



GAYE NJORRO SKILLS ACADEMY

CREATING JOBS FOR YOUTH



GAYE NJORRO SKILLS ACADEMY is a social enterprise based in the Gambia, founded by Fatou Saine Gaye. Acting as a vocational training centre, it strives to curb emigration by equipping the youth with useful vocational skills that can help them obtain formal employment or become successful entrepreneurs.

SUSTAINABLE BUSINESS MODEL

- ▶ The Academy's urban unit is maintained through the collection of course fees.
- ▶ The units in rural areas function as foundations and are funded by national and international partners.
- ▶ Creative strategies are put in place to increase revenue and ensure the sustainability of the business e.g. students in the catering, tailoring and hairdressing programmes practice their skills by selling their services to real-life clients and the fees collected are reinvested in the foundation.

VALUE PROPOSITION

- ▶ The Academy provides vocational training to marginalized youths prone to emigration.
- ▶ Since its inception in 2009, the Academy has trained and certified over 2,150 youths. It is estimated that more than eighty per cent of its graduates have found stable work or started a successful business.
- ▶ The training programme targets both young men and women and encourages the participation of vulnerable groups through sponsorships and special arrangements such as a daycare centre for single mothers.
- ▶ The academy assesses youth needs through seminars, social media, newspapers, radio programmes as well as surveys conducted by the Gambian government.

SCALABILITY

- ▶ With help from its partners, the Academy inaugurated a centre in Farafenni, in the North Bank region, and in Soma, in the Lower River Region.
- ▶ The course catalogue has been expanded to cater for a wider public, including courses on construction, agroforestry technology, tire recycling and upcycling, fashion and design.

PROBLEM

Poverty and lack of employment opportunities in the Gambia drive the young to undertake irregular migration, with nearly 0.5% of the population migrating every year – the highest

SOLUTION

A vocational training centre that equips young people with the necessary skills to become independent and thrive in their communities

KEY MESSAGES

- ▶ Incentivize social entrepreneurship that engages with migration issues by forming partnerships, i.e. First Gens Initiative of YGAP – [Australia \(Guide, p67\)](#), [Re:coded – Iraq](#).
- ▶ Advance entrepreneurship training programmes as well as vocational education and training to discourage outmigration, i.e. [Young Entrepreneurship Programme - El Salvador \(Guide, p.154/155\)](#).
- ▶ Conduct a diagnosis of the local situation through population surveys to serve as a basis for identifying the specific needs and challenges faced by potential emigrants. Use such information to support and sensitize incubators, accelerators and other relevant actors in the entrepreneurship ecosystem, [Vocational Skills Training - Uganda \(Guide, p.119\)](#), [SSCoS – Uganda \(Guide, p.117/118\)](#), [The IOM Livelihoods Assistance Programme, Ethiopia \(Guide, 112\)](#).

PARTNERS



The Social Development Fund (SDF)
Ten4pen Social Innovation

