategy 1 NDS 1	
9.	National Employment Policy	
10.	National Gender Policy	
11.	Treasury Instructions and Circulars	
12.	Small and Medium Enterprises Policy	
13.	Nziramasanga Commission Report	
14.	Zimbabwe National Policy for ICT	
15.	Zimbabwe National Drug Master Plan	
16.	United Nations Convention on the Rights of the Child – Article 4	
17.	United Nations Convention on the Rights of Persons with Disabilities -Article 30	
18.	African Youth Charter (Chapter 12)	
19.	Devolution and Decentralisation Policy	
20.	National Disability Act	



## ANNEX 2:

### STAKEHOLDER ANALYSIS

Stakeholder	Role/Interest	Level of Influence	Level of Interest	Engagement Strategy
Ministry of Youth	Lead coordination and policy oversight	High	High	Regular stakeholder consultations, collaborative programme development, Monitoring, Evaluation, Accountability and Learning frameworks.
MDAs	Policy formulation, programme implementation	Medium–High	Medium–High	Regular consultations, collaborative workshops, and shared decision-making processes.
Local Authorities	Implements youth programmes at the community level. Identifies local needs and facilitates access to resources.	Medium–High	High	Partnerships with the Ministry of Youth, community outreach, training and workshops for local youth leaders.
Donor Agencies/ Development Partners	Funding, technical assistance	High	Medium–High	Proposal submissions, regular briefings.
Regional/ International Bodies/ Organisations or Associations e.g., SADC, AU, UN	Promote cooperation and development frameworks for youth empowerment, advocating for youth participation and sustainable development.	High	High	Regional workshops, advocacy campaigns, capacity-building initiatives, and partnerships for collaborative programmes.
CBOs	Community engagement, grassroots mobilisation	Low–Medium	Medium–High	Active involvement in local projects, community forums, and feedback mechanisms for programme improvement.
Youth Organisations	Advocate for youth rights, provide support services, and implement programmes focused on empowerment and capacity building.	Medium–High	High	Collaborate on programme development, engage in advocacy campaigns, and facilitate training workshops for skills development.
Private Sector	Job creation, skills training	High	Medium	PPPs, incentives for youth hiring
Academia	Research, curriculum development, skill training	High	Medium	Partnerships for research projects, internships and curriculum alignment with industry needs.
Research Institutions	Data collection, analysis, evidence-based recommendations	Medium	Medium	Joint research initiatives, dissemination of findings through reports and seminars.
Youths	Direct beneficiaries of empowerment initiatives, seeking opportunities for education, employment, and personal development.	Low–Medium	High	Involved in consultations, feedback mechanisms, and participatory decision-making processes to ensure their voices are heard.

