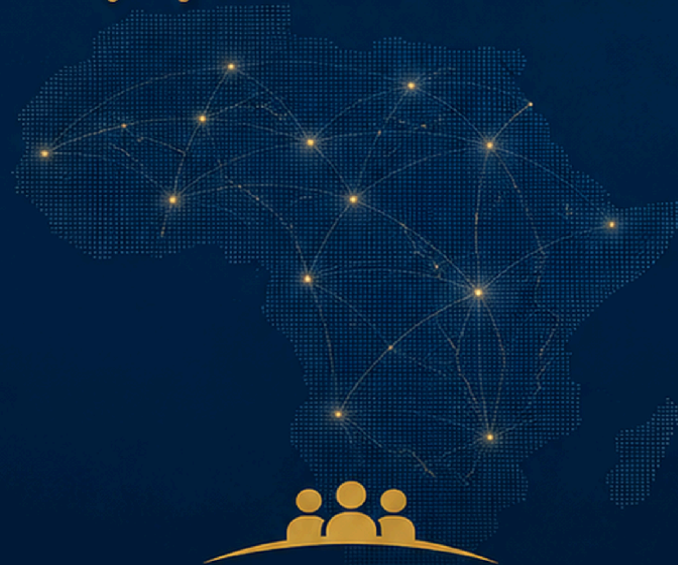




AFRICA YOUNG TECHIES

Africa Young Techies (AYT) Strategic Plan — 2026–2030 —

*Empowering the Next Generation
of African Innovators*



Building a Future-Ready Africa Through
Youth and Technology

Strategic Plan 2026 to 2030

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1 Executive Summary

Overview

Africa Young Techies (AYT) is a U.S.-based nonprofit workforce development organization dedicated to preparing African youth for success in the digital economy.

AYT was established in response to a growing challenge and opportunity. Across Africa, millions of young people are entering labor markets that increasingly require digital skills, adaptability, innovation, and technology literacy. At the same time, employers, governments, and industries face growing demand for talent in Artificial Intelligence (AI), Cybersecurity, Data Analytics, Cloud Computing, and other emerging technology sectors.

While Africa possesses one of the youngest and fastest-growing populations in the world, many young people continue to face barriers related to digital skills development, workforce readiness, mentorship, innovation ecosystems, and access to economic opportunities.

AYT seeks to bridge this gap by building pathways that connect learning, mentorship, certifications, innovation, research, and employment opportunities.

Strategic Vision

AYT envisions an Africa where every young person has the digital skills, opportunities, and support needed to thrive in the global digital economy.

Strategic Focus Areas

Strategic Focus Area	Purpose
Digital Workforce Development	Equip youth with workforce-ready skills and competencies
Artificial Intelligence	Build future AI talent pipelines
Cybersecurity	Develop cybersecurity awareness and career pathways
Research & Innovation	Promote African-led innovation and evidence generation
Digital Inclusion	Expand opportunities for underserved populations
Partnerships & Ecosystems	Connect youth to opportunities through strategic collaboration

AI Governance & Local Data	Advance responsible AI policy engagement and African-led datasets
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2030 Strategic Goals

Strategic Goal	2030 Target
Prepare Youth for the Digital Workforce	15,000 graduates
Build AI & Cybersecurity Talent Pipelines	10,000 AI learners and 8,000 cybersecurity learners
Advance Research, Innovation & Entrepreneurship	50 research projects and 100 innovation projects
Promote Digital Inclusion & Equity	50% female participation
Build a High-Performing & Sustainable Organization	\$5M annual operating budget

2030 Organizational Aspirations

By 2030, Africa Young Techies aims to:

- Reach 25,000 youth
- Graduate 15,000 participants
- Support 3,500 employment placements
- Facilitate 500 entrepreneurship ventures
- Train 10,000 AI learners
- Train 8,000 cybersecurity learners
- Support 1,000 certifications
- Complete 50 research projects
- Establish partnerships in 10 countries
- Build a sustainable \$5 million annual operating budget

Strategic Commitment

AYT is committed to building an evidence-driven organization that combines workforce development, technology education, research, innovation, and partnerships to create meaningful opportunities for African youth.

The organization seeks to serve not only as a training provider but as a workforce ecosystem builder that connects young people with the skills, networks, mentors, employers, and opportunities needed to succeed in the digital age.

2 Organizational Overview

Who We Are

Africa Young Techies (AYT) is a U.S.-based nonprofit workforce development organization focused on preparing African youth for the future workforce through digital skills development, Artificial Intelligence, Cybersecurity, innovation, and workforce readiness programming.

AYT is guided by the belief that Africa's youth represent one of the continent's greatest assets and that investing in their skills, creativity, and leadership is essential to achieving sustainable economic growth and digital transformation.

The organization operates at the intersection of:

- Workforce Development
- Technology Education
- Artificial Intelligence
- Cybersecurity
- Innovation
- Research
- Digital Inclusion

Vision

An Africa where every young person has the digital skills, opportunities, and support needed to thrive in the global digital economy.

Mission

To prepare African youth for the future workforce through digital literacy, artificial intelligence, cybersecurity, innovation, and workforce development opportunities that create pathways to employment, entrepreneurship, and lifelong learning.

Core Values

Core Value	Description
Innovation	Encouraging creativity, experimentation, and problem-solving
Empowerment	Equipping youth with skills, confidence, and opportunities
Integrity	Acting with honesty, transparency, and accountability
Collaboration	Working with partners to maximize impact
Inclusion	Expanding opportunities for underserved populations
Evidence-Based Decision Making	Using data, research, and learning to guide decisions

Our Vision For Change

AYT believes that digital transformation should create opportunities for everyone.

By equipping young people with workforce-relevant skills, mentorship, certifications, research opportunities, and innovation experiences, AYT seeks to support a future where African youth actively contribute to economic growth, technological advancement, and social development.

Strategic Positioning

What We Are	What We Are Not
Workforce Development Organization	Traditional School
Digital Skills Ecosystem Builder	General Education Provider
AI & Cybersecurity Pathway Organization	Humanitarian Relief Organization
Research & Innovation Catalyst	Technology Vendor
Youth Opportunity Platform	Short-Term Training Project

Target Beneficiaries

Primary Beneficiaries	Secondary Beneficiaries
Youth (16–35)*	Secondary School Students
University Students	Educators
Recent Graduates	Community Organizations
Young Professionals	Employers
Entrepreneurs	Governments and Universities

*A limited number of pilot programs serve participants aged 16–17. These pilots operate under AYT's Child and Youth Safeguarding Policy, requiring parental/guardian consent, partner safeguarding vetting, and age-appropriate program design (see Section 9).

Strategic Identity

We Are A Workforce Development Organization.

- Technology is the vehicle.
- Youth are the focus.
- Workforce outcomes are the goal.
- Partnerships are the strategy.
- Evidence and learning are the foundation.

Brand Promise

Every young person deserves the opportunity to participate in and shape Africa's digital future.

Organizational Aspirations By 2030

Aspiration	Target
Youth Reached	25,000
Countries Reached	10
Strategic Partners	20+
Active Volunteers	100
University Partnerships	20
Research Projects	50
Annual Operating Budget	\$5 Million
AI Governance/Ethics Curriculum Completers	2,000
Global Mentor Matches (via GME)	10,000

3 Situational Analysis

3.1 Introduction

Africa is experiencing one of the most significant demographic, economic, and technological transitions in modern history. Rapid population growth, increasing urbanization, expanding internet connectivity, and accelerating digital transformation are reshaping how individuals learn, work, communicate, and participate in society.

At the same time, employers, governments, educational institutions, and development organizations increasingly require workers who possess digital competencies, problem-solving skills, adaptability, and technology literacy.

These trends create both extraordinary opportunities and substantial risks.

Young people who develop relevant skills and gain access to workforce pathways will be positioned to participate in the emerging digital economy. Those who do not may face increasing barriers to employment, entrepreneurship, and economic mobility.

Africa Young Techies (AYT) was established in response to this challenge.

AYT believes that Africa's youth should not merely consume technology but should actively shape the future through innovation, research, entrepreneurship, leadership, and workforce participation.

This situational analysis examines the forces shaping Africa's digital workforce landscape and establishes the strategic rationale for AYT's mission and programs.

3.2 Demographic Opportunity

Africa is the youngest continent in the world.

Over the coming decades, Africa's youth population will continue to expand while many other regions experience aging populations and workforce contraction.

This demographic reality creates a historic opportunity.

A growing youth population can become a powerful driver of:

- Economic growth
- Innovation
- Entrepreneurship
- Technology adoption
- Research and development
- Workforce competitiveness

However, a demographic advantage does not automatically translate into economic opportunity. To realize the benefits of this demographic shift, investments must be made in:

- Education
- Workforce development
- Technology access
- Digital skills
- Innovation ecosystems
- Career pathways
- Leadership development

Without such investments, many young people may struggle to access meaningful opportunities in rapidly changing labor markets.

AYT views Africa's youth population as one of the continent's greatest assets and seeks to contribute to unlocking this potential through workforce-focused digital development initiatives.

3.3 The Digital Transformation Of Work

The future of work is increasingly digital.

Across industries and sectors, organizations are adopting technologies that improve efficiency, productivity, communication, and service delivery.

Artificial Intelligence, Cybersecurity, Cloud Computing, Data Analytics, Digital Platforms, Automation, and Remote Work technologies are reshaping labor markets worldwide.

As digital transformation accelerates, employers increasingly seek workers who possess:

- Digital literacy
- Technology proficiency
- Data literacy
- Critical thinking
- Problem-solving skills
- Communication skills
- Adaptability
- Continuous learning capabilities

These competencies are becoming essential not only for technology careers but also for roles in healthcare, education, agriculture, government, finance, logistics, and social development.

Digital transformation is therefore not solely a technology issue; it is a workforce issue.

