

INFO PAPER

Enhancing Youth Employability in the MENA Region

CRISP offers a diverse selection of simulation games that empower youth to improve the necessary skills demanded by the labour-market. Participants practice and enhance their conflict management and teamwork skills through experiential learning.

They further learn the steps that lead to the creation of an enterprise, developing a business plans, market analysis, risk assessment, sustainability plans, and other concrete, useful tools.

Current Challenges

The MENA region is home to a large population of young people, with around 55% of the population under the age of 30 (OECD, 2022). However, many young people in the region face significant challenges in accessing decent employment opportunities, including limited access to quality education and innovative learning methodologies, lack of marketable skills, and inadequate professional networks.

The MENA region continues to face the highest youth unemployment rate worldwide. Prior to the COVID-19 pandemic in 2019, a staggering 29.7% of young people aged 15–24 were neither employed, in school, nor receiving training. This figure is even more concerning for young women, with rate of 42.4% (UNICEF, 2023). In 2022, youth unemployment rate remained high, standing at approximately 26%, with female labour force participation being the lowest at 20% (World Bank, 2022).

The limited effectiveness of existing education and training systems plays a significant role here, as they fail to equip adolescents and young individuals with the necessary skills demanded by the labour-market.



Gaming for Employment

In today’s rapidly evolving job market, soft skills are highly valued in the workplace. Our gamified learning methods foster problem-solving competencies, collaboration among participants, facilitates the creation of shared strategies and their collective implementation. This approach allows participants to practice and enhance their soft skills through experiential learning, ensuring a more sustainable acquisition of these vital competencies.

Moreover, our simulation games are designed to be accessible and can effectively cater to educationally disadvantaged target groups, providing an inclusive learning experience. With our extensive experience working in the MENA region since 2012, we advocate the use of simulation games as an effective method to address the challenges of youth unemployment.



Our Simulation Games

Simulation games provide an engaging and interactive platform that mirrors real-life situations, making them ideal for effective learning. This approach offers participants the opportunity to experiment, fostering a self-organized and practice-oriented learning culture. At the core of simulation games lies a complex problem that participants navigate by stepping in the roles of various stakeholders, working collaboratively to find solutions.

By providing a safe space for exploration, simulation games encourage participants to apply and test their knowledge in realistic scenarios, enabling the acquisition and development of essential soft skills in an engaging manner.

Our simulation games offer young jobseekers the opportunity to explore their potentials, enhancing their profiles and improving their soft skills. Moreover, our simulation games address the structural factors of female unemployment and empower participants to overcome existing barriers.

Through simulation games, participants can also gain practical insights into establishing their own start-ups, including in-depth risk assessment and sustainability analysis. By engaging in these simulated entrepreneurial experiences, participants can develop a comprehensive skill set and the confidence necessary for successful entrepreneurship.

Our portfolio of simulation games



Offers

Our approach is flexible and we strive to customize our methodologies to meet local needs. As you continue your ongoing efforts to address the issue of unemployment, we offer incorporating the following foundational modules into your initiatives.



Tailor-made Simulation Games

According to your target group and to your present learning goals we develop a tailor-made, perfectly matching, simulation game. This simulation game will aim to equip the target group with necessary soft skills, such as: teamwork, effective communication, time management and more. Specific vocational skills could be further added upon request.



Training-of-Trainers

If you want to learn how to implement simulation games yourself, then join one of our ToTs and you will learn how to apply the method for your target groups with your own learning goals.



Job Preparation Training

A comprehensive training program with modules developed based on a needs assessment conducted to be tailored to the needs of the target audience. An initial list would include business skills, CV and motivation letter writing, mock interviews, personal development session and specific vocational training.



Educational Tools

Since there are numerous different tools in the field of non-formal education methods, as partners we can combine expertise and collaboratively develop non-formal education (NFE) methodologies that enhance youth employability.

Subject Areas

In the following section we introduce examples on how to support employability in the MENA region. The design and implementation of our activities will be based on a thorough market analysis of the specific local contexts as well as the needs and the potentials of the chosen target group. All our formats have the goal of improving cross-sector cooperation, especially between actors from the government, economy and civil society spheres.

