



# OPERI

Empowering for Sustainable Development

This document presents OPERI's integrated framework for advancing employment creation, entrepreneurship development, STEM education, and social inclusion across Africa. OPERI adopts a systemic, evidence-driven approach to human capital development and institutional capacity-building, working in partnership with national governments, development agencies, the private sector, and academic institutions. Our programmes aim to strengthen labor markets, expand enterprise ecosystems, improve learning and skills outcomes, and ensure that women and vulnerable groups have equitable access to economic opportunity.

OPERI is a pan-African NGO committed to transforming Africa's development trajectory by advancing employment, entrepreneurship, education, and STEM as the primary engines of inclusion, dignity, and sustainable growth. We recognize that no nation can thrive without unlocking the potential of its people, and we work to ensure that youth and women the backbone of Africa's future have the skills, opportunities, and enabling environments they need to succeed.

Africa is experiencing one of the fastest demographic shifts in the world. This rapidly expanding youth population represents an extraordinary opportunity, but only if countries can:

- Create decent and dignified jobs across rural and urban economies,
- Ensure access to relevant, quality education that meets modern labor market demands,
- Develop future-ready skills through digital literacy, STEM, and innovation-driven curricula,
- Strengthen entrepreneurship ecosystems that foster creativity, competitiveness, and local value creation,
- Guarantee equal access to opportunity for women, vulnerable groups, and historically underserved communities.

OPERI was founded to meet this moment.

We work to turn demographic potential into national prosperity by equipping young Africans with the tools, skills, knowledge, and support systems needed to participate fully in economic and social life. Our approach integrates human capital development, economic empowerment, and systemic reform to achieve lasting transformation.

We operate at this critical intersection by partnering with a broad coalition of actors, including:

- National governments and ministries, to co-design policies and delivery systems;
- Multilateral development partners, to leverage global expertise and resources;
- Private sector leaders and chambers of commerce, to create employment pathways and market linkages;
- Universities, polytechnical institutes, and research centers, to expand STEM education and innovation capacity;
- Local NGOs, community leaders, and youth networks, to ensure inclusion, ownership, and grassroots impact.

Through these partnerships, OPERI helps build resilient, inclusive, and innovation-driven societies capable of generating opportunities at scale, strengthening national systems, and ensuring that the next generation of Africans is skilled, empowered, and fully included in the continent's future.

## **Our Vision**

A continent where:

- Employment and entrepreneurship are accessible to all
- Education and STEM empower young people to shape Africa's future
- Women and youth are full economic actors
- Institutions deliver opportunities equitably and efficiently
- Growth is inclusive, sustainable, and community-centered

A future where opportunity, knowledge, and innovation drive Africa's development.

## **Our Mission**

To unlock the potential of Africa's youth and women by integrating:

### **Employment**

Promoting job creation, workforce readiness, and pathways to decent and sustainable work.

### **Entrepreneurship**

Strengthening ecosystems that support youth- and women-led businesses, innovation, and self-employment.

### **Education & STEM**

Expanding access to quality education, digital literacy, scientific thinking, technology skills, and future-of-work readiness.

### **Inclusion**

Ensuring that marginalized groups, women, and rural youth are fully part of national development.

### **Institutional Strengthening**

Supporting governments to design and implement effective policies, systems, and national delivery mechanisms.

*Our mission is to create a world where knowledge leads to opportunity, and opportunity leads to inclusion.*

## **Our Identity & Core Values**

### **Employment & Entrepreneurship — Pathways to Inclusion**

We promote work and enterprise as the foundation of dignity, empowerment, and social mobility.

### **Education & STEM — Tools for Transformation**

We prepare young people for tomorrow's jobs through science, technology, innovation, and 21st-century skills.

### **Inclusion — Opportunity for Everyone**

We prioritize groups who face systemic barriers and ensure they have equitable access to opportunities.

**Resilience — Strong People, Strong Institutions**

We build lasting capacity in communities and government structures.

**Innovation — Solutions for a Changing Africa**

We embrace emerging technologies, creative thinking, and data-driven approaches.

## Partnership — Collective Success

Our work is driven by collaboration with governments, private sector, academia, and communities.

## Impact — Jobs, Skills, Businesses, Lives Improved

*We measure success by employment outcomes, entrepreneurial growth, educational gains, and stronger national systems.*

## WHAT WE DO

OPERI delivers integrated, high-impact programmes across five strategic pillars, designed to unlock economic opportunity, strengthen human capital, and promote inclusive growth.

### 1. Employment & Workforce Development

We design and implement solutions that connect young people and women to the labor market, strengthen workforce readiness, and expand pathways to decent and sustainable jobs.

#### Our work includes:

- Technical and vocational training aligned with market needs
- Digital skills, soft skills, and employability preparation
- Apprenticeships, internships, and work-based learning
- Job placement services and partnerships with employers
- Rural and community-based employment programmes
- Special initiatives for young women entering the workforce

**Goal:** Build a generation ready to work, thrive, and lead.

### 2. Entrepreneurship, Innovation & Enterprise Growth

We help young and women entrepreneurs start, grow, and scale their businesses through end-to-end support.