AYT recognizes that preparing youth for the future workforce requires more than technical training. It requires holistic workforce readiness that combines technical skills, professional development, mentorship, and opportunity creation.

3.4 Digital Skills Gaps

Despite substantial progress in technology adoption, significant digital skills gaps remain across many African countries.

Challenges include:

- Limited access to quality digital education,
- Uneven internet connectivity,
- Insufficient technology infrastructure
- Limited exposure to emerging technologies
- Shortages of qualified instructors
- Limited practical learning opportunities
- Insufficient workforce-aligned curricula
- Limited access to certifications
- Weak links between training and employment

These gaps affect youth across urban and rural settings but often disproportionately impact:

- Women and girls
- Rural communities
- Low-income populations
- Marginalized groups
- Youth transitioning from education into employment

The result is a growing disconnect between labor market demand and workforce readiness.

Closing these gaps requires coordinated investments in skills development, mentorship, innovation, and workforce pathways.

3.5 Youth Employment Challenges

Youth unemployment and underemployment remain persistent concerns across many African countries.

Many young people complete secondary school, university, or vocational training without acquiring competencies that align with labor market demands.

Employers frequently report challenges identifying candidates who possess:

- Practical technical skills
- Workplace readiness
- Professional communication skills
- Problem-solving capabilities
- Digital competencies
- Relevant experience

This mismatch creates challenges for both employers and job seekers.

The consequences include:

- Unemployment
- Underemployment
- Reduced economic productivity
- Skills shortages
- Limited social mobility
- Lost innovation potential

AYT believes workforce development must intentionally bridge the gap between learning and opportunity.

This requires creating pathways that connect training, mentorship, certifications, internships, employment, entrepreneurship, and innovation.

3.6 Artificial Intelligence And Cybersecurity

Artificial Intelligence and Cybersecurity are among the fastest-growing areas of workforce demand globally.

AI technologies are transforming:

- Healthcare
- Agriculture
- Education
- Financial Services
- Government Operations
- Research
- Business Productivity

Similarly, Cybersecurity has become increasingly important as organizations, governments, and individuals rely on digital systems.

Growing digital dependence has created increasing demand for professionals capable of:

- Protecting systems
- Managing risk
- Supporting cyber resilience
- Promoting digital trust

Despite growing demand, many young people across Africa have limited exposure to AI and Cybersecurity education.

Barriers include:

- Limited awareness
- Limited training opportunities
- Lack of mentors
- Limited access to practical experiences
- Shortages of qualified instructors
- Few workforce pathways

AYT sees AI and Cybersecurity not simply as technology subjects but as strategic workforce pathways capable of creating opportunities for youth while supporting Africa's digital transformation.

3.7 Innovation And Entrepreneurship

Across Africa, technology-driven innovation is increasingly contributing to economic growth and problem solving.

Entrepreneurs are developing solutions that address challenges related to:

- Healthcare
- Education
- Agriculture
- Financial Inclusion
- Climate Resilience
- Governance
- Public Services

Young innovators play a central role in this ecosystem.

However, barriers remain:

- Limited access to mentorship
- Limited research opportunities
- Limited funding
- Weak innovation ecosystems
- Limited commercialization support
- Limited exposure to entrepreneurship

AYT believes innovation should be cultivated as both a workforce outcome and a development strategy.

By supporting innovation, research, and entrepreneurship, AYT seeks to empower youth to create locally relevant solutions that contribute to economic opportunity and social impact.

3.8 Gender And Digital Inclusion

Digital transformation must be inclusive.

Women, girls, rural populations, and underserved communities often face disproportionate barriers to participation in technology-related education and workforce opportunities.

These barriers may include:

- Affordability
- Access to devices
- Connectivity limitations
- Geographic isolation
- Social norms
- Limited professional networks
- Limited mentorship
- Limited exposure to role models

Without intentional intervention, digital transformation risks reinforcing existing inequalities.

AYT recognizes inclusion as both a social responsibility and an economic imperative.

The organization is committed to expanding access to digital opportunities while ensuring that workforce pathways remain accessible to diverse populations.

3.9 Strategic Opportunity For AYT

The convergence of demographic growth, digital transformation, workforce demand, innovation, and increasing investment in youth development creates a significant opportunity.

AYT is positioned to contribute by:

- Preparing youth for workforce participation
- Developing AI and Cybersecurity talent pipelines
- Supporting innovation and entrepreneurship
- Advancing digital inclusion
- Building partnerships
- Generating evidence through research and learning
- Strengthening connections between education and employment

Rather than operating as a traditional training provider, AYT seeks to function as a workforce ecosystem builder that connects youth with skills, mentors, opportunities, employers, innovators, researchers, and communities.

3.10 Conclusion

Africa stands at a critical moment in its development trajectory.

The decisions made today regarding digital skills, workforce development, innovation, and inclusion will influence economic opportunity for generations to come.

Investing in youth is not solely a social priority; it is an economic necessity.

AYT believes that by equipping young people with workforce-relevant skills, expanding access to opportunity, and supporting innovation and research, Africa's youth can become leaders, creators, innovators, entrepreneurs, and contributors to a thriving digital future.

3.11 SWOT Analysis

Strengths

Clear Alignment With Future Workforce Demand

AYT focuses on digital literacy, artificial intelligence, cybersecurity, workforce readiness, and innovation—areas experiencing significant growth globally and across Africa.

The organization's mission aligns directly with future-of-work priorities, digital transformation agendas, and workforce development investments.

Strong Demographic Opportunity

Africa has the youngest population in the world.

The growing youth population presents substantial opportunities to build digital workforce capacity and long-term impact.

Founder Expertise

AYT benefits from leadership experience in:

- Monitoring, Evaluation and Learning (MEL)
- Digital Health
- Data Analytics
- Information Systems
- Workforce Development
- International Development
- Evidence Generation

This expertise positions AYT to build strong measurement systems and demonstrate outcomes effectively.

Evidence-Driven Approach

Unlike many early-stage nonprofits, AYT is being designed with:

- A Theory of Change
- Results Framework
- Workforce Outcomes Dashboard
- Learning Agenda
- Research Strategy

These systems create a strong foundation for accountability and continuous improvement.

Flexible Organizational Model

As a young organization, AYT can adapt quickly to emerging technologies, labor market trends, and partnership opportunities.

The organization is not constrained by legacy systems or rigid operating structures.

Cross-Sector Appeal

AYT sits at the intersection of:

- Education
- Workforce Development
- Technology
- Youth Empowerment
- Innovation
- Economic Development
- Research

This creates opportunities to engage diverse funding and partnership ecosystems.

Weaknesses

Limited Organizational History

AYT is an emerging organization with limited operating history.

Many institutional funders prefer organizations with demonstrated implementation experience and multi-year performance records.

Limited Proof Of Impact

The organization has not yet generated significant outcome data related to:

- Employment
- Certification attainment
- Income growth
- Entrepreneurship
- Research outputs

Early-stage credibility must therefore rely heavily on leadership, partnerships, and strategic planning.

Dependence On Early Funding

AYT's ability to scale will depend heavily on successful fundraising during the first several years.

Insufficient funding could delay program implementation and organizational growth.

Limited Human Resources

Initially, AYT may rely heavily on volunteers, consultants, and a small leadership team.

This may constrain implementation capacity and organizational reach.

Limited Brand Recognition

AYT is still establishing visibility and credibility among donors, governments, universities, and technology partners.

Significant investment in communications and partnership development will be required.

Opportunities

Rapid Growth Of The Digital Economy

Demand for digital skills continues to increase globally.

Employers increasingly require technology-enabled workers across industries.

Growing Interest In AI

Governments, universities, corporations, and development organizations are investing heavily in AI education and workforce readiness.

AYT can position itself as a youth-focused AI workforce development organization.

Cybersecurity Workforce Shortages

Cybersecurity talent shortages continue to expand globally.

This creates opportunities to develop talent pipelines connecting African youth with high-demand career pathways.

Increasing Investment In Youth Employment

Governments, foundations, and multilateral organizations continue to prioritize:

- Youth employment
- Economic mobility
- Future workforce development
- Digital inclusion

AYT's mission aligns directly with these priorities.

University Partnerships

Growing demand for research collaboration and innovation creates opportunities to partner with African universities and research institutions.

Corporate Social Responsibility (CSR)

Technology companies increasingly invest in:

- Digital literacy
- Workforce development
- STEM education
- AI education
- Cybersecurity awareness

AYT's mission aligns strongly with these priorities.

African Startup Ecosystem Growth

The expansion of technology entrepreneurship creates opportunities for innovation challenges, mentorship programs, and entrepreneurship pathways.

Threats

Funding Competition

The nonprofit sector is highly competitive.

AYT competes with established organizations for grants, partnerships, and donor attention.

Economic Uncertainty

Global economic conditions may reduce philanthropic giving and grant funding.

Rapid Technological Change

Technology evolves quickly.

Training curricula, workforce pathways, and program models must continuously adapt to remain relevant.

Digital Infrastructure Gaps

Connectivity, equipment access, and infrastructure limitations may affect program delivery in some regions.

Talent Retention

As AYT grows, attracting and retaining skilled staff, mentors, and volunteers may become increasingly challenging.

Political And Regulatory Changes

Changes in government policies, education systems, or nonprofit regulations could affect operations and partnerships.

Cybersecurity Risks

As a technology-focused organization, AYT must protect participant data, research outputs, and organizational systems from cyber threats.

Strategic Implications

The SWOT analysis suggests that AYT should prioritize:

- Building early proof of impact through pilot programs.
- Establishing strong partnerships with universities, governments, and technology companies.
- Developing a reputation for evidence-based workforce development.
- Creating sustainable funding models that reduce dependence on any single funding source.
- Investing in organizational systems, governance, and measurement infrastructure from the outset.
- Positioning AYT as a workforce development organization rather than solely a digital literacy provider.