## ANNEX 3:

### MAJOR EMPOWERMENT OPPORTUNITIES IN MDAs

Name of Ministry	Strategy	Output	Output Indicator
Finance, Economic Development and Investment Promotion	Enhance Youth Economic Empowerment and Financial Inclusion	<ul style="list-style-type: none"> <li>Youth awarded grants.</li> <li>Empower Bank converted to Development Finance Bank.</li> <li>Youth Capacitated on Financial Inclusion Strategy.</li> <li>ZYC capacitated with financial resources.</li> </ul>	<ul style="list-style-type: none"> <li>Number of youths awarded grants.</li> <li>The bank converted to Development Finance.</li> <li>Number of youth capacitated on financial inclusion.</li> <li>Value of resources towards ZYC capacitation.</li> </ul>
Defence	Intensify Youth Development and Security Integration	<ul style="list-style-type: none"> <li>YSZ graduates recruited into ZNA.</li> <li>Strategic Partnerships (Business partnerships) facilitated.</li> <li>Resources mobilised (for drug and substance abuse demand reduction pillar).</li> </ul>	<ul style="list-style-type: none"> <li>Number of Youth Service in Zimbabwe graduates recruited into ZNA</li> <li>Number of strategic partnerships facilitated</li> <li>Amount mobilised</li> </ul>
Energy and Power Development	Strengthen Youth Empowerment in Renewable Energy Sector	<ul style="list-style-type: none"> <li>Youth trained in different energy sources.</li> <li>Youth facilitated to acquire employment in the energy sector.</li> <li>Flexible terms facilitated for setting solar farms.</li> <li>Youth assisted in accessing tenders in the energy sector (at least 25%).</li> </ul>	<ul style="list-style-type: none"> <li>Number of youths trained in different energy sources.</li> <li>Number of youth employed.</li> <li>Flexible terms facilitated.</li> <li>Number of youths who accessed tenders.</li> </ul>
Environment, Climate and Wildlife	Expedite Youth Empowerment in Climate Change Mitigation and Sustainable Development	<ul style="list-style-type: none"> <li>Youth trained in sustainable practices.</li> <li>Land for youth allocated to conservatives.</li> <li>Youth trained on climate (carbon credits).</li> <li>Youth education and awareness programmes conducted.</li> <li>Youth quota on emerging grants facilitated.</li> <li>Youth represented in IPCC.</li> <li>Youth quota facilitated in the timber industry (woodlands).</li> </ul>	<ul style="list-style-type: none"> <li>Number of youth trained in sustainable practices</li> <li>Area of land allocated, being utilised by youth.</li> <li>Number of youth trained on climate (carbon credits)</li> <li>Number of awareness campaigns conducted.</li> <li>Number of youth who benefited from emerging grants</li> <li>Number of youth in IPCC</li> <li>Number of youth in the timber industry (woodlands)</li> </ul>
Foreign Affairs and International Trade	Strengthen Youth Economic Empowerment through International Trade and Exchange	<ul style="list-style-type: none"> <li>Youth export markets facilitated.</li> <li>Youth quota at AFCTA facilitated.</li> <li>Youth Business Incubation Hubs for Youth established.</li> <li>Youth facilitated in international markets.</li> <li>Youth cultural exchange visits facilitated.</li> <li>Youth bilateral exchange programmes conducted.</li> <li>Export permits for youth facilitated.</li> <li>Young diplomats are equipped for exchange programmes.</li> <li>Young diplomats are equipped for exchange programmes.</li> </ul>	<ul style="list-style-type: none"> <li>Number of youth linked to export markets.</li> <li>Youth facilitated to AFCTA.</li> <li>Number of incubation hubs for youth created.</li> <li>Number of youth participating in international markets.</li> <li>Number of youths facilitated in cultural exchange visits.</li> <li>Number of bilateral exchange programmes conducted.</li> <li>Number of youth export permits facilitated.</li> <li>Number of young diplomats capacitated.</li> <li>Number of youth export permits facilitated.</li> <li>Number of young diplomats capacitated.</li> </ul>

