

GREEN JOBS AND SKILLS PAVILION

OUTCOME REPORT

8-10 September 2025, Addis
Ababa, Ethiopia

IN PARTNERSHIP WITH

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Acronyms & Abbreviations

AAU – Addis Ababa University

ACS1 – First (1st) Africa Climate Summit

ACS2 – Second (2nd) Africa Climate Summit

AACJ – African Activists for Climate Justice

AGRA – Alliance for a Green Revolution in Africa

AUC – African Union Commission

BCRUP – Building Climate Resilience with the Urban Poor

BRIDGE – Building Rural Income through Inclusive Dairy Business Growth in Ethiopia.

COP – Conference of the Parties

FES – Friedrich Ebert Stiftung

GBF – Global Biodiversity Forum

GPSL3 – Global Programme on Skills and Lifelong Learning – (Phase III)

GDP – Gross Domestic Product

IPLCs – Indigenous Peoples and Local Communities

JLA – Jacob’s Ladder Africa

NAPs – National Action Plans

NDCs – Nationally Determined Contributions

NbS – Nature-Based Solutions

PACJA – Pan-African Climate Justice Alliance

P4G –Partnering for Green Growth and the Global Goals 2030

TVET – Training Vocational Education and Training

UNECA – United Nations Economic Commission for Africa

WRI – World Resource Institute

EXECUTIVE SUMMARY



The **Green Jobs and Skills Pavilion** at the Second Africa Climate Summit (**ACS2**), from 8–10 September 2025 in Addis Ababa, Ethiopia, was hosted by Jacob's Ladder Africa (**JLA**), alongside AGRA, WWF, SNV, UN ECA, FES, AAU, PACJA, World Vision, P4G, and our valued collaborators. The Pavilion stands as a bold achievement and a powerful signal of Africa's resolve to link climate ambition with opportunity for its people.

Together, we convened various government representatives, civil society, academia, private sector leaders, youth, women, marginalized groups, and Indigenous Peoples and Local Communities (IPLCs) to affirm the centrality of green jobs and workforce readiness in Africa's just transition.

The Pavilion served as a bold call to action: Africa's young workforce must be at the centre of climate solutions, making climate action a pathway to dignified work and thriving livelihoods. **We call for at least 10% of climate finance and investment flows to be directed toward building Africa's green workforce through skilling, retraining, and green job creation as an integral part of just transition pathways.**

Over the three days, the Pavilion created a vibrant space for dialogue, innovation, and the development of partnerships. Leaders, practitioners, and community voices engaged across critical sectors, including e-mobility, renewable energy, sustainable agriculture, waste management, construction, and green industrialisation.

Particular focus was given to ensuring women, youth, marginalised groups and IPLCs were not only represented but also actively engaged in shaping climate solutions and green economy pathways.

Building on the momentum of the Green Jobs and Skills Pavilion, the **African Union Commission (AUC)**, in partnership with **Jacob's Ladder Africa (JLA)**, **United Nations Economic Commission for Africa (UNECA)**, **Addis Ababa University (AAU)**, and the Ministry of Education–State Department for TVET, **Government of Kenya**, convened a high-level side event on green skills and jobs at the Africa Pavilion. The dialogue reinforced the Pavilion's agenda, calling for stronger alignment of education, climate finance, and labour policies to equip Africa with a future-ready workforce.

From these engagements, several clear messages emerged: Africa cannot deliver a just transition without addressing the skills gap; climate investments must be deliberately designed to generate inclusive employment and enterprise opportunities; and youth, women, marginalized groups and IPLCs are indispensable actors, bringing knowledge, creativity, and leadership to climate action.

These priorities, which place green jobs and skills at the very centre of Africa's climate strategy, resonated in the broader **Summit outcomes** submitted into the **ACS2 Addis Ababa Declaration**, recognising skills development, human mobility, and cross-border cooperation as essential to just transitions and green jobs.

Jacob's Ladder Africa, with our partners, remains committed to carrying the agenda of green jobs and skills forward, focusing on mobilising investment, strengthening partnerships, and ensuring that youth, women, and grassroots communities are not only beneficiaries, but leaders in shaping Africa's just transition.