SWOT Conclusion

AYT enters the sector at a time when demand for digital workforce development, AI education, cybersecurity skills, and youth employment solutions is rapidly increasing.

While the organization faces challenges common to emerging nonprofits, its workforce-focused mission, evidence-based approach, and alignment with future labor market demands position it to become a credible and impactful contributor to Africa's digital transformation ecosystem.

3.12 Strategic Choice Statement

Purpose

As Africa Young Techies grows, opportunities to expand into new sectors, countries, and program areas will continue to emerge.

While growth can create impact, it can also create mission drift.

This Strategic Choice Statement establishes the organization's core strategic focus and provides guidance for decision-making throughout the 2026–2030 Strategic Plan period.

The purpose of this statement is to clearly define:

What AYT will do.

What AYT will not do.

How AYT will prioritize opportunities.

Our Strategic Focus

Africa Young Techies exists to prepare African youth for the future workforce through digital skills development, artificial intelligence, cybersecurity education, innovation, and workforce readiness.

AYT's primary contribution is not technology alone.

AYT's primary contribution is creating pathways to economic opportunity through workforce development.

Everything the organization undertakes should support this purpose.

What We Will Do

AYT Will

Prepare Youth For The Digital Workforce

Fund and provide technical assistance for workforce-relevant digital skills training, delivered through implementing partners, that improves employability, career readiness, and economic opportunity.

Develop AI And Cybersecurity Talent

Fund and support accessible pathways, delivered through implementing partners, for youth to explore, learn, and build competencies in Artificial Intelligence and Cybersecurity.

Support Research And Innovation

Promote African-led research, innovation, and technology solutions that address local and regional challenges.

Build Workforce Pathways

Connect participants to mentors, internships, certifications, employers, entrepreneurship opportunities, and professional networks.

Advance Digital Inclusion

Ensure that women, rural populations, underserved communities, and marginalized groups have equitable access to opportunities.

Generate Evidence

Use monitoring, evaluation, learning, and research to understand what works and continuously improve programs.

Build Strategic Partnerships

Collaborate with governments, universities, employers, technology companies, development organizations, and community leaders.

What We Will Not Do

AYT Will Not

Operate As A General Education Provider

AYT is not a primary, secondary, or university education institution.

Deliver Broad Humanitarian Assistance

AYT will not focus on food aid, emergency relief, shelter, healthcare delivery, or disaster response activities.

Pursue Technology For Technology'S Sake

Technology activities must contribute to workforce development, economic opportunity, innovation, or inclusion.

Develop Programs Without Clear Workforce Relevance

Programs must demonstrate a direct connection to skills development, employment, entrepreneurship, innovation, or future workforce participation.

Expand Geographically Without Capacity

AYT will prioritize depth, quality, and sustainability before rapid expansion.

Compete With Existing Educational Institutions

AYT will complement schools, universities, and training institutions rather than duplicate their services.

Sacrifice Quality For Scale

AYT will prioritize measurable outcomes and participant success over participant volume alone.

Operate As A Direct In-Country Implementer

AYT provides funding, technical assistance, and fiscal management. Program delivery is carried out by vetted government and grassroots implementing partners, not by AYT staff.

Strategic Decision Filter

Before launching any new program, partnership, or initiative, AYT leadership should ask:

Question 1

Does this opportunity contribute to workforce development?

Question 2

Does this opportunity advance digital skills, AI, cybersecurity, innovation, or workforce readiness?

Question 3

Will this create measurable outcomes for youth?

Question 4

Does AYT have the capacity to implement it effectively?

Question 5

Can impact be measured and demonstrated?

Question 6

Does this align with our mission and Theory of Change?

If the answer to most of these questions is no, AYT should not pursue the opportunity.

Our Unique Position

Many organizations teach technology.

Many organizations support youth.

Many organizations conduct research.

AYT sits at the intersection of:

- Youth Development
- Digital Workforce Development
- Artificial Intelligence
- Cybersecurity
- Innovation
- Research
- Evidence-Based Learning

This intersection creates AYT's unique value proposition.

Strategic Choice Summary

Africa Young Techies is a workforce development organization.

We prepare African youth for the future economy.

We use technology as a pathway.

We measure outcomes.

We build partnerships.

We invest in innovation.

We create opportunities.

Everything else is secondary.

Board Commitment

The Board of Directors commits to using this Strategic Choice Statement to guide strategic planning, program development, partnership selection, resource allocation, and organizational growth throughout the 2026–2030 planning period.

4 Strategic Goals and Objectives

Strategic Goal 1 Prepare Youth For The Digital Workforce

Why This Matters

Millions of African youth are entering labor markets that increasingly require digital skills, adaptability, problem-solving capabilities, and workforce readiness. AYT will fund, design, and provide technical assistance for training delivered through implementing partners, equipping young people with practical skills and career pathways that improve employability and economic opportunity.

Objective	Key Initiatives	2030 Targets
Objective 1.1: Provide foundational digital literacy training	Digital Literacy Bootcamps; Digital Productivity Skills; Digital Safety and Online Citizenship; Community-Based Learning Programs	15,000 youth trained; 80% completion rate; 85% digital literacy competency achievement
Objective 1.2: Strengthen workforce readiness and career preparation	Resume Development; Interview Preparation; Professional Communication; Career Coaching; Workplace Readiness	10,000 youth complete workforce readiness training; 90% participant satisfaction
Objective 1.3: Expand mentorship and professional networks	Mentor Network; Industry Speaker Series; Career Exposure Events; Professional Networking Platforms	1,000 active global mentors; 10,000 mentor-mentee matches (via the Global Mentorship Exchange)

Key Performance Indicators

KPI Category	Indicators
Participation	Youth Enrolled; Youth Graduated
Skills Development	Digital Literacy Competency; Career Readiness Competency
Engagement	Mentor Participation
Quality	Participant Satisfaction

Strategic Goal 2 Build AI And Cybersecurity Talent Pipelines

Why This Matters

Artificial Intelligence and Cybersecurity are among the fastest-growing workforce sectors globally. AYT will create accessible pathways into these emerging fields.

Objective	Key Initiatives	2030 Targets
Objective 2.1: Increase AI literacy among youth	AI Fundamentals Program; Responsible AI Education; Applied AI Projects; AI Innovation Challenges	10,000 youth trained
Objective 2.2: Expand cybersecurity awareness and skills development	Cybersecurity Foundations; Cyber Hygiene Campaigns; Security Awareness Training; Hands-On Cyber Labs	8,000 youth trained
Objective 2.3: Support industry-recognized certifications	Certification Scholarships; Exam Preparation; Peer Learning Cohorts; Mentorship	1,000 certifications earned

Key Performance Indicators

KPI Category	Indicators
Training Outcomes	AI Training Completion Rate; Cybersecurity Completion Rate
Certification Outcomes	Certification Pass Rate
Learning Outcomes	Participant Skills Gain

Strategic Goal 3 Advance Research, Innovation And Entrepreneurship

Why This Matters

Africa's digital future must be shaped by African innovators, researchers, and entrepreneurs.

Objective	Key Initiatives	2030 Targets
Objective 3.1: Promote youth-led research	Research Fellowships; Student Research Grants; University Collaborations; Research Showcases	50 research projects completed
Objective 3.2: Support innovation and entrepreneurship	Innovation Challenges; Hackathons; Prototype Development; Startup Mentorship	100 innovation projects supported
Objective 3.3: Facilitate knowledge exchange	Tech Talks; Research Summits; Exchange Programs; Innovation Forums	20 annual knowledge-sharing events

Key Performance Indicators

KPI Category	Indicators
Research	Research Projects; Publications Produced
Innovation	Innovation Projects; Startups Supported
Partnerships	University Partnerships

Strategic Goal 4 Promote Digital Inclusion And Equity

Why This Matters

Digital transformation must benefit all communities, particularly those historically underserved.

Objective	Key Initiatives	2030 Targets
Objective 4.1: Increase participation among women and girls	Women in Technology Programs; Mentorship Networks; Leadership Development; Scholarship Support	50% female participation
Objective 4.2: Expand access in underserved communities	Rural Training Programs; Community Learning Hubs; Digital Inclusion Campaigns; Partnerships with Local Organizations	40% underserved populations reached
Objective 4.3: Reduce barriers to participation	Scholarships; Equipment Support; Internet Access Partnerships; Accessible Learning Platforms	30% rural participation

Key Performance Indicators

KPI Category	Indicators
Inclusion	Female Participation Rate; Rural Participation Rate
Access	Scholarship Distribution
Equity	Accessibility Metrics

Strategic Goal 5 Build A High-Performing And Sustainable Organization

Why This Matters

Long-term impact requires strong governance, systems, partnerships, and financial sustainability.

Objective	Key Initiatives	2030 Targets
Objective 5.1: Strengthen governance and leadership	Board Development; Governance Training; Strategic Planning Reviews; Policy Development	Fully functioning governance structure
Objective 5.2: Diversify funding	Foundation Grants; Corporate Partnerships; Major Donor Programs; Individual Giving	\$5 Million annual operating budget
Objective 5.3: Strengthen monitoring, evaluation, and learning systems	Results Framework; Workforce Outcomes Dashboard; Annual Learning Reviews; Impact Reporting	Annual Impact Report Published; Dashboard Reporting Operational
Objective 5.4: Expand strategic partnerships	Government Engagement; University Partnerships; Technology Sector Partnerships; Development Sector Collaboration	20 strategic partners

• Partner Capacity & Performance (Implementing Partners)

Number of implementing partner staff trained through AYT technical assistance; partner compliance and reporting quality score; percentage of implementing partners meeting agreed delivery milestones.