Name of Ministry	Strategy	Output	Output Indicator
Health and Child Care	Institute Youth-Centred Health Education and Access	<ul style="list-style-type: none"> <li>YSZ Qualified graduates recruited for nursing training.</li> <li>Youth constituted in health boards.</li> <li>The youth reached with Health education information.</li> <li>Youth-friendly clinics in VTCs and YSZ centres established.</li> <li>Mobile-friendly clinics established.</li> <li>Youth Counselling on drug and substance abuse.</li> </ul>	<ul style="list-style-type: none"> <li>Number of YSZ-qualified graduates recruited for nursing training.</li> <li>Number of youth on health boards.</li> <li>Number of youth reached with health education.</li> <li>Number of youth-friendly clinics established.</li> <li>Number of mobile clinics established.</li> <li>Number of youths offered counselling on drug and substance abuse.</li> </ul>
Higher and Tertiary Education, Innovation, Science and Technology Development	Revitalise Vocational Training Centres (VTCs) and Empower Bank through funding to enhance their infrastructure and resources.	<ul style="list-style-type: none"> <li>Drug and substance abuse awareness conducted in Higher and Tertiary institutions.</li> <li>VTC capitalised through ZIMDEF funds.</li> <li>Youth accessing hubs and labs in higher and tertiary institutions.</li> <li>Skills training programmes conducted.</li> <li>Trade programmes conducted.</li> <li>Apprenticeship programmes conducted.</li> </ul>	<ul style="list-style-type: none"> <li>Number of awareness campaigns conducted.</li> <li>Number of VTCs capitalised through ZIMDEF.</li> <li>Number of youth accessing hubs and labs in higher and tertiary institutions.</li> <li>Number of youth accessing skills training programmes.</li> <li>Number of youth trade tested.</li> <li>Number of youth accessing apprenticeships.</li> </ul>
Home Affairs and Cultural Heritage	Upscale youth representation in law enforcement.	<ul style="list-style-type: none"> <li>YSZ youth recruited for ZRP training.</li> <li>Supply of drugs and substances reduced.</li> <li>Tenders supplied by youth.</li> </ul>	<ul style="list-style-type: none"> <li>YSZ youth recruited for ZRP training.</li> <li>Number of drug and substance suppliers incarcerated.</li> <li>Number of youth who accessed tenders.</li> </ul>
Industry and Commerce	Execute Quota-Based Import Permit System	<ul style="list-style-type: none"> <li>Import permits for strategic commodities (quota) granted.</li> </ul>	<ul style="list-style-type: none"> <li>Number of youth who accessed tenders.</li> </ul>
Information Communication Technology and Courier Services	Enhance youth empowerment with the skills and resources needed to thrive in a digital economy.	<ul style="list-style-type: none"> <li>Digital skills training conducted.</li> <li>VTCs are equipped with internet facilities.</li> <li>Internet hotspots established.</li> <li>Starlink in marginalised communities deployed.</li> <li>ICT equipment deployed in primary and secondary schools.</li> <li>Digital information centres capacitated.</li> <li>Awareness campaigns for the youth on cybersecurity and online safety conducted.</li> <li>Technoparks for use by Youth (for innovation) established.</li> <li>ICT infrastructure deployed.</li> <li>Provision of affordable data (rollover) provided.</li> </ul>	<ul style="list-style-type: none"> <li>Number of youth trained in digital skills.</li> <li>Number of VTCs equipped with internet facilities.</li> <li>Number of youth internet hotspots established.</li> <li>Number of Starlink kits supplied to communities.</li> <li>Number of primary and secondary schools equipped with ICT equipment.</li> <li>Number of digital information centres capacitated.</li> <li>Number of awareness campaigns on cybersecurity, online security.</li> <li>Number of Technoparks for youth established.</li> <li>Value of ICT infrastructure deployed.</li> <li>Number of youth accessing affordable data.</li> </ul>
Information, Publicity and Broadcasting Services	Increase Youth Empowerment through Inclusive Media	<ul style="list-style-type: none"> <li>Youth-related programmes prioritised for publicity.</li> <li>Youth-focused broadcasting (including radio and TV) promoted.</li> <li>Accessibility of information to youth with disabilities increased.</li> </ul>	<ul style="list-style-type: none"> <li>Number of Youth-related programmes prioritised for publicity.</li> <li>Number youth youth-focused broadcasting services promoted.</li> <li>Number of youth with disabilities accessing information.</li> </ul>