#### Our work includes:

- National incubation and acceleration programmes
- Business development services (BDS) & coaching
- Access-to-finance facilitation (grants, microfinance, bank partnerships)
- Market linkages and value chain integration
- Support to MSMEs, cooperatives, and social enterprises

**Goal:** Turn ideas into enterprises and enterprises into engines of inclusion.

### **3. Education, Leadership & STEM Development**

We prepare young people for the economy of tomorrow by strengthening foundational education, leadership mindsets, and STEM skills.

#### **Our work includes:**

- Leadership academies and youth development programmes
- STEM training (coding, robotics, AI basics, engineering exposure)
- Digital literacy and ICT skills for all ages
- Future-of-work preparation (critical thinking, problem solving)
- Collaboration with universities and scientific institutions
- Programmes encouraging girls and young women into STEM fields

**Goal:** Ensure African youth are equipped for the industries and technologies shaping the future.

### **4. Inclusion, Community Empowerment & Social Resilience**

We place inclusion at the center of development by empowering communities and addressing structural barriers faced by vulnerable groups.

#### **Our work includes:**

- Community empowerment and leadership development
- Initiatives for rural youth and marginalized populations
- Support for young mothers and women facing vulnerability
- Peacebuilding, dialogue, and social cohesion activities
- Civic engagement and youth participation in local governance

**Goal:** Build communities where everyone has a voice and a chance.

### **5. Public Policy, Governance & Institutional Capacity-Building**

We support governments to design and deliver effective, inclusive, and future-ready policies.

#### **Our work includes:**

- Support to national employment strategies
- Youth, entrepreneurship, TVET and STEM policy development
- Reform of institutional delivery systems
- Strengthening government M&E and data ecosystems
- Training of government officials and national technical teams
- Creation of long-term national coordination mechanisms

**Goal:** Strengthen the systems that create and sustain opportunity.

## HOW WE WORK

OPERI uses a systems-based and people-centered model that ensures real impact on the ground while strengthening national capacities.

### 1. Co-Creation with Governments

We design programmes side-by-side with national authorities, ensuring alignment with national plans, sector strategies, and long-term development goals.

**Result:** Government ownership, policy relevance, structural sustainability.

### 2. Evidence-Based & Data-Informed Approaches

We use diagnostics, labor market analysis, institutional assessments, and global best practices to design interventions that are grounded in real needs and measurable results.

**Result:** Smarter programmes, stronger outcomes.

### 3. Hybrid Delivery: Institutional + Community-Based Implementation

Our programmes combine:

#### Institutional Work

- Ministries and public agencies
- Universities and TVET centers
- Local government structures

#### Field-Level Work

- Community organizations
- Women's groups
- Youth associations
- Hubs, incubators, and grassroots actors

**Result:** National impact rooted in community realities

### 4. Capacity Transfer & Skills Development for Institutions

We believe sustainability is not an outcome, it is a process.  
We strengthen:

- Public sector delivery systems
- Technical teams
- Monitoring and evaluation structures
- Policy development and implementation capacities

**Result:** Institutions that continue to deliver long after the project ends.

## 5. Results, Accountability & Transparency

OPERI applies strong systems to measure:

- Employment outcomes
- Entrepreneurial success
- Skills development performance
- Inclusion and gender impact
- Community resilience
- Institutional strengthening progress

**Result:** Clear evidence of change, accessible to partners and beneficiaries.

## IMPACT & PARTNERSHIPS

### Our Ambition for the Next 3 Years

#### Employment

- +100,000 young people and women employed or integrated into decent work
- National workforce strengthened with future-ready skills
- Improved employer engagement across priority sectors

#### Entrepreneurship

- 5,000+ youth- and women-led businesses created, scaled or sustained
- Stronger access to finance and markets
- Expanded innovation ecosystems across urban and rural areas

#### Education & STEM

- 100,000 learners trained in leadership, digital literacy, STEM and future-of-work competencies

- Increased participation of girls and women in STEM pathways
- Community Tech Labs established in multiple regions

**Inclusion**

- Significant increase in participation of rural youth and vulnerable groups
- Multi-sector community empowerment programmes
- Youth engaged in civic leadership and local development

**Institutional Reform**

- Stronger public policies in employment, TVET, entrepreneurship & inclusion
- Government systems equipped for monitoring, delivery and results
- Long-term national coordination mechanisms established

**Strategic Partnerships for Collective Impact**

OPERI works through a network of strong partnerships across Africa.

**Government & Public Sector**

- National ministries (Youth, Employment, Education, Economy, Gender, etc.)
- Local governments and regional authorities

**Multilateral Institutions**

- UNDP, UNICEF, ILO, UNFPA, UNESCO, ITU, FAO
- African Development Bank
- European Union
- African Union

**Private Sector**

- National and multinational companies
- Chambers of commerce
- Innovation-driven enterprises

**Academia & Research**

- Universities
- Polytechnical institutes
- STEM centers
- Research organizations

**Civil Society & Community-Based Organizations**

- Youth associations
- Women's empowerment groups
- Local NGOs
- Community leaders and networks