Key Performance Indicators

KPI Category	Indicators
Financial Sustainability	Annual Revenue; Grant Success Rate
Partnerships	Partnership Growth
Governance	Board Engagement
Organizational Capacity	Volunteer Engagement
Accountability	Impact Reporting Timeliness

Strategic Goal 6 Advance AI Governance And Local Data Ecosystems

Why This Matters

The African Union Continental AI Strategy emphasizes that Africa must build the capacity to govern, localize, and apply AI, not simply consume AI developed elsewhere. AYT will fund, design, and provide technical assistance for programs, delivered through implementing partners, that build youth and institutional capacity in responsible AI policy, ethics, and African-led datasets, positioning graduates and partners to contribute to Africa's AI governance and data sovereignty.

Objective	Key Initiatives	2030 Targets
6.1 Build youth capacity in AI ethics, responsible AI, and policy literacy	AI Ethics and Governance Curriculum; integrated into AI Pathways Program and Digital Innovation Hub	2,000 learners completing AI governance/ethics curriculum
6.2 Support development of African-language and locally-relevant datasets	Local Dataset Research Cohorts; youth-led community data projects	10 local dataset research projects completed
6.3 Engage government partners on AI governance and public-sector AI capacity	Public-Sector AI Capacity Building, delivered with Government Implementing Partners	5 government partnerships including an AI governance component
6.4 Contribute youth and partner research to continental AI policy discussions	Policy Research and Knowledge Products	3 policy research outputs contributed to continental or national AI policy discussions

Key Performance Indicators

Indicator	Description
AI Governance Curriculum Completion	Number and percentage of learners completing AI ethics/governance curriculum
Local Dataset Projects	Number of youth-led local dataset research projects completed
Government AI Governance Partnerships	Number of government partnerships with an AI governance or public-sector capacity component

Indicator	Description
Policy Contributions	Number of policy research outputs contributed to continental or national AI policy discussions

2030 Organizational Scorecard

Strategic Outcome Area	2030 Target
Youth Reached	25,000
Program Graduates	15,000
AI Learners	10,000
Cybersecurity Learners	8,000
Certifications Earned	1,000
Employment Placements	3,500
Entrepreneurship Ventures	500
Research Projects	50
Female Participation	50%
Countries Reached	10
Annual Operating Budget	\$5,000,000

5 Organizational Model and Program Portfolio

5.1 Program Architecture

AYT enables its mission through an integrated workforce development model, funding and providing technical assistance for programs delivered by government and grassroots implementing partners, designed to prepare African youth for participation in the digital economy.

Program Type	Program Name	Purpose
Flagship Program	Digital Workforce Accelerator	Workforce readiness, employability, and digital skills development
Supporting Initiative	AI Pathways Program	AI literacy and emerging technology workforce preparation
Supporting Initiative	Cybersecurity Pathways Program	Cybersecurity awareness, skills development, and career pathways
Supporting Initiative	Research & Innovation Lab	Research, innovation, entrepreneurship, and technology solutions
Flagship Platform	Global Mentorship Exchange	Cross-cutting mentorship, career coaching, and professional network platform supporting all AYT programs
Flagship Platform	AYT Digital Innovation Hub	Idea submission, research support, pitch development, and showcase platform for youth innovators

5.2 Program Portfolio Overview

Program	Primary Audience	Duration	Delivery Model	2030 Target
Digital Workforce Accelerator	Youth 16–35*	12 Weeks	Hybrid	15,000 Graduates
AI Pathways Program	Youth 16–35*	8–10 Weeks	Virtual & Hybrid	10,000 Learners
Cybersecurity Pathways Program	Youth 16–35*	10–12 Weeks	Virtual & Hybrid	8,000 Learners
Research & Innovation Lab	Students, Researchers, Entrepreneurs	Ongoing	Hybrid	50 Research Projects
Global Mentorship Exchange	Youth 16-35*, Global Mentors	Ongoing	Virtual	10,000 Mentor Matches
AYT Digital Innovation Hub	Youth Innovators 16-35*	Ongoing	Virtual & Hybrid	100 Innovation Projects

5.3 Flagship Program

Digital Workforce Accelerator

Program Purpose

Prepare African youth for workforce participation through digital skills development, career readiness, mentorship, and practical learning experiences.

Target Population

Primary Audience	Secondary Audience
Youth (16–35)*	Final-Year Secondary Students
University Students	Young Entrepreneurs
Recent Graduates	Early-Career Professionals

Program Structure

Module	Learning Area
Module 1	Digital Literacy Fundamentals
Module 2	Professional Productivity Tools
Module 3	Career Readiness
Module 4	Communication Skills
Module 5	Digital Safety & Online Citizenship
Module 6	Future of Work
Module 7	Mentorship & Networking
Module 8	Capstone Project

Expected Outputs

Output Area	Indicator
Training	Participants Trained
Mentorship	Mentor Engagements
Learning	Capstone Projects Completed
Career Development	Career Plans Developed

Expected Outcomes

Outcome Area	Expected Result
Employability	Improved workforce readiness
Skills Development	Increased digital competency
Professional Growth	Expanded networks and mentorship
Opportunity Creation	Improved access to employment pathways

2030 Targets

Indicator	Target
Program Graduates	15,000
Completion Rate	80%
Workforce Outcome Rate	70%
Participant Satisfaction	90%

5.4 AI Pathways Program

Program Purpose

Fund and support accessible pathways, delivered through implementing partners, into Artificial Intelligence and emerging technologies.

Program Structure

Module	Learning Area
Module 1	Introduction to Artificial Intelligence
Module 2	Prompt Engineering
Module 3	Responsible AI
Module 4	AI for Productivity
Module 5	AI for Business
Module 6	AI for Social Impact
Module 7	Applied AI Projects

Expected Outputs

Output Area	Indicator
Learning	AI Learners Trained
Innovation	AI Projects Completed

Output Area	Indicator
Mentorship	AI Mentors Engaged

Expected Outcomes

Outcome Area	Expected Result
Skills Development	Increased AI literacy
Workforce Readiness	Improved future workforce competencies
Innovation	Increased AI project participation

2030 Targets

Indicator	Target
AI Learners Trained	10,000
AI Projects Completed	500
AI Mentors Engaged	250

5.5 Cybersecurity Pathways Program

Program Purpose

Develop cybersecurity awareness, foundational skills, and career readiness.

Program Structure

Module	Learning Area
Module 1	Cyber Hygiene
Module 2	Threat Awareness
Module 3	Network Fundamentals
Module 4	Security Fundamentals
Module 5	Identity Protection
Module 6	Incident Response Basics
Module 7	Cybersecurity Career Pathways
Module 8	Certification Preparation

Expected Outputs

Output Area	Indicator
Training	Participants Trained
Certification	Certification Candidates Supported
Practical Learning	Cyber Projects Completed

Expected Outcomes

Outcome Area	Expected Result
Awareness	Improved cybersecurity knowledge
Workforce Development	Increased cybersecurity career readiness
Certifications	Improved certification attainment

2030 Targets

Indicator	Target
Participants Trained	8,000
Certifications Earned	1,000
Cybersecurity Projects Completed	500

5.6 Research And Innovation Lab

Program Purpose

Support African-led research, innovation, entrepreneurship, and technology solutions.

Program Components

Component	Description
Research Fellowships	Youth-led research projects
Innovation Challenges	Technology problem-solving competitions
Hackathons	Applied innovation events
Policy Research	Evidence generation and policy recommendations
University Collaborations	Joint research initiatives

Priority Research Areas

Research Area
Artificial Intelligence
Cybersecurity
Digital Inclusion
Future of Work
Innovation Ecosystems
Digital Health Innovation

Expected Outputs

Output Area	Indicator
Research	Research Projects
Publications	Policy Briefs
Innovation	Prototypes Developed
Partnerships	University Collaborations

Expected Outcomes

Outcome Area	Expected Result
Research Capacity	Increased youth-led research
Innovation	New technology solutions developed
Knowledge Generation	Expanded evidence base
Entrepreneurship	Innovation ecosystem growth

2030 Targets

Indicator	Target
Research Projects	50
Policy Briefs	25
Innovation Prototypes	50
University Partnerships	20

5.7 Program Differentiation

Traditional Skills Programs	AYT Workforce Model
Training Only	Training + Mentorship + Certification + Workforce Pathways
Skills Focus	Skills + Employability + Innovation
Short-Term Outputs	Long-Term Workforce Outcomes
Limited Measurement	Evidence-Driven Learning
Standalone Programs	Ecosystem-Based Approach

5.8 Program Outcome Framework

Outcome Level	Expected Results
Immediate Outcomes	Skills gained, knowledge improved
Intermediate Outcomes	Certifications, mentorship, workforce readiness
Long-Term Outcomes	Employment, entrepreneurship, innovation, economic opportunity
Impact	Increased participation in Africa's digital economy

5.9 Global Mentorship Exchange

Program Purpose

Connect young Africans with experienced professionals across the global diaspora to build confidence, career direction, and opportunity. The Global Mentorship Exchange (GME) is the mentorship layer underlying all AYT programs, rather than a standalone cohort-based course.

Program Model

Register & Match: mentors and mentees complete a short profile so AYT can match interests, goals, career fields, and availability. **Guided Conversation:** AYT provides conversation prompts to help mentors share practical advice and career lessons. **Career Direction:** mentees receive feedback and gain clarity on skills, confidence, and next steps. **Continued Opportunity:** strong matches may continue through group mentoring, technical office hours, career coaching, and alumni engagement.

Expected Outputs

Mentors registered and matched. Guided conversations completed. Career coaching sessions delivered. Internship referrals made.

2030 Targets

1,000 active global mentors. 10,000 mentor-mentee matches. 20,000 career coaching participants. 1,500 internship placements.

5.10 AYT Digital Innovation Hub

Program Purpose

Give young innovators a trusted platform to research, develop, pitch, showcase, and strengthen technology-driven ideas that respond to real community challenges, spanning AI, cybersecurity, education, health, agriculture, climate, financial inclusion, and accessibility.