Sellah Bogonko, HSC

Co-Founder & CEO, Jacob's Ladder Africa



GREEN JOBS & SKILLS PAVILION AT A GLANCE

8-10 SEPTEMBER 2025



17

Sessions Over
Three Days

500+

Cross-Sector
Participants

90+

Speakers, Expert
Contributors from
across Africa

10 SEPTEMBER 2025

High-Level Side Event hosted by the African Union Commission (AUC), Education, Science, Technology and Innovation (ESTI) Department alongside Jacob's Ladder Africa, United Nations Economic Commission for Africa (UNECA), Addis Ababa University (AAU), and the Ministry of Education, State Department for TVET, Government of Kenya, centred on green skills, titled: **Future-Proofing Africa's Green Workforce Through Inclusive Climate Action.**

DAY 1: NATURE-BASED SOLUTIONS, TECHNOLOGY, ENERGY AND RESILIENT INFRASTRUCTURE | WORKFORCE READINESS FOR CLIMATE ACTION

Session 1: Sustainable Agriculture, Land Use, Water and Oceans

Moderator: Dr. Kindie Fantaye, Head of Climate Adaptation, AGRA

Background

This session, convened by AGRA, examined how agriculture, land, and water systems can deliver resilience while expanding green job opportunities. Framing presentations and a stocktake of progress since the first Africa Climate Summit (ACS1) emphasised scaling climate-smart practices across the value chain. Persistent challenges were noted, including Africa's agricultural yields at half the global average, limited mechanisation, weak extension services, and low investment levels – most countries still allocate less than 10% of their budgets to agriculture.

Speakers & Key Messages

- **Prof. Esayas Lemma, CEO, Crop Development Office, Ministry of Agriculture:** Ministries must collaborate to align agriculture and climate policies with the creation of green jobs.
- **Yvonne Makena, Partnerships Liaison, Office of the CEO, Jacob's Ladder Africa:** At least 10% of climate finance should support Africa's green workforce through training and reskilling.
- **Prof. Tilahun Amede, AGRA:** Africa must mobilise resources internally to sustain climate-smart farming.
- **Carren Mwanzia, Co-Founder, Spring Agriculture:** Smallholders should be treated as investors; capacity and financial tools can improve their bankability.
- **Maziko Phiri, Country Director, AGRA (Zambia):** Shared impact of climate crisis – 70% crop failure leading to emergency and policy reforms on markets and storage.
- **James Magesa, Local Conference of Youth (LCOY) Representative, Tanzania:** Urged access to finance for grassroots youth and translation of declarations into action.



Highlights of Discussions

The dialogue pointed to weak inter-ministerial coordination, underinvestment, and limited inclusion of smallholders and youth in shaping policy. Employment creation was prioritised, with the AGRA–Mastercard YEFFA initiative cited as linking youth to opportunities in seeds, fertiliser, finance, and markets.

Immediate action should embed climate into national investment processes and NDCs, strengthen SMEs, and scale community-led practices. Medium-term priorities include improved coordination, accelerated adoption of innovations, and stronger local leadership. Over the long term, policies and incentives must scale proven success stories, ensuring smallholders and youth remain at the centre of transformation.

Conclusion

Agriculture must be seen as a driver of jobs and inclusive growth, not only as a source of food. Strong government leadership, targeted financing, cross-sector partnerships, and deliberate investment in youth and smallholder farmers will be essential for Africa's green transition.



Food systems are simultaneously life-sustaining and highly vulnerable. Integrating them into NDCs provides a pathway for adaptation, mitigation, and job creation.

Dr. Kindie Fantaye, Head, Climate Adaptation and Resilience, AGRA



Session 2: Food Forward NDC – Powering Africa's Climate Resilience and Equitable Food Future

Moderator: Agness Kalaluka Chinyama, Interim Chief Conservation Officer, WWF Zambia

Background

The session convened by WWF International explored the role of food systems in achieving Africa's climate resilience and equitable growth. It showcased how coordinated efforts are unlocking climate finance, addressed inclusion issues in agriculture and food systems, and explored barriers and pathways for integrating food systems into Nationally Determined Contributions (NDCs) aspirations. With over 140 million people acutely food insecure and agriculture employing nearly half of Africa's workforce, the discussions centred on how to integrate food into NDCs, mobilise finance, and generate dignified green jobs.

