



futuremakers  
by Standard Chartered

# YOUTH TO WORK

## PROGRAMME INFORMATION PACK

Challenges Worldwide  
Bongo Hive Co-Working,  
Plot 16948b, Thabo Mbeki Rd  
Mass Media, Lusaka 10101, Zambia

[www.thechallengesgroup.com/youthtowork/](http://www.thechallengesgroup.com/youthtowork/)

Supported by  
**STANDARD  
CHARTERED  
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**futuremakers**  
by Standard Chartered



**Challenges**  
**Worldwide**

*Hello and welcome!  
Thank you for taking an  
interest in the Youth to Work  
programme.*

## Programme Overview

**Youth to Work** is the flagship employability programme under Futuremakers by Standard Chartered, the Bank's global initiative to tackle inequality and promote greater economic inclusion for young people in local communities. The Standard Chartered Foundation (SCF) is the lead partner in delivering the global Futuremakers initiative

In Zambia, the SCF is working with Challenges Worldwide to develop Youth to Work as a programme to give youth work placements with Small and Growing Businesses (SGBs) where they will serve as **Junior Associates** and provide consultancy services in Business Management.



## Objective

The strategic objective of the Youth to Work programme is to position and equip young people with skills and opportunities to create economic and employment changes across the economy for sustainable and measurable impact. In this sense, the young people can be viewed more as implementers of change, rather than standalone programme beneficiaries.

CMI Level 5 in Management & Leadership

- Mentorship
- Professional Development



CMI is the only professional body in the field of management and leadership in the UK dedicated too promoting the highest standards of management and leadership excellence.

## Program Structure

### Pre-Placement Training

A structured two-week pre-placement training sessions are conducted for Junior Associates to prepare them for their enterprise placement using Chartered Management Institute (CMI) learning modules. The training is designed to give Associates a theoretical and practical approach to implement change in enterprises.

### Placement

The programme is designed around an enterprise placement-based model. It uses a structured four-month work placement Business Development Services (BDS) initiative to strengthen the business performance of SGBs. One Junior Associate will be assigned to an enterprise where four days in a week, they will work within the SGBs/MSMEs to conduct business diagnostics, co-create recommendations and implement the short term recommendation with key staff within the enterprise.