Program Model

Submit Your Idea: describe the problem, proposed solution, intended users, and support required. AYT Reviews the Pitch: eligible ideas are reviewed for relevance, originality, feasibility, and community value. Research and Validation: innovators receive guidance to strengthen the problem statement and gather evidence. Pitch Development: selected applicants receive mentoring, presentation guidance, and storytelling support. Visibility and Connections: promising ideas are featured through AYT channels and introduced to mentors, universities, companies, or partners. Prototype or Pilot Pathway: where resources allow, strong concepts progress to challenges, prototype sprints, incubation opportunities, or supported pilots.

Expected Outputs

Ideas submitted and reviewed. Research and validation support provided. Pitches developed and showcased. Prototypes and pilots supported.

2030 Targets

100 innovation projects supported (aligned with Strategic Goal 3). Prototypes and pilots tracked through the Research & Innovation Lab’s 2030 targets (Section 5.6).

2030 Program Portfolio Scorecard

Program Area	2030 Target
Youth Reached	25,000
Program Graduates	15,000
AI Learners	10,000
Cybersecurity Learners	8,000
Certifications Earned	1,000
Research Projects	50
Innovation Projects	100
Employment Placements	3,500
Entrepreneurship Ventures	500

6 Implementation and Operating Model

6.1 Implementation Philosophy

AYT operates as a workforce ecosystem builder rather than a traditional training provider.

The organization combines workforce development, digital skills, mentorship, certifications, innovation, and employment pathways to support youth success in the digital economy.

Guiding Principle

Quality Before Scale

AYT prioritizes measurable outcomes, participant success, and program quality before geographic expansion.

6.2 AYT Workforce Ecosystem Model

Stage	Purpose	Expected Result
Recruit	Identify and engage youth participants	Increased access to workforce development opportunities
Train	Deliver workforce-relevant digital skills training	Skills acquisition and competency development
Mentor	Connect participants with experienced professionals	Expanded networks and career guidance
Certify	Support participants in earning recognized credentials	Improved workforce competitiveness
Connect	Link participants to internships, employment, entrepreneurship, and higher education opportunities	Workforce and economic outcomes

6.3 Participant Journey

Phase	Activities	Outputs
Recruitment	Outreach, applications, selection, onboarding	Participants enrolled
Training	Digital skills, AI, cybersecurity, workforce readiness training	Participants complete learning pathways
Mentorship	Mentor matching, career coaching, networking	Mentorship engagements completed
Certification	Exam preparation, certification support	Certifications earned
Workforce Transition	Internships, employment referrals, entrepreneurship support	Workforce outcomes achieved

Phase	Activities	Outputs
Alumni Engagement	Alumni network, volunteer opportunities, leadership roles	Long-term engagement and impact

6.4 Delivery Channels

Delivery Channel	Purpose	Target Audience
Virtual Learning	Scalable digital learning delivery	Multi-country participants
Hybrid Learning	Combination of online and in-person engagement	Urban and peri-urban participants
Community Learning Hubs	Localized training and support	Underserved communities
University Partnerships	Workforce and research pathways	Students and graduates
Employer Partnerships	Workforce placement opportunities	Program graduates
Innovation Labs	Applied learning and experimentation	Researchers and innovators

6.5 Delivery Structure

Level	Responsibilities
AYT Headquarters	Strategy, fundraising, MEL, partnerships, communications, technology systems
Country Partners	Recruitment, local implementation, reporting, stakeholder engagement
Universities	Training support, research collaboration, student engagement
Employers	Mentorship, internships, workforce placement
Community Organizations	Outreach, participant recruitment, local support

6.6 Organizational Growth Roadmap

Year	Organizational Structure
2026	Founder-led organization supported by volunteers and consultants
2027	Executive Director, Program Coordinator, Volunteer Coordinator
2028	Partnerships Lead, Communications Lead, MEL Consultant
2029	Director of Programs, Research Lead, Operations Support
2030	Regional workforce development organization providing technical assistance, fiscal management, and oversight to government and grassroots implementing partners through dedicated Country Partnership & TA teams

6.7 Staffing Model

Function	Primary Responsibility
Executive Director	Strategic leadership and organizational management
Program Team	Program delivery and participant support
Research & Innovation Lead	Research agenda and innovation programs
MEL Lead	Monitoring, evaluation, learning, and reporting
Partnerships Manager	Strategic partnerships and stakeholder engagement
Finance & Operations	Financial management and organizational systems
Communications Officer	Brand management and external communications
Country Partnership & TA Coordinators	Partner capacity-building, quality assurance, compliance, and reporting oversight (not direct implementation)

6.8 Volunteer Model

Volunteer Category	Role
Mentors	Career guidance and professional development
Trainers	Skills development and technical instruction
Researchers	Research projects and knowledge generation
Industry Experts	Guest speakers and technical advisors
Career Coaches	Workforce readiness support
Fundraising Ambassadors	Resource mobilization support

- 2030 Target: 100 Active Volunteers

6.9 Technology Stack

Function	Preferred Platforms
Learning Management	Moodle, Canvas, Google Classroom
Program Management	Airtable, Salesforce Nonprofit Cloud
Data Collection	KoboToolbox, ODK, CommCare
Analytics	Power BI, Tableau
Collaboration	Google Workspace, Microsoft 365
Research Repository	Open Science Framework

Function	Preferred Platforms
Project Management	Asana, ClickUp, Monday.com

6.10 Quality Assurance Framework

Quality Area	Quality Assurance Activity
Curriculum	Annual curriculum review
Facilitators	Facilitator training and certification
Participant Experience	Satisfaction surveys and feedback loops
Data Quality	Routine DQAs and validation checks
Partnerships	Annual partnership performance reviews
Workforce Outcomes	Employment and certification tracking
Learning Systems	Quarterly learning reviews

6.11 Scalability Model

Stage	Focus	Reach Target
Stage 1	Pilot Programs	500 youth
Stage 2	Multi-Country Expansion	5,000 youth
Stage 3	Regional Scale	25,000 youth

Growth Principle:

Expand only when program quality, participant outcomes, funding, staffing, and partnerships demonstrate readiness for scale.

6.12 Key Implementation Risks

Risk	Mitigation Strategy
Funding Constraints	Diversified funding portfolio
Partner Capacity	Partnership assessments and training
Technology Access	Hybrid and community-based delivery models
Participant Retention	Mentorship and participant engagement strategies
Talent Recruitment	Volunteer and advisor networks
Curriculum Relevance	Annual curriculum review
Data Privacy & Security	Data governance and cybersecurity policies

6.13 Critical Success Factors

Success Factor	Importance
Strong Partnerships	Essential for scale and sustainability
Evidence-Based Programming	Supports effectiveness and credibility
Workforce Focus	Maintains mission alignment
Quality Delivery	Improves participant outcomes
Technology-Enabled Learning	Supports reach and efficiency
Outcome Measurement	Demonstrates impact
Sustainable Funding	Enables long-term growth

6.14 Partnership And Fiscal Sponsorship Model

AYT operates as a technical assistance and fiscal management hub. AYT does not implement programs directly; program delivery is carried out by vetted government and grassroots implementing partners under agreements with AYT.

Agreement Structure

AYT will formalize each implementing partnership through one of two mechanisms: a Memorandum of Understanding (MOU) for non-financial collaboration, or a Subgrant Agreement for arrangements involving the transfer of funds. Subgrant Agreements will define scope of work, budget, reporting requirements, performance indicators, and compliance obligations.

Partner Due Diligence

Before entering a funded partnership, AYT will conduct a due diligence review covering organizational capacity, financial management systems, prior performance, and compliance screening (including anti-terrorism financing and sanctions checks consistent with U.S. federal requirements for international subrecipients).

Disbursement And Accountability

Funds will be disbursed in tranches tied to deliverables and reporting milestones. Implementing partners are accountable for program delivery, participant safeguarding, and field-level reporting. AYT remains accountable to funders for overall grant compliance, consolidated reporting, and fiscal stewardship of all funds disbursed to partners.

Compliance Oversight

AYT's Finance & Operations function will maintain a subgrant management system tracking partner agreements, disbursements, reporting deadlines, and compliance status, with periodic partner financial and programmatic reviews.

2030 Operating Aspiration

AYT operates as a regional workforce development ecosystem connecting youth, educators, employers, researchers, governments, and technology leaders to create sustainable pathways into Africa's digital economy.

7 Monitoring Evaluation Learning Research and Knowledge Management

Purpose

Africa Young Techies is committed to becoming an evidence-driven organization that continuously learns, adapts, and improves.

Monitoring, Evaluation, Learning, Research, and Knowledge Management (MELR-KM) provide the systems and processes necessary to measure progress, demonstrate impact, strengthen accountability, support decision-making, and contribute to broader knowledge on digital workforce development in Africa.

AYT views data not as a reporting requirement but as a strategic asset for organizational learning and improvement.

MELR-KM Vision

AYT will be recognized as a learning organization that uses data, research, and evidence to improve youth workforce outcomes and contribute to Africa's digital transformation.

MELR-KM Objectives

- Measure program performance and results.
- Demonstrate accountability to participants, partners, funders, and stakeholders.
- Generate evidence on effective digital workforce development approaches.
- Support adaptive management and continuous improvement.
- Promote research, innovation, and knowledge sharing.
- Strengthen organizational learning and institutional memory.

MELR-KM Framework

Monitoring

Purpose

Track implementation progress.

Questions

Are activities being implemented as planned?

Are targets being achieved?

Are participants being reached?

Key Outputs Tracked

- Participants enrolled
- Participants completed
- Training sessions delivered
- Mentorship sessions conducted
- Research projects initiated
- Partnerships established

Frequency

- Monthly
- Quarterly

Evaluation

Purpose

Assess effectiveness, relevance, efficiency, sustainability, and impact.

Questions

Are programs improving workforce readiness?

Are participants gaining relevant skills?

Are participants securing employment opportunities?

Which interventions generate the strongest outcomes?