Speakers & Key Messages

- **Durrell Halleson, Head of Policy and Partnerships, Africa, WWF International** – Africa's food systems are essential for GDP (15–50%) but remain unsustainable. Introduced the Food Forward NDC Tool that helps countries translate policies into actionable climate commitments.
- **Dr. Kindie Fantaye, Head, Climate Adaptation and Resilience, AGRA**: Food systems are simultaneously life-sustaining and highly vulnerable. Integration into NDCs provides a pathway for adaptation, mitigation, and job creation. He called for Pan-African working groups to sustain action beyond ACS, ensuring that food systems transformation is embedded as a central pillar of Africa's just transition.
- **Nancy Rapando, Africa's Food Future Initiative Lead, WWF, International** – Detailed the Food Forward NDC tool
- **Ben Mwongela, Africa Coordinator, TCC AGRA** – Highlighted the Technical Cooperation Collaborative, a mechanism for collaboration that accelerates country-led food systems action, thereby eliminating silos and duplication.
- **Dr. Jeremiah Rogito, Specialist Soil Health, Climate and FOLU, AGRA** – Reiterated the importance of monitoring NDC implementation.



Highlights of Discussions

The session examined how Africa's food systems, although vital to livelihoods and economies, remain fragile and vulnerable to climate shocks. It underscored the need to integrate food more fully into national climate commitments as a pathway for adaptation, mitigation, resilience, and the creation of green jobs. Case examples from across the continent illustrated how regenerative agriculture, carbon-linked value chains, and soil restoration initiatives are improving productivity, diversifying incomes, and creating dignified opportunities for women and youth.

The Food Forward NDC tool was presented to help countries convert existing policies into actionable commitments across production, consumption, supply chains, governance, and monitoring. Participants also discussed collaborative mechanisms designed to eliminate silos, accelerate knowledge sharing, and support country-led action.

Key challenges identified included limited recognition of food's role in mitigation, fragmented institutional responsibilities, and exclusion of critical stakeholders in planning processes. Youth employment emerged as a priority, with calls for policies that expand access to finance, land, skills, and entrepreneurship opportunities.

Recommendations stressed the importance of applying the tool immediately to open policy space, strengthening cooperation across ministries and sectors in the medium term, and institutionalising inclusive, well-financed food transformation pathways in the long term.

Conclusion

Food must be fully integrated into NDCs to achieve resilience, adaptation, food security, and job creation. Declarations should be translated into action through finance, multi-sector partnerships, and youth inclusion.



Africa's food systems are essential for GDP growth (15–50%) but remain unsustainable. WWF has introduced the Food Forward NDC Tool to help countries translate policies into actionable climate commitments.

Durrell Halleson, Head of Policy and Partnerships, Africa, WWF International

Session 3: Shaping Inclusive Youth-Driven Innovations for Biodiversity, Climate and Land in Africa (WWF International)

Moderator: Sophie Odhiambo, Expert GBF Policy, Africa, WWF International



Background

The session addressed Africa's biodiversity decline, climate vulnerability, and the role of youth in advancing Nature-Based Solutions (NbS). With 76% of wildlife lost since 1970 and climate shocks deepening poverty, speakers emphasised that Africa must move from being seen as a victim to positioning itself as a solution provider, harnessing the energy and innovation of its youthful population.

Speakers and Key Messages

- **Durrell Halleson, Head, Policy and Partnerships Africa for Policy Advocacy, Africa, WWF International:** Opened with data on biodiversity loss and financing gaps, urging greater investment in NbS, technology, and youth-led entrepreneurship.
- **Alfonse Munyao, Africa Youth Climate Assembly:** Called for simple, accessible language to define NbS and relate it directly to lived experiences.
- **Jacquiline Kibet, Indigenous Youth Representative, West Pokot, Kenya:** Stressed reciprocity with nature and shared examples such as farmer-managed natural regeneration. She highlighted the importance of indigenous knowledge systems, noting that they must be recognised, protected, and used alongside modern science to restore ecosystems and empower marginalised communities.
- **Efrata Lewaiyan:** Advocated redefining the human-nature relationship by restoring wetlands, regenerating land, and protecting forests as pathways for resilience.
- **Gideon Toimassi, Chief Engagement Officer, Youth Senate, Kenya:** Concluded by stressing the need to build adaptive capacities in communities, promote intergenerational dialogue, and prioritise conservation over profit, linking these actions to green job creation and balanced societies