Soft Skills & Personal Development

The overall goal is to increase job relevant soft skills among young people. The simulation game has an actors' centred approach, puts the participants in realistic situations and thus provides the space to train soft skills, such as teamwork, conflict-management, communication skills, criticism, initiative, creativity, and empathy.

Outcomes

Participants' knowledge, and proficiency in areas such as soft skills significantly increase. Furthermore, participants develop a better understanding of the qualities sought by employers and are more likely to perform well on pre-employment personality assessments like the Calliper Profile, Predictive Index Behavioural Assessment, Myers-Briggs Type Indicator, DISC Assessment Test, and Occupational Personality Questionnaire.



Social Innovation & Human-centred Design Thinking

Participants in the program will gain the ability to develop innovative solutions for social issues in their communities, demonstrating social innovation skills. They will also enhance their critical thinking abilities by evaluating complex information from various sources to form logical arguments and solve problems effectively.

The program will equip participants with a systematic problem-solving approach, involving problem definition, alternative solution generation, and feasibility evaluation. Additionally, they will develop human-centred design thinking skills, enabling them to understand the needs of target groups and create solutions that cater to those needs.

Outcomes

The simulation game will equip young individuals with the necessary skills to meet the current job market requirements, with a specific focus on social innovation, critical thinking and problem solving.

By integrating gamification and context-specific educational approaches, this simulation game will bridge the gap between practical knowledge and conventional training methods of promoting employability.



Collaborative Approaches

Participants will gain a clear understanding of how collaborative approaches can enhance overall impact and outcomes. Furthermore, participants will be exposed to various leadership models, with a particular emphasis on the concept of collective leadership. This exposure will equip them with valuable insights and strategies for fostering collaborative efforts and achieving shared goals.

Outcomes

Participants will experience the benefits of adopting a collaborative approach to address shared challenges. In the evaluation phase, participants will engage in a comprehensive analysis of various leadership styles, as well as strategies for initiating and sustaining dialogue among diverse institutions, organizations, and levels of authority. This process will facilitate a deeper understanding of effective leadership practices and establish a framework for fostering effective communication and cooperation across different entities.



Economic Empowerment of Girls and Women

Participants will gain a heightened awareness of their rights and inclusion in the labour force. They will develop a comprehensive understanding of entrepreneurship and acquire the necessary capabilities to pursue entrepreneurial endeavours. As a result, participants will be equipped with an entrepreneurial mindset that enhances their prospects and opportunities for business creation.

Outcomes

By actively participating in the simulation game and carefully examining the available job market opportunities, participants will gain a comprehensive understanding of the essential skills required for a seamless entry into the workforce. Moreover, they will enhance their knowledge and awareness of their rights as women, including equal pay, maternity leave, and protection against discrimination. This increased understanding empowers participants to navigate the job market more effectively and assert their rights in the workplace.



Entrepreneurship Training

Participants of the simulation game will learn the steps that lead to the creation of an enterprise including developing a comprehensive business plan encompassing risk assessment, sustainability plans, and organizational development, conducting market analysis, branding, and online market access and raising awareness of corporate social responsibility among young entrepreneurs.

Outcomes

Participants will gain comprehensive knowledge to successfully establish, sustain, and expand their enterprises. They gain insights into the opportunities, challenges, and strategies involved in creating various types of businesses. Additionally, participants enhance their networking capabilities.





What can we do for you?

As the self-conception of CRISP is not only to center around our own ideas, but to be an open platform for other projects having a similar motivation as we do.

We aim for a lively exchange of information and ideas and we are open for new formats and new challenges.

We are looking forward to receiving your message.

Get in touch with us !

Who we are

CRISP was founded in 2007. We are an independent, non-profit, non-partisan and nonconfessional organization, based in Berlin.

The staff of CRISP has extensive experience in the development and implementation of interactive learning tools, project management, and cooperation with international partners and donors.

Our experienced team has different skills, qualifications and regional expertise, which allow us to adapt to many different needs and requests.