Types of Evaluation

- Baseline Assessments
- Endline Assessments
- Outcome Evaluations
- Impact Studies
- External Evaluations

Frequency

- Annual
- Mid-term
- End-of-strategy review

Learning

Purpose

Use evidence to improve decisions and program quality.

Questions

What is working?

What is not working?

What should be improved?

How should programs evolve?

Learning Activities

- Quarterly Learning Reviews
- After Action Reviews
- Partner Reflection Sessions
- Participant Feedback Forums
- Annual Learning Summit

Research

Purpose

Generate evidence that advances digital workforce development, AI education, cybersecurity awareness, and innovation ecosystems.

Research Priorities

- Digital Workforce Development
- Artificial Intelligence
- Cybersecurity
- Digital Inclusion
- Future of Work
- Youth Employment
- Innovation Ecosystems
- Digital Health Innovation

Expected Outputs

- Research Reports
- Policy Briefs
- White Papers
- Case Studies
- Peer-Reviewed Publications

Knowledge Management

Purpose

Capture, organize, share, and preserve organizational knowledge.

Knowledge Products

- Toolkits
- Training Manuals
- Research Reports
- Case Studies
- Success Stories
- Learning Briefs
- Impact Reports

Knowledge Sharing Channels

- Website
- Partner Networks
- Conferences
- Research Forums
- Learning Events
- Digital Repository

Measurement Hierarchy

Level 1 Activity Monitoring

Measures

- Participation
- Completion
- Attendance
- Delivery

Reporting Frequency

- Monthly

Level 2 Output Monitoring

Measures

- Training Completion
- Mentorship Participation
- Research Activities
- Partnership Development

Reporting Frequency

- Quarterly

Level 3 Outcome Monitoring

Measures

- Skills Gains
- Certification Attainment
- Employment Outcomes
- Entrepreneurship Outcomes

Reporting Frequency

- Semi-Annual

Level 4 Impact Measurement

Measures

- Economic Mobility
- Workforce Participation
- Income Growth
- Community Impact

Reporting Frequency

- Annual

Workforce Outcomes Dashboard

AYT will maintain a Workforce Outcomes Dashboard tracking:

- Employment Rate
- Internship Placement Rate
- Certification Rate
- Income Growth
- Entrepreneurship Rate
- Female Participation
- Rural Participation
- Research Outputs
- Innovation Outputs
- Participant Satisfaction

The dashboard will support strategic planning, donor reporting, and program improvement.

Data Collection Systems

Primary Sources

- Registration Forms
- Attendance Records
- Assessments
- Surveys
- Certification Records
- Employment Tracer Studies
- Mentorship Records
- Research Documentation
- Partner Reports

Secondary Sources

- Government Data
- Labor Market Studies
- Industry Reports
- Research Publications

Digital Data Ecosystem

Data Collection

- KoboToolbox
- ODK
- CommCare
- Google Forms

Data Management

- Central Program Database

Analytics

- Power BI
- Tableau

Reporting

- Dashboards
- Reports
- Learning Briefs
- Impact Reports

Data Quality Assurance

AYT will implement Data Quality Assessments (DQAs) based on the following standards:

- Accuracy
- Completeness
- Timeliness
- Consistency
- Validity
- Integrity

Annual DQAs will be conducted to ensure data reliability.

Learning Agenda**Strategic Learning Questions**

- Which workforce development approaches generate the strongest employment outcomes?
- Which participant groups benefit most from AYT programming?
- What barriers limit participation among women and underserved populations?
- Which AI and Cybersecurity pathways create the strongest career opportunities?
- How can partnerships improve participant outcomes?
- What innovations improve learning effectiveness?

Research Agenda**Priority Area 1**

- Digital Workforce Development

Priority Area 2

- AI Education and Adoption

Priority Area 3

- Cybersecurity Awareness and Workforce Development

Priority Area 4

- Digital Inclusion

Priority Area 5

- Innovation and Entrepreneurship

Priority Area 6

- Digital Health Innovation

Knowledge Products

- Annual Impact Report
- Annual Learning Report
- Workforce Outcomes Dashboard
- Research Briefs
- Policy Briefs
- Case Studies
- Success Stories
- Conference Presentations
- Partner Learning Notes

Accountability To Participants

AYT commits to:

Collect participant feedback.

Act on participant feedback.

Communicate results transparently.

Ensure ethical data management.

Protect participant privacy.

Promote responsible use of data.

2030 MELR-KM Aspiration

By 2030, Africa Young Techies will be recognized not only for delivering workforce development programs but also for generating evidence, research, and learning that strengthens digital workforce development across Africa.

8 Partnership and Ecosystem Strategy

8.0 Partnership Tiers Implementing Vs. Enabling Partners

AYT's partnership ecosystem consists of two distinct tiers. This distinction matters because it determines fund flow, accountability, and agreement type.

IMPLEMENTING PARTNERS (Government and Community/Grassroots Partners): these partners receive AYT funding and technical assistance and are directly responsible for program delivery, participant recruitment, and field-level reporting. Relationships are formalized through MOUs or Subgrant Agreements as described in Section 6.14.

ENABLING PARTNERS (University, Corporate, Employer, and Development/NGO Partners): these partners contribute funding, expertise, technology, mentorship, research capacity, facilities, or employment opportunities. They do not implement AYT programs directly, and relationships with them are typically formalized through partnership or collaboration agreements rather than subgrants.

Purpose

Africa Young Techies recognizes that preparing African youth for the future workforce requires collaboration across multiple sectors.

No single organization can independently address the complex challenges related to digital skills development, workforce readiness, innovation, research, and employment.

AYT therefore adopts an ecosystem approach that leverages partnerships to increase reach, strengthen quality, improve sustainability, and maximize impact.

The purpose of this strategy is to establish a coordinated network of governments, universities, employers, technology companies, development organizations, community partners, and youth leaders working together to advance Africa's digital workforce.

Partnership Vision

AYT will serve as a catalyst and connector within Africa's digital workforce ecosystem, linking youth with learning opportunities, mentorship, research, innovation, and employment pathways.

Partnership Principles

All partnerships should align with the following principles:

- Mission Alignment
- Shared Value Creation
- Mutual Accountability
- Local Ownership
- Evidence-Based Decision Making
- Youth-Centered Design
- Equity and Inclusion
- Long-Term Sustainability

Partnership Framework

AYT's partnership ecosystem consists of six strategic categories.

Government Partners

University And Research Partners

Technology And Corporate Partners

Employment And Industry Partners

Development And NGO Partners

Community And Youth Partners

Category 1 Government Partners

Tier: Implementing Partner

Why Government Matters

Governments play a critical role in shaping workforce development, education, digital transformation, innovation, and youth employment policies.

AYT seeks to align its programs with national priorities while contributing evidence and expertise to support digital workforce development initiatives.

Potential Partners

- Ministries of Education
- Ministries of ICT
- Ministries of Youth
- Workforce Development Agencies
- Innovation Authorities
- National Research Institutions

Potential Contributions

As Implementing Partners, government partners primarily receive AYT funding and technical assistance to deliver programs locally. In addition, they contribute:

- Policy Alignment
- Curriculum Review
- Participant Recruitment
- Training Facilities
- Digital Transformation Initiatives
- Research Collaboration

Target by 2030

- 10 Government Partnerships

Category 2 University And Research Partners

Tier: Enabling Partner

Why Universities Matter

Universities provide critical expertise, infrastructure, research capacity, faculty engagement, and access to students.

AYT views universities as strategic partners in workforce development and innovation.

Potential Partners

- Public Universities
- Private Universities
- Technical Colleges
- Research Institutes
- Innovation Hubs

Potential Contributions

- Research Collaboration
- Faculty Engagement
- Student Recruitment
- Innovation Challenges
- Internship Opportunities
- Joint Publications

Target by 2030

- 20 University Partnerships

Category 3 Technology And Corporate Partners

Tier: Enabling Partner

Why Corporate Partners Matter

Technology companies possess expertise, resources, certifications, mentors, and workforce insights that can strengthen participant outcomes.

AYT seeks partnerships that connect learning to industry needs.

Priority Sectors

- Technology
- Cybersecurity
- Artificial Intelligence
- Cloud Computing
- Telecommunications
- Data Analytics

Potential Partners

- Microsoft
- Google
- Cisco
- IBM
- AWS
- Salesforce
- Oracle
- Local Technology Companies

Potential Contributions

- Funding
- Certification Support
- Mentorship
- Guest Speakers
- Technology Resources
- Employment Opportunities

Target by 2030

- 20 Corporate Partnerships

Category 4 Employment And Industry Partners

Tier: Enabling Partner

Why Employers Matter

Workforce development must ultimately connect participants to employment opportunities.

AYT will establish relationships with employers that support internships, apprenticeships, and employment pathways.

Potential Contributions

- Internships
- Job Shadowing
- Career Fairs
- Apprenticeships
- Employment Opportunities
- Industry Feedback

Target by 2030

- 100 Employer Relationships

Category 5 Development And NGO Partners

Tier: Enabling Partner

Why Development Partners Matter

Development organizations possess implementation experience, local networks, technical expertise, and complementary resources.

AYT seeks collaborative rather than competitive relationships.

Potential Partners

- International NGOs
- Local NGOs
- Foundations
- Multilateral Organizations
- Youth Organizations

Potential Contributions

- Co-Implementation
- Technical Assistance
- Funding Opportunities
- Learning Exchanges
- Research Collaboration

Target by 2030

- 25 Development Partnerships

Category 6 Community And Youth Partners

Tier: Implementing Partner

Why Community Matters

Community ownership is essential for sustainable impact.

AYT believes youth should be active participants in program design, implementation, and learning.