Highlights of the Discussion

The dialogue focused on how to better integrate youth priorities into National Action Plans (NAPs) and Nationally Determined Contributions (NDCs), ensure their access to land and finance, and de-risk youth-led projects to unlock innovation. Indigenous interventions were debated as a foundation for green jobs, with calls to strengthen knowledge hubs, promote biocultural protocols, and respect community land rights. Participants also raised concerns over the future of pastoralist livelihoods, the challenges of carbon markets, and the need for policy coherence that balances conservation with economic development.

Conclusion

Africa's biodiversity and climate goals cannot be achieved without meaningful youth inclusion, protection of indigenous knowledge, and stronger community-rooted practices. Conservation, innovation, and intergenerational dialogue were presented as key to shaping a resilient and inclusive future.

Session 4: Youth Showcase: Nature-Based Solutions, Technology, Energy And Resilient Infrastructure

Moderator: Christine Amira, Marketing & Sustainability Manager, Sub-Saharan Africa, WILO Group

Highlights of the Session

- **Abel Hailegiorgis: Bamboo for Mobility and Construction.** This social enterprise demonstrated how Ethiopia's vast bamboo resources can be utilised to create eco-friendly products, such as bicycles and wheelchairs. Beyond its affordability and accessibility for people with disabilities, bamboo offers high tensile strength, carbon absorption, and a wide range of applications in construction, textiles, and energy. Its potential to create rural employment, reduce deforestation, and support exports was strongly emphasised.
- **Ian Munyiri: Automated Soil-Manure Mixing & Potting Machine:** A student innovator from Kenya who has developed a mechanised solution to scale up tree seedling production. The machine reduces labour costs, multiplies output eightfold, and integrates biochar to improve soil fertility. Turning agricultural waste like sugarcane peelings into soil enhancers reduces methane emissions, boosts moisture retention, and supports large-scale afforestation goals.
- **Biruk Tesfaye: Organic Fertiliser from Waste:** Introduced compost production through a microbiological system that transforms urban waste into high-quality fertiliser. This addresses the high cost of synthetic inputs, improves soil health, and reduces pressure on landfills. Already recognised for reducing waste in Addis Ababa, the enterprise is scaling up production to reach thousands of smallholder farmers and urban gardeners, while creating jobs for youth and women.
- **Ribka Ermias Zewde: AI-Enabled Precision Agriculture:** The showcase from Ethiopia focused on data-driven farming tools that combine satellite imagery, soil data, and AI to deliver tailored advice to farmers in local languages. The model is linked to microcredit and insurance, utilising a "pay-on-harvest" subscription approach. Early pilots in Ethiopia have demonstrated a 30% increase in yields and a 20% reduction in water use, with ambitions to reach 50,000 farmers by 2027. The approach highlights how indigenous knowledge and digital tools can be combined to strengthen resilience.





Plenary Discussion

The plenary discussion interrogated the technical feasibility, scalability, and adoption pathways of the youth-led innovations. On bamboo applications, participants inquired about the structural integrity and durability under environmental stressors. The response detailed treatment processes using borax to reduce starch content, combined with protective coatings to mitigate termite damage and weather exposure. Expansion strategies were noted as initially dependent on farmer cooperatives and unions, with plantation-scale cultivation considered a longer-term option.

The organic fertiliser enterprise faced questions on why production volumes remained low despite abundant biomass inputs. The team identified systemic barriers, including community-level behavioural constraints, weak intersectoral collaboration, and limited access to mechanised processing.

Current mitigation strategies include sourcing pre-sorted waste streams from markets and livestock facilities, complemented by partnerships with community-based waste initiatives to improve segregation at source.

