

# Youth & Employability: Challenges and Potential Solutions

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# Introduction



# 1-Student behaviour and mentality

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-We created a simple form for the students

- -We designed the questions with the help of professional data analysts

-We targeted 5000 student and till now we reached 1000.

# Some details about the sample :

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-The sample are between the age of 16 and 33 years (64.9% are 19-23 years old).

-54% of them are men.

-96.8% study at university level.(we faced problems in reaching the other sectors)

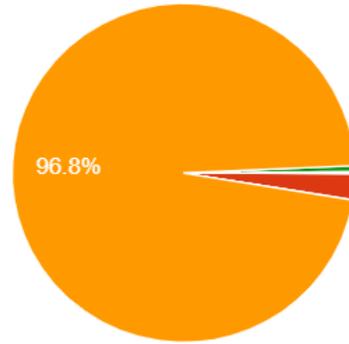
-2.2% of them are disabled.

-80% of them stated that after 10 years they should be out of Sudan.

# Results

## المؤهل التعليمي

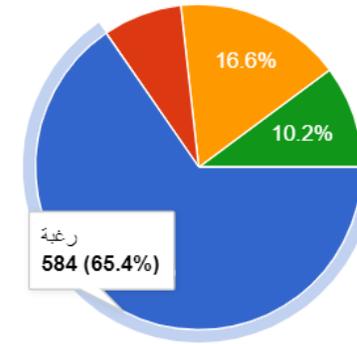
895 responses



- ابتدائي
- ثانوي
- جامعي
- لا يوجد مؤهل
- امدرمان الاسلامية

## لماذا اخترت هذا المجال للدراسة؟

893 responses



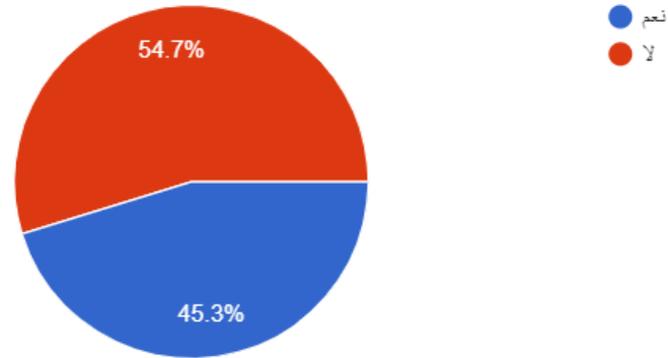
- رغبة
- خيار الاسرة
- نسبتك في الشهادة الثانوية
- اخرى

# Results (Continuation)

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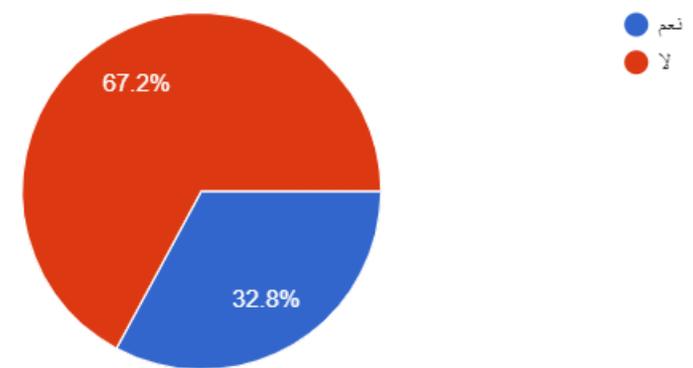
هل تلقيت (تدريب, دوره, كورس) في مجال تخصصك؟