Potential Partners

- Community Organizations
- Youth Networks
- Faith-Based Organizations
- Youth Leaders
- Alumni Networks

As Implementing Partners, grassroots and community organizations primarily receive AYT funding and technical assistance to deliver programs at the local level. In addition, they contribute:

Potential Contributions

- Participant Recruitment
- Program Feedback
- Volunteer Support
- Community Engagement
- Peer Learning

Target by 2030

- 50 Community Partnerships

Partnership Value Proposition

AYT Offers Partners

- Access to youth talent
- Workforce development expertise
- Research collaboration opportunities
- Innovation ecosystems
- Data and evidence generation
- Community engagement
- Visibility and impact reporting

Partners Provide AYT

- Funding
- Expertise
- Technology
- Mentorship
- Research Capacity
- Facilities
- Employment Opportunities
- Networks
- Program Delivery (Implementing Partners)

Strategic Partnership Priorities

Phase 1

- 2026–2027
- Build Foundation
- Government Engagement
- University Partnerships
- Corporate Awareness
- Pilot Employers

Phase 2

- 2028–2029
- Expand Ecosystem
- Regional Partnerships
- Research Collaboratives
- Technology Sector Engagement
- Employer Networks

Phase 3

- 2030
- Regional Influence
- Policy Engagement
- Regional Research Networks
- Pan-African Workforce Initiatives

Partnership Governance

All strategic partnerships should include:

- Written Agreements
- Defined Roles
- Shared Objectives
- Performance Indicators
- Periodic Reviews
- Mutual Accountability
- Knowledge Sharing Mechanisms

Partnership Success Indicators

- Number of Active Partnerships
- Partner Retention Rate
- Funding Leveraged
- Internships Created
- Employment Opportunities Created
- Research Outputs Produced
- Mentors Engaged
- Youth Reached Through Partnerships

2030 Ecosystem Aspiration

By 2030, Africa Young Techies will serve as a trusted convener within Africa's digital workforce ecosystem, bringing together governments, universities, employers, technology companies, development organizations, and youth leaders to expand access to opportunity and accelerate digital workforce development across the continent.

9 Organizational Development and Governance

Purpose

Africa Young Techies recognizes that sustainable impact requires strong leadership, effective governance, sound financial management, operational excellence, and a culture of accountability.

The purpose of this section is to establish the structures, systems, and leadership necessary to support organizational growth while maintaining mission alignment, transparency, and program quality.

AYT is committed to building a resilient institution capable of delivering measurable outcomes for youth while earning the trust of participants, partners, funders, and communities.

Organizational Development Vision

By 2030, AYT will be a high-performing, evidence-driven, financially sustainable organization recognized for strong governance, effective leadership, operational excellence, and measurable impact.

Governance Philosophy

AYT believes that effective governance is essential for:

- Mission Stewardship
- Strategic Oversight
- Financial Accountability
- Risk Management
- Ethical Leadership
- Long-Term Sustainability

The Board of Directors serves as the guardian of the organization's mission, vision, values, and long-term strategy.

Governance Structure

Board Of Directors

Role:

Provide strategic direction, fiduciary oversight, policy governance, and organizational accountability.

Responsibilities:

- Approve strategic plans
- Approve annual budgets
- Monitor organizational performance
- Support fundraising
- Ensure legal compliance
- Select and evaluate Executive Director
- Provide strategic guidance

Board Size

Initial:

- 5–7 Members

Target by 2030

- 9–15 Members

Board Composition

AYT seeks diverse expertise across:

- Technology
- Cybersecurity
- Artificial Intelligence
- Education
- Workforce Development
- Research
- Finance
- Legal
- International Development
- Fundraising
- Corporate Leadership
- Community Engagement

Board Committees

Executive Committee

Provides leadership between board meetings.

Finance And Audit Committee

Oversees:

- Financial Management
- Budgeting
- Audit Readiness
- Internal Controls
- Risk Monitoring

Programs And Impact Committee

Oversees:

- Program Quality
- Strategic Goals
- Results Framework
- Workforce Outcomes Dashboard
- Evaluation Findings

Governance And Nominations Committee

Oversees:

- Board Recruitment
- Board Development
- Board Performance
- Policy Review
- Succession Planning

Partnerships And Resource Development Committee

Supports:

- Fundraising
- Partnership Development
- Corporate Engagement
- Strategic Relationships

Advisory Council

Purpose

Provide technical expertise and thought leadership.

Advisory members do not hold fiduciary responsibilities.

Potential Expertise Areas:

- AI
- Cybersecurity
- Digital Health
- Workforce Development
- Research
- Education
- Government Relations
- Youth Development

Target by 2030

- 20 Active Advisors

Leadership Model

- 2026
 - Founder-Led Organization
 - Volunteer Support
 - Consultants
- 2027–2028
 - Executive Director
 - Program Coordinator
 - Partnerships Lead
 - Volunteer Coordinator
 - Communications Support
- 2029–2030
 - Executive Director
 - Director of Programs
 - Director of Research & Innovation
 - Monitoring, Evaluation & Learning Manager
 - Partnerships Manager
 - Finance & Operations Manager
 - Communications Officer
 - Country Partnership & TA Coordinators

Volunteer Strategy

Volunteers will remain a core component of AYT's operating model.

- Volunteer Categories
- Mentors
- Trainers
- Researchers
- Curriculum Advisors
- Career Coaches
- Technology Experts
- Fundraising Ambassadors

Target by 2030

- 100 Active Volunteers

Talent Development

AYT will invest in:

- Leadership Development
- Professional Development
- Technical Training
- Performance Management
- Knowledge Sharing
- Cross-Cultural Competence
- Diversity and Inclusion

The organization seeks to become an employer and volunteer destination for mission-driven professionals.

Policy Framework

AYT will establish and maintain policies covering:

- Conflict of Interest
- Code of Conduct
- Whistleblower Protection
- Financial Management
- Procurement
- Data Protection
- Cybersecurity
- Volunteer Management
- Child and Youth Safeguarding
- Research Ethics
- Diversity, Equity and Inclusion
- Document Retention

Child And Youth Safeguarding Policy (Summary)

Because a limited number of AYT pilot programs serve participants aged 16-17, AYT maintains a dedicated Child and Youth Safeguarding Policy requiring: written parental or guardian consent for any participant under 18; safeguarding vetting and training for all implementing partner staff and volunteers with participant contact; a code of conduct prohibiting unsupervised one-on-one contact between adults and minors; a confidential reporting and response procedure for safeguarding concerns; and age-appropriate program and data-collection design. Compliance with this policy is a required term of every implementing partner agreement involving participants under 18.

Risk Management

AYT recognizes the importance of proactive risk management.

Key Risk Areas

- Strategic Risk
- Operational Risk
- Financial Risk
- Cybersecurity Risk
- Compliance Risk
- Reputational Risk
- Partnership Risk
- Program Quality Risk

Annual risk assessments will be conducted.

Compliance And Accountability

AYT commits to maintaining compliance with:

- IRS Requirements
- State Registration Requirements
- Charitable Solicitation Regulations
- Data Protection Standards
- Research Ethics Standards
- Financial Reporting Requirements
- Grant Compliance Requirements

Technology And Operations

AYT will leverage technology to support:

- Program Delivery

Data Collection

- Monitoring & Evaluation
- Research
- Financial Management
- Communications
- Knowledge Management

Preferred Systems

- Google Workspace
- Microsoft 365
- Power BI
- Salesforce Nonprofit Cloud
- KoboToolbox
- Project Management Platforms

Organizational Culture

AYT seeks to foster a culture characterized by:

- Innovation
- Accountability
- Collaboration
- Learning
- Inclusion
- Integrity
- Service
- Continuous Improvement

Success Indicators

- Board Engagement Rate
- Volunteer Retention Rate
- Staff Retention Rate
- Policy Compliance Rate
- Audit Readiness
- Partner Satisfaction
- Grant Compliance Performance
- Operational Efficiency Metrics

2030 Organizational Aspiration

By 2030, Africa Young Techies will be recognized as a trusted, well-governed, and sustainable institution that effectively prepares African youth for the digital workforce while generating research, innovation, and measurable social impact.

10 Financial Sustainability and Resource Mobilization Strategy

Purpose

Africa Young Techies recognizes that achieving long-term impact requires sustainable financial resources, diversified funding streams, strong stewardship practices, and strategic investment.

The purpose of this strategy is to establish a resource mobilization framework that supports organizational growth, program delivery, innovation, research, and long-term sustainability.

AYT seeks to build a resilient funding model that reduces dependency on any single donor, funding source, or partnership.

Financial Sustainability Vision

By 2030, AYT will maintain a diversified and sustainable funding portfolio that supports high-quality programming, organizational growth, innovation, and strategic expansion across Africa.

Resource Mobilization Principles

AYT will pursue funding opportunities that:

- Align with the organization's mission
- Support long-term sustainability
- Promote measurable impact
- Strengthen organizational capacity
- Preserve organizational independence
- Support innovation and learning
- Advance equity and inclusion

Funding Philosophy

AYT views fundraising as relationship building rather than resource extraction.

The organization seeks long-term strategic partners who invest in workforce development, digital inclusion, innovation, and youth opportunity.

Funding will be pursued in ways that strengthen mission alignment and organizational integrity.

Funding Portfolio Target

- 2030 Goal

No single funding source will account for more than 30% of annual organizational revenue.

Target Funding Mix

- Foundations and Philanthropy:
35%
- Corporate Partnerships:
25%
- Government and Multilateral Grants:
20%
- Individual Giving:
10%
- Earned Revenue:
10%

Resource Mobilization Pillar 1 Foundations And Philanthropy

Objective

Secure multi-year support from foundations that align with workforce development, youth empowerment, digital inclusion, and innovation.

Target Areas

- Youth Employment
- Workforce Development
- Digital Inclusion
- Artificial Intelligence
- Cybersecurity
- Innovation
- Research

Potential Funders

- Mastercard Foundation
- Ford Foundation
- Rockefeller Foundation
- Google.org
- Cisco Foundation
- Microsoft Philanthropies
- Regional African Foundations

Target by 2030

- \$1.75 Million annually

Resource Mobilization Pillar 2 Corporate Partnerships

Objective

Develop mutually beneficial partnerships with corporations that support workforce development and technology education.

