

REPORT

The Future of Work: Opportunities for Africa's Youth

Africa has the youngest population of any continent. How young people prove their skills – and how quickly employers can trust them – will shape the next decade of work.

Key themes

- Skills over certificates. Employers increasingly hire for demonstrable skills, including short courses and micro-credentials.
- Remote and platform work. Digital platforms open regional and global markets, but only if workers can prove who they are and what they can do.
- Informal to formal. Verified work histories help informal workers access credit, insurance and better jobs.

What verified credentials change

When a qualification, reference or completed project can be verified instantly, the cost of trusting a new hire falls. That benefits first-time job seekers most, because they lack the networks that traditionally vouch for them.

Recommendations

- Educators: issue digital, verifiable certificates for every programme, including short courses.
- Employers: accept verifiable credentials and publish the skills you hire for.
- Young people: keep a single, verified record of learning and work, and share it with consent.
- Policy makers: support open standards and strong data protection so trust scales safely.