895 responses



هل تلقيت اي نوع اخر من التدريب (تطوير ذات ومهارات او تدريب اخر)؟

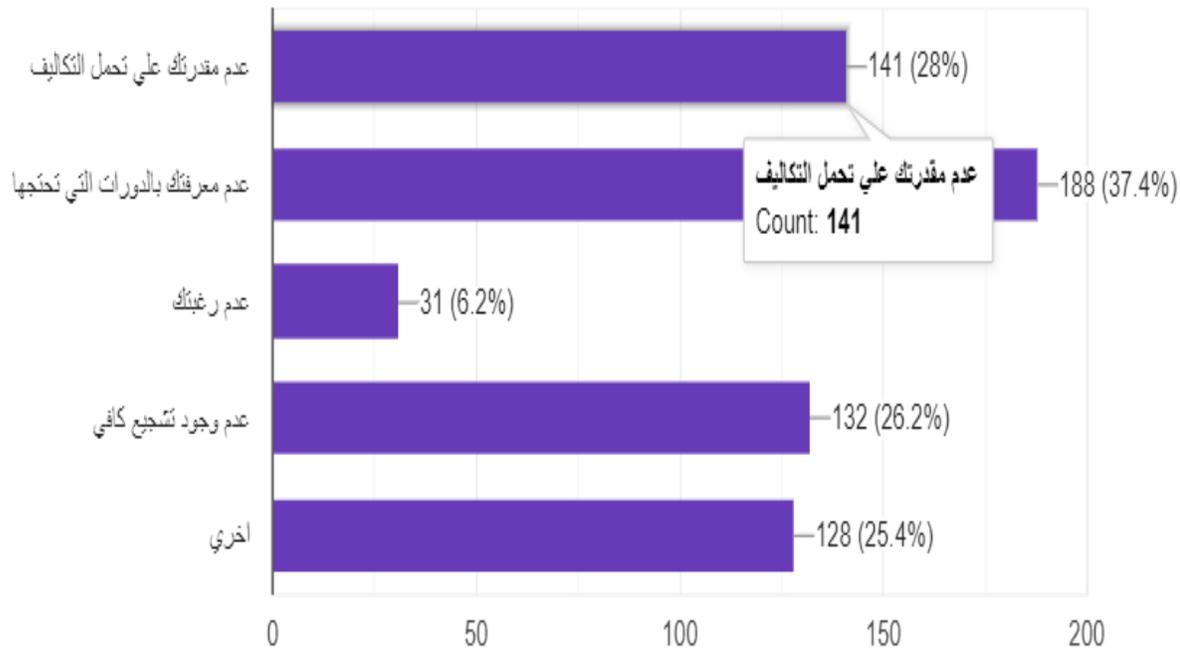
871 responses



# Results (continuation)

(إذا كانت الاجابه بلا فما السبب؟(يمكنك اختيار عدة خيارات

503 responses



4&1 the support is not only by the encouragement one might receive but it is also by providing them with opportunities. 26.2% of the sample believe that courses are not a priority to pay money for. While 28% do not have the financial ability to pay for courses.

3&2 In this sample, the behavior is to act as I should attend courses but out of the country. Which leads to the lack in interest (6.2%), respectively it also leads to believing that they don't want to lose effort to know which courses that they need (37.4%).

5 we found that 25.4% are facing other problems and we believe that they are facing a combination of all the above.

# Results (continuation)

\* We found that most of the people are seeking the materialistic outcome from work. So 75.4% chose to work in the private sector, thinking that where money is.

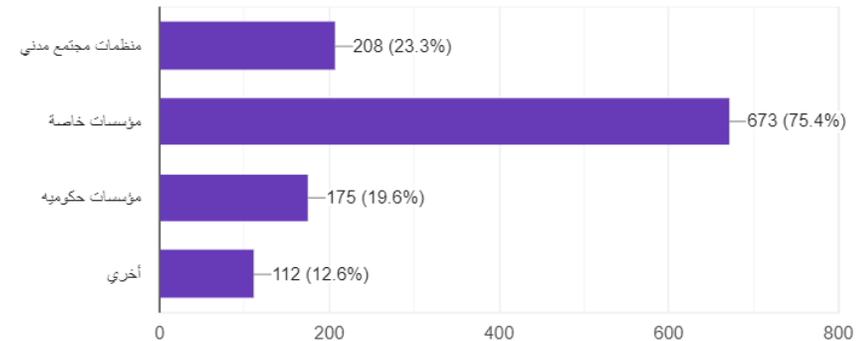
While the organizations are chosen to be the scape board out of the country (23.3%).

And the government sector is chosen by many who think the country would only benefit by working within the sector (19.6%).

And 12.6% chose others as that they have there own ideas for work or they don't know what happening yet.

(في اي نوع من المؤسسات تفضل العمل؟) يمكنك اختيار عدة خيارات

892 responses



Which is all stereotypical !!!

# Institution Attitude: (Briefing about the sample)

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-The initial target was 40 institutions and we have achieved the target (we are now targeting 100)

-All the institutions that we reached are based in Khartoum (the next target will have institutions from the rural areas).

-Most of them are in the private sector.

-We were in contact with Sudanese Businessmen and Employers Federation, but because of the pause put upon all unions, we stopped working on the survey as we were planning to reach all unions in our following step.

# Institutions Attitude:

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Institutions and trainee:

1-first track: is in the institutions which have a lack in their staff.

2-Second track: in the institutions where there is no staff shortage, but they have a gray trainee strategy.

3-Third track, the institutions which have clear strategy for the trainees.

# Institutions Attitude:

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Institution (Employer) and Employee:

- Employing strategy.

-Employees behavior

-Employing problems

# Potential Solution

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- The main Stakeholders.

-Gap between the parties.

-Data system.