Partnership Opportunities

- Program Sponsorships
- Certification Sponsorships
- Mentorship Programs
- Volunteer Engagement
- Technology Donations
- Research Collaboration

Target Sectors

- Technology
- Cybersecurity
- Telecommunications
- Financial Services
- Consulting
- Healthcare Technology

Potential Partners

- Microsoft
- Google
- Cisco
- IBM
- AWS
- Oracle
- Salesforce

Target by 2030

- \$1.25 Million annually

Resource Mobilization Pillar 3 Government And Multilateral Funding**Objective**

Align AYT programming with national and regional workforce development priorities.

Note: national governments may relate to AYT in two distinct ways — as funders providing grants to AYT, and/or as Implementing Partners receiving AYT subgrants and technical assistance to deliver programs locally (see Section 6.14 and Section 8.0). These are separate relationships and are managed under separate agreements.

Potential Sources

- National Governments
- African Union Initiatives
- World Bank
- African Development Bank
- UN Agencies
- USAID
- International Development Programs

Target by 2030

- \$1 Million annually

Resource Mobilization Pillar 4 Individual Giving**Objective**

Build a community of supporters committed to Africa's digital future.

Giving Programs

- Monthly Giving
- Major Donors
- Annual Campaigns
- Peer-to-Peer Fundraising
- Diaspora Engagement
- Digital Giving Campaigns

Target by 2030

- \$500,000 annually

Resource Mobilization Pillar 5 Earned Revenue

Objective

Develop mission-aligned revenue streams that support sustainability.

Potential Revenue Sources

- Workforce Development Consulting
- Research Services
- Training Services
- Corporate Workshops
- Curriculum Licensing
- Conference Events
- Technology Innovation Programs

Guiding Principle

Earned revenue activities must directly support AYT's mission.

Target by 2030

- \$500,000 annually

Fundraising Maturity Roadmap

- 2026
- Foundation Building
- Establish fundraising systems
- Develop donor materials
- Launch website and donor engagement
- Submit initial grant applications

Target Revenue

- \$100,000
- 2027
- Partnership Growth
- Expand foundation outreach
- Launch corporate engagement strategy
- Build donor database

Target Revenue

- \$250,000
- 2028
- Regional Expansion
- Pursue larger grants
- Launch major donor strategy
- Expand earned revenue initiatives

Target Revenue

- \$750,000
- 2029
- Institutional Growth
- Secure multi-year funding
- Expand corporate sponsorships
- Strengthen government partnerships

Target Revenue

- \$2,000,000
- 2030
- Sustainable Scale
- Diversified funding portfolio
- Regional funding partnerships
- Strong donor retention

Target Revenue

- \$5,000,000

Resource Development Infrastructure

AYT will establish:

- Donor Database
- Grant Management System
- Corporate Partnership Pipeline
- Stewardship Program
- Impact Reporting Framework
- Fundraising Calendar
- Resource Mobilization Committee

Donor Stewardship

AYT commits to:

- Transparent Reporting
- Timely Communication
- Impact Demonstration
- Recognition of Contributions
- Responsible Financial Management
- Strong Relationship Management

Investment Case

Why Invest in AYT?

AYT addresses one of Africa's most significant development opportunities:

Preparing the continent's growing youth population for success in the digital economy.

Investments in AYT support:

- Workforce Development
- Digital Inclusion
- Youth Employment
- Artificial Intelligence Education
- Cybersecurity Awareness
- Innovation
- Research
- Economic Opportunity

Key Performance Indicators

- Annual Revenue
- Revenue Growth Rate
- Funding Diversification Index
- Grant Success Rate
- Corporate Partner Growth
- Donor Retention Rate
- Cost of Fundraising
- Multi-Year Funding Secured

Financial Risk Mitigation

- Diversify Revenue Sources
- Build Operating Reserves
- Strengthen Financial Controls
- Maintain Conservative Growth Assumptions
- Develop Multi-Year Funding Agreements
- Conduct Annual Financial Reviews

2030 Aspiration

By 2030, Africa Young Techies will maintain a diversified, sustainable funding portfolio that enables the organization to expand opportunities for African youth while remaining financially resilient, mission-driven, and accountable.

Appendix A Funding Pyramid

Tier	Donor Segment	Contribution Range	Purpose	2030 Target	Annual Revenue Goal
Tier 1	Transformational Funders	\$250,000 – \$1,000,000+	Multi-country programs, institutional capacity building, workforce development initiatives, research portfolios	5–10 Funders	\$2,500,000
Tier 2	Strategic Partners	\$25,000 – \$250,000	Program sponsorships, certifications, innovation programs, scholarships, workforce pathways	20–30 Partners	\$1,500,000
Tier 3	Program Sponsors	\$5,000 – \$25,000	Cohorts, workshops, hackathons, mentorship programs, community initiatives	50 Sponsors	\$500,000
Tier 4	Individual Donors	\$25 – \$5,000	Flexible funding, community ownership, annual campaigns, diaspora engagement	1,000 Donors	\$500,000

Example Donor Types

Tier	Example Organizations
Tier 1	Mastercard Foundation, Google.org, Microsoft Philanthropies, World Bank, African Development Bank
Tier 2	Cisco Foundation, IBM SkillsBuild, Salesforce Foundation, Dell Technologies Giving
Tier 3	Local Businesses, Professional Associations, Technology Startups, Community Foundations
Tier 4	Diaspora Professionals, Alumni, Individual Supporters, Community Members

2030 Total Revenue Target

- \$5,000,000 Annual Revenue

Appendix B Grant Prospect Pipeline

Tier A Highest Strategic Fit

Funder	Strategic Alignment	Funding Type	Priority Rating
Mastercard Foundation	Youth Employment, Workforce Development, Entrepreneurship	Grants	★★★★★
Google.org	AI Education, Digital Inclusion, Workforce Development	Grants & Partnerships	★★★★★
Microsoft Philanthropies	Digital Skills, AI, Cybersecurity, Workforce Readiness	Grants & Technology Support	★★★★★
Cisco Foundation	Cybersecurity, Networking, Workforce Development	Grants & Certification Support	★★★★★
IBM SkillsBuild	AI, Digital Skills, Workforce Readiness	Partnership & Program Support	★★★★★

Tier B High Fit

Funder	Strategic Alignment	Priority Rating
Ford Foundation	Youth Empowerment, Inclusion, Innovation	★★★★☆
Rockefeller Foundation	Workforce Development, Economic Mobility	★★★★☆
Mozilla Foundation	Responsible AI, Digital Rights, Internet Health	★★★★☆
Patrick J. McGovern Foundation	AI for Social Impact	★★★★☆
Skoll Foundation	Social Innovation	★★★★☆
Omidyar Network	Technology & Innovation	★★★★☆
Conrad N. Hilton Foundation	Youth Development	★★★★☆
Dell Technologies Giving	STEM & Digital Skills	★★★★☆
Salesforce Foundation	Workforce Development & Technology Access	★★★★☆
LinkedIn Social Impact	Workforce Readiness & Employment	★★★★☆

Tier C Implementation And Multilateral Partners

Organization	Alignment	Priority Rating
USAID	Workforce Development, Youth Employment	★★★★☆
UNDP	Digital Transformation, Youth Innovation	★★★★☆

Organization	Alignment	Priority Rating
UNICEF	Youth Development & Digital Inclusion	★★★★☆
World Bank	Workforce Development & Education	★★★★☆
African Development Bank	Skills Development & Innovation	★★★★☆
African Union Programs	Continental Workforce Development	★★★★☆

2026 Fundraising Targets

Metric	Target
Applications Submitted	20–30
Grants Awarded	3–5
Revenue Generated	\$100,000–\$250,000
Strategic Partnerships Secured	5–10

Appendix C Strategic Funding Prioritization Matrix

Funding Opportunity Scoring Framework

Criteria	Description	Weight
Mission Alignment	Alignment with AYT mission and vision	25%
Strategic Alignment	Alignment with Strategic Plan priorities	20%
Funding Potential	Potential award size	15%
Probability of Success	Competitiveness and likelihood of award	15%
Partnership Value	Strategic relationships created	10%
Reporting Burden	Ability to manage compliance requirements	10%
Long-Term Potential	Opportunity for multi-year funding	5%

Scoring Guide

Score Range	Priority Level	Recommended Action
90–100	Immediate Priority	Pursue Immediately
75–89	High Priority	Include in Active Pipeline
60–74	Moderate Priority	Pursue if Capacity Exists
Below 60	Low Priority	Do Not Pursue

Example Application

Criteria	Weight	Score (1–5)	Weighted Score
Mission Alignment	25%	5	25
Strategic Alignment	20%	5	20
Funding Potential	15%	4	12
Probability of Success	15%	4	12
Partnership Value	10%	5	10
Reporting Burden	10%	3	6
Long-Term Potential	5%	5	5
TOTAL	100%	—	90

Result: PURSUE IMMEDIATELY

Funding Decision Rules

Question	Decision Filter
Does it advance workforce development?	Yes = Continue
Does it support AI, Cybersecurity, or Digital Skills?	Yes = Continue
Does it strengthen institutional capacity?	Yes = Continue
Does it create measurable outcomes?	Yes = Continue
Does it support long-term sustainability?	Yes = Continue
Does AYT have capacity to implement?	Yes = Continue

Funding Priority Areas

Priority Area	Priority Level
Workforce Development	Very High
Youth Employment	Very High
AI Education	Very High
Cybersecurity Pathways	Very High
Digital Inclusion	High
Innovation & Entrepreneurship	High
Research & Evidence Generation	High
Organizational Capacity Building	Medium–High