For the automated soil–manure mixing and potting machine, participants raised concerns regarding feedstock quality (particularly sugarcane peelings), heterogeneity across soil types, and the socio-cultural reluctance of youth to engage in waste collection. The innovator explained that conversion into biochar mitigates methane emissions, increases soil water-holding capacity by 20–30%, and reduces fertiliser costs, thereby offsetting these challenges.

The AI-enabled precision agriculture solution was scrutinised for its financial model and farmer affordability. Developers clarified that the service operates on a “pay-on-harvest” subscription basis, underwritten by credit and insurance partners. This structure de-risks adoption for smallholders and ensures revenue is tied to demonstrable yield improvements.

Conclusion

Collectively, the dialogue highlighted common cross-cutting barriers, finance, technology diffusion, and behavioural change, while affirming the potential of these innovations to enhance productivity, resilience, and green job creation at scale.



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At least 10% of climate finance must be directed to building Africa's green workforce.

Sellah Bogonko, HSC

Co-Founder & CEO, Jacob's Ladder Africa

DAY 2 - CLIMATE ADAPTATION & RESILIENCE | INCLUSION IN THE GREEN ECONOMY

Session 1: Workforce Readiness for Climate Action

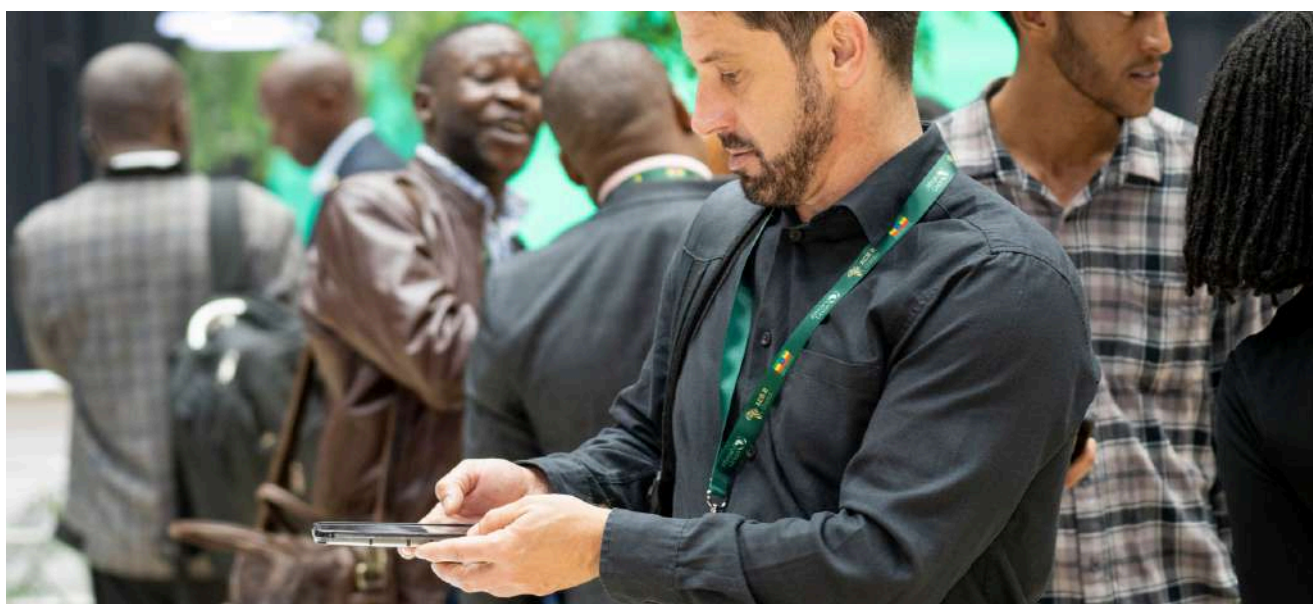
Moderator: Faith Ngige, National Coordinator- Kenya Platform for Climate Governance, Pan African Climate Justice Alliance (PACJA)

Background

The session on workforce readiness, convened by Jacob's Ladder Africa (JLA), brought together a dynamic panel of policymakers, private sector actors, and development partners to discuss how Africa can equip its people with the skills needed to drive a just transition. The discussion highlighted that climate change is not only reshaping economies but also transforming every occupation, making green skills an essential foundation for Africa's future.