Name of Ministry	Strategy	Output	Output Indicator
Justice, Legal and Parliamentary Affairs	Administer a Holistic Youth Justice and Support System	<ul style="list-style-type: none"> <li>Youth Services Graduates recruited under the Prison and Correctional Services.</li> <li>Rehabilitation programmes for youths after incarceration conducted.</li> <li>Legal education and awareness conducted.</li> <li>Youths provided with affordable legal services.</li> <li>Accessibility to courts for PWDs enhanced.</li> </ul>	<ul style="list-style-type: none"> <li>Number of youth employed under the Prison and Correctional Services.</li> <li>Number of Rehabilitation programmes for youths after incarceration conducted.</li> <li>Number of legal education and awareness programmes conducted.</li> <li>Number of affordable legal services made available to youth.</li> <li>Number of youth accessing courts for PWDs.</li> </ul>
Public Service, Labour and Social Services	Bolster comprehensive social support to youth, particularly vulnerable groups, and empower them to reach their full potential.	<ul style="list-style-type: none"> <li>The youth reached out with social protection.</li> <li>Vulnerable Youth reached with social safety nets.</li> <li>Career guidance and Fairs conducted.</li> <li>Psychosocial support and reintegration services provided.</li> <li>VTCs provided with education assistance for PWDs.</li> <li>Youth job seekers registered and placed.</li> </ul>	<ul style="list-style-type: none"> <li>Number of youth reached with social protection.</li> <li>Number of youth accessing social safety nets.</li> <li>Number of youth career guidance and fairs conducted.</li> <li>Number of psychosocial support and reintegration services conducted.</li> <li>Number of youth who accessed education assistance.</li> <li>Number of youth who accessed employment under the Public Service, Labour and Social Welfare.</li> </ul>
Skills Audit and Development	Administer Career Guidance and Exposure for youths	<ul style="list-style-type: none"> <li>Career guidance and Fairs conducted.</li> <li>Implement internship and graduate trainee programmes.</li> <li>Facilitate networking events between youth academia and industry.</li> <li>Conduct skills gap analysis to inform training programmes.</li> <li>Align curriculum with industry demands.</li> </ul>	<ul style="list-style-type: none"> <li>Number of youths offered career guidance and fairs.</li> <li>Number of youth graduating from internship programmes.</li> <li>Number of youth interacting with academia and youth.</li> <li>Number of trainings identified.</li> <li>Curriculum aligned with industry demands.</li> </ul>
Lands, Agriculture, Fisheries, Water and Rural Development	Upscale Youth-Led Economic Empowerment Initiatives	<ul style="list-style-type: none"> <li>Agricultural land allocated to youth for production.</li> <li>Youth business units established.</li> <li>Vocational Training Business Units established.</li> <li>Youth business products accessed and linked to Markets.</li> <li>Youth quota on the Rural Development 8.0 model.</li> </ul>	<ul style="list-style-type: none"> <li>Area of land offered to youth in agricultural production.</li> <li>Number of youth business units established.</li> <li>Number of youth accessed market linkages.</li> <li>Number of youth under rural development.</li> </ul>
Local Government and Public Works	Intensify Youth-Inclusive Local Governance and Development	<ul style="list-style-type: none"> <li>Decent workspaces for youth provided.</li> <li>Young people are constituted in disaster risk management committees.</li> <li>Youth represented in Local Governance structures.</li> </ul>	<ul style="list-style-type: none"> <li>Number of decent workspaces for youth provided.</li> <li>Number of youth in disaster risk management committees.</li> <li>Number of youth in Local Governance structures.</li> </ul>

Name of Ministry	Strategy	Output	Output Indicator
		<ul style="list-style-type: none"> <li>Liquor licensing rules enforced.</li> <li>Land for Decent sporting facilities provided.</li> <li>Youth quota on local government tenders.</li> </ul>	<ul style="list-style-type: none"> <li>Number of youth accessing liquor licenses.</li> <li>Area of land for decent sporting facilities.</li> <li>Number of youth accessing tenders under the Local government.</li> </ul>
National Housing and Social Amenities	Execute a quota system for housing allocation	<ul style="list-style-type: none"> <li>Youth quota on residential units.</li> </ul>	<ul style="list-style-type: none"> <li>Number of youth who accessed residential stands.</li> </ul>
Primary and secondary education	Implement a Holistic Youth Development Programme	<ul style="list-style-type: none"> <li>Career guidance conducted.</li> <li>Awareness on drug and substance abuse conducted.</li> <li>Leadership development.</li> <li>Non-formal education programmes conducted.</li> </ul>	<ul style="list-style-type: none"> <li>Number of career guidance conducted.</li> <li>Number of awareness campaigns conducted.</li> <li>Number of youth in leadership.</li> <li>Number of youth in non-formal programmes.</li> </ul>
Sports, recreation, arts and culture	Provide opportunities for youth to excel in the arts and sports fields.	<ul style="list-style-type: none"> <li>Recreation centres established.</li> <li>Talent in all artists recognised.</li> <li>Talent developed.</li> <li>Tax rebates on sports and art equipment facilitated.</li> <li>Stadia constructed/rehabilitated.</li> <li>The Sports and Arts Academy established.</li> <li>Arts grants provided.</li> <li>Artists professionalised.</li> </ul>	<ul style="list-style-type: none"> <li>Number of recreation Centres established.</li> <li>Number of youth with talent recognised.</li> <li>Number of youth with talent developed.</li> <li>Number of youth facilitated with tax rebates.</li> <li>Number of stadia constructed/rehabilitated.</li> <li>Number of sports academies established.</li> <li>Number of youth who accessed arts grants.</li> <li>Number of professional artists.</li> </ul>
Tourism and Hospitality Industries		<ul style="list-style-type: none"> <li>Cultural exchange programmes conducted.</li> <li>Youth internship for Skills development programmes conducted.</li> </ul>	<ul style="list-style-type: none"> <li>Number of youth facilitated in cultural exchange programmes.</li> <li>Number of youth accessing skills development internship.</li> </ul>
Transport and Infrastructure Development	Institute a quota system during the awarding of infrastructure rehabilitation contracts	<ul style="list-style-type: none"> <li>Youth quota on infrastructure rehabilitation contracts.</li> </ul>	<ul style="list-style-type: none"> <li>Number of youth who accessed tenders on infrastructure.</li> </ul>
Veterans of the Liberation Struggle Affairs	Strengthen the Documentation of the Liberation War Heritage to preserve the nation's history.	<ul style="list-style-type: none"> <li>Job opportunities for War veterans' children facilitated.</li> <li>Children of War veterans benefited from youth empowerment programmes.</li> </ul>	<ul style="list-style-type: none"> <li>Number of children of war veterans provided with job opportunities.</li> <li>Number of children of War Veterans who benefited from youth empowerment programmes.</li> </ul>
Women Affairs, Community, Small and Medium Enterprise Development	Intensify economic empowerment for young women	<ul style="list-style-type: none"> <li>Information disseminated to young women and men.</li> <li>Youth quota on SMEs tenders implemented.</li> <li>Youths accessed financial support from financial institutions.</li> </ul>	<ul style="list-style-type: none"> <li>Number of youth who accessed information.</li> <li>Number of youth assessing tenders under the ministry.</li> <li>Number of youth who accessed financial support.</li> </ul>