## Enterprise Placement

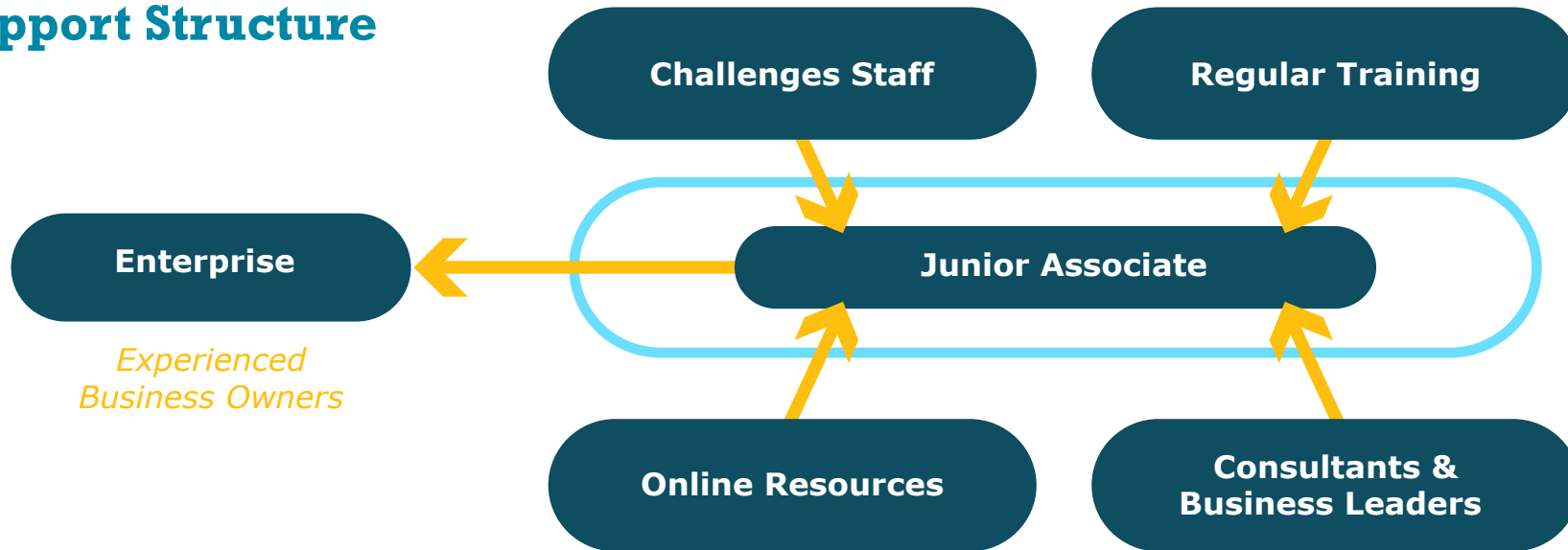
Period	Activity
<b>Week1 – Week 6</b>	Diagnostics <ul style="list-style-type: none"><li>• Start of work in assigned Business</li><li>• Understanding of Business Operations</li><li>• Data Gathering</li><li>• Data Analysis</li></ul>
<b>Week 7 – Week 8</b>	Development of Recommendations <ul style="list-style-type: none"><li>• Make Recommendations from Diagnostic Data</li><li>• Presentation of Recommendation to Challenges Staff</li><li>• Presentation of Recommendations to Enterprise Staff</li><li>• Agreement between Challenges and Enterprise on Recommendations</li></ul>
<b>Week 9 – Week14</b>	Implementation of Recommendation <ul style="list-style-type: none"><li>• Develop Plan for Recommendations Implementation</li><li>• Implement Recommendations with Enterprise Staff</li></ul>
<b>Week 15 – Week 16</b>	Final Enterprise Diagnostic <ul style="list-style-type: none"><li>• Conduct Final Enterprise Diagnostic</li><li>• Presentation of Implementation Report</li></ul>

## Post Placement

Targeted training and skills development workshops will be delivered to 700+ young people in entrepreneurship and employment training. These workshops would be held in partnership with selected Universities and Tertiary Institutions in Zambia.



## Support Structure



## Programme Benefits



## Application Requirements

The Junior Associates that work with us form one of the strongest pillars of our programme. Selection process acknowledge young people from diverse backgrounds, including but not limited to Finance, Accounting, Computing & IT, Applied & Social Sciences, Management, Communications, and Marketing, making our approach an inclusive way of providing professional and personal development for young Zambians, prioritising individuals who Take Initiative, are Proactive and are Open Minded.

## Eligibility Criteria

- Be 21-30 years or (21-35 for persons with disability).
- Hold a relevant university degree OR have a sound understanding of finance for business, demonstrated through previous work experience
- Interest in small business development and entrepreneurship
- Excellent communication, critical thinking and problem-solving skills
- Competent in the use of Microsoft Office packages especially Excel and Word.
- Ability to work virtually (the position may require some work done remotely)
- Previous internships and voluntary work experience are an added advantage
- Ability to travel to training and work placement in Lusaka. (successful candidates based outside Lusaka will have to find accommodation within Lusaka)
- Ability to commit to a 4-month full time placement (January to April 2021) and 2 weeks pre-placement training
- Must be fluent in both written and verbal English.

## PLEASE NOTE

The Youth to Work programme is an inclusive and equal opportunity programme. Female candidates and persons with disability are encouraged to apply. The placement is not a paid position, although Junior Associates receive monthly stipend during the 4-month placement.





## For more information please see the following:

Email the Programme Admin at: [youth2work.zambia@thechallengesgroup.com](mailto:youth2work.zambia@thechallengesgroup.com)

The Challenges Group Website: <http://thechallengesgroup.com/youthtowork/>

The Standard Chartered Foundation: <https://www.sc.com/en/sustainability/investing-in-communities/scfoundation/>

CMI Qualification: <http://www.managers.org.uk/education-providers/existing-centres/qualification-resource-library/level-5-in-professional-consulting-qcf>