Speakers and Key Messages

- **Dr. Esther Muoria, Principal Secretary, State Department for TVET, Government of Kenya - Ministry of Education** - Green skills must be embedded across all occupations through reforms and training-of-trainers approaches.
- **Durrel Halleson, Head, Policy & Partnerships, WWF International:** Policy frameworks and financing must prioritise green skills to achieve adaptation goals.
- **Anne Kamonjo, Head of Greening & Climate Change, Ministry of Education, Kenya:** Progress is being made in integrating green economy principles into curricula and TVET training
- **Andulalem Habtegeorgies, Chairman, Ande Mamma Manufacturing PLC:** Industry-led recycling and renewable energy ventures demonstrate how skills can be translated into enterprises and jobs.
- **Simon Ndoria, Regional Investment Manager Africa, P4G:** Blended financing and partnerships are needed to commercialise research and spur innovation.
- **Mr. Alemayehu Zewdie, National Project Coordinator (NPC) for International Labour Organization (ILO) GPSL3 Ethiopia Project, ILO:** Linking vocational training with environmental sustainability requires strong collaboration across sectors.



Highlights of Discussions

Drawing from diverse perspectives, panelists shared experiences and emerging models. The Ministry of Education, Kenya, highlighted progress in embedding green economy principles into education policy and curricula, while the International Labour Organization and partners showcased skill training programs ranging from handicrafting to vocational upskilling that link directly to environmental sustainability. The private sector emphasized opportunities in recycling, upcycling, and renewable energy ventures, while development partners underscored the urgency of aligning policy frameworks with continental strategies such as the African Development Bank's 10-year plan.

A consistent theme was the need for deeper collaboration across universities, Training Vocational Education and Training (TVET) institutions, and industry to bridge the skills gap, backed by financing models that support research commercialization and innovation. Funding constraints were acknowledged as a significant barrier, with calls for enabling ecosystems that encourage partnerships, knowledge exchange, and enterprise development.

Conclusion

In the short term, institutions must align policies with green economy goals and expand training-of-trainers approaches. Over the medium term, green skills should be fully embedded across education systems and industries, while in the long term, sustainable financing must be secured through strong partnerships and the commercialization of research.



Session 2: Green Jobs and Just Transitions

Moderator: Rhoda Boateng, Programme Coordinator for Climate Change, Just Transition & Occupational, Nigeria

Background

Co-convened by Jacob's Ladder Africa (JLA) and the Pan-African Climate Justice Alliance (PACJA), the session discussed how marginalized groups, women, youth, Indigenous Peoples, and grassroots communities are shaping and benefiting from Africa's just transition. The session surfaced diverse perspectives on adaptation, resilience, and equity while also highlighting indigenous knowledge and community-led innovations.

Speakers & Key Messages

- **Assefa Tofu (PhD), Manager (RESILIENT WE):** Women's access to microfinance and savings is critical to moving from participation to ownership
- **Tewodros Berihun, Project Manager, SNV (EnDev Core):** Clean cooking and energy-efficient solutions directly improve livelihoods and health
- **Dr. Robert Sangori, BCRUP LEAD/GEF8 Nairobi Sustainable Cities Integrated Project Focal Point:** Urban resilience requires policies that enforce inclusivity and embed grassroots priorities.
- **Helina Teklu, Founder, Seed Balls Ethiopia & Ethiopian Women & Youth Climate Assembly:** Indigenous knowledge, such as seed ball technology, can be adapted and scaled to restore biodiversity.
- **Habib Lukaya, Country Manager, Roam Electric:** E-mobility must be tailored to African markets, but financing models for grassroots services remain inadequate.



Highlights of Discussions

The discussion featured grassroots innovations that are both practical and transformative. Seed ball technology was presented as “an ancient solution modernised to restore biodiversity and strengthen resilience,” with growing participation of women and youth in such initiatives. Electric mobility tailored for African markets was also showcased, with participants stressing that while inclusiveness is improving, financial institutions currently lack models to support grassroots-led services such as ride-hailing and food delivery.