Name of Ministry	Strategy	Output	Output Indicator
		<ul style="list-style-type: none"> <li>Capacity-building programmes for youths conducted.</li> <li>SME programmes formalised.</li> </ul>	<ul style="list-style-type: none"> <li>Number of youth capacitated.</li> <li>Number of SME programmes formalised.</li> </ul>
Youth Empowerment, Development and Vocational Training	Institute a comprehensive framework for youth development, support, and empowerment	<ul style="list-style-type: none"> <li>Database for young people created.</li> <li>Clearly defined age structure for youths.</li> <li>Youth development programmes coordinated.</li> <li>Youth policies and codes of practice developed.</li> <li>Youth technology and innovation platforms for networking facilitated.</li> <li>Common facility centres established.</li> <li>Capacity building of youth desks.</li> <li>VTCs retooled.</li> <li>Training programmes reviewed.</li> <li>Youth feedback mechanism established.</li> <li>Youth programmes coordinated.</li> </ul>	<ul style="list-style-type: none"> <li>Number of databases created.</li> <li>Number of youth development programmes coordinated.</li> <li>Number of policies/codes of practices for youth developed.</li> <li>Number of youth platforms for networking facilitated.</li> <li>Number of common facilities established.</li> <li>Number of youth desks capacitated.</li> <li>Number of VTCs retooled.</li> <li>Number of training programmes reviewed.</li> <li>Number of feedback mechanisms established.</li> <li>Number of youth programmes coordinated.</li> </ul>
Mines and Mining Development	Enhance Youth Empowerment in the Mining Sector	<ul style="list-style-type: none"> <li>Youth quota on mining reserves implemented.</li> <li>Technical assistance, tools and equipment provided.</li> <li>Awareness campaigns on safety and health conducted.</li> <li>Artisanal mining formalised.</li> <li>Mining claims registered.</li> <li>Youth quota on tenders implemented.</li> </ul>	<ul style="list-style-type: none"> <li>Number of youth assessing mining reserves.</li> <li>Number of youth provided with technical assistance and equipment.</li> <li>Number of awareness campaigns on safety and health.</li> <li>Number of artisanal miners formalised.</li> <li>Number of youth claims registered.</li> <li>Number of youth who accessed tenders in the Mines Ministry.</li> </ul>









**ZIMBABWE**

**MINISTRY OF YOUTH  
EMPOWERMENT, DEVELOPMENT AND VOCATIONAL TRAINING**