Examples from urban and rural contexts demonstrated how clean cooking solutions, solar irrigation, and recycling initiatives are already improving community health, livelihoods, and sustainability. Speakers emphasised that “women’s access to microfinance and savings is critical to turning participation into ownership” and called for policies that enforce inclusivity, stronger partnerships with educational institutions, and recognition of indigenous knowledge in formal adaptation strategies.

Conclusion

Equity must anchor Africa’s just transition, with immediate actions focused on expanding financial access and supporting grassroots-led solutions. Over the medium term, priorities include integrating indigenous knowledge into adaptation pathways and scaling women-led enterprises. In the long term, building financial ecosystems that value and sustain community-driven innovation will be vital to ensure vulnerable groups are not left behind but are empowered as leaders in shaping Africa’s green economy.



Women’s access to microfinance and savings is critical to moving from participation to ownership.

Assefa Tofu (PhD), Manager, RESILIENT WE, World Vision Ethiopia

Session 3: Reimagining Irrigation for Africa: Scaling Climate Smart Solutions for Food, Jobs, and Resilience

Moderator: Dr. Amos Ngwira, Senior Specialist – Systems Agronomist, AGRA

Background

The session, convened by the State Department for Irrigation, Kenya, in collaboration with partners, explored how irrigation can be repositioned as a driver of food security, job creation, and resilience in the face of climate change. The discussion centred on mobilising finance, strengthening collaboration, and integrating innovative technologies to scale climate-smart irrigation across Africa.

Speakers and Key Messages

- **Eng. Dr. Festus Ngeno, Principal Secretary Climate Change, Ministry of Environment, Climate Change and Forestry, Kenya – Keynote Address:** Regional lessons must inform a continental vision for scaling irrigation as a strategic adaptation tool.
- **Mr. Joel Tanui – Secretary, Land Reclamation, Climate Resilience & Water Management:** Strong political will and policy commitment are essential to deliver effective irrigation strategies
- **Dr. Zeleke Agide, Addis Ababa University, Ethiopia:** Expanding irrigation is critical for unlocking the agricultural potential of arid and semi-arid lands
- **Dr. Tilahun Amede – Head of Climate, Resilience & Soil Health, AGRA:** Building farmer knowledge and local capacity is central to sustaining irrigation technologies
- **Belete Matebe – Managing Director, Wilo East Africa:** Local pump production, pay-as-you-go financing, and fintech start-ups can make irrigation technologies more affordable and accessible.
- **Grace Alupo – Head of Project Management, African Activists for Climate Justice (AACJ) – PACJA:** Green financing and renewable energy integration in irrigation systems can transform livelihoods and support women-led enterprises.



Highlights of Discussions

Speakers stressed that Africa's arid and semi-arid lands hold immense agricultural potential if supported through robust irrigation investment plans. Financing was highlighted as a decisive factor, with calls for innovative models to draw in private capital while ensuring smallholders can access affordable solutions. Political will and commitment were also emphasised as essential for the successful implementation of irrigation strategies.

The role of the private sector featured strongly, with participants pointing to local pump manufacturing industries, pay-as-you-go financing arrangements, and fintech start-ups as examples of how technology and finance can be brought closer to end users. Collaboration with TVET institutions through initiatives such as water pump labs was highlighted as a way of building skills, creating local ownership, and equipping communities to manage irrigation systems effectively.

Green financing was recognised as central to advancing irrigation, not only for improving food and water security but also for transforming livelihoods and supporting women-led initiatives. Renewable energy integration into irrigation systems was cited as a pathway for reducing costs and strengthening sustainability.

Conclusion

Scaling irrigation in Africa requires expanding access to green finance, building human capital, and fostering stronger partnerships between governments, private sector actors, TVETs, and communities. Together, these measures will ensure irrigation becomes a foundation for Africa's climate-smart agricultural transformation.



Session 4: Energy Sector Showcase – Women Driving Africa's Green Mobility

Moderator: Manda Khabetsa, Chief Communications & Advocacy Officer, Jacob's Ladder Africa

Nouran Farouk, Dosy: Egypt's first tech-based micro-mobility platform for women, Dosy, demonstrated how connecting women to scooter and bicycle training can create green jobs, build skills, and promote sustainable transport. Beyond access to training, the model confronts cultural barriers and safety concerns that have long excluded women from micro-mobility. The initiative has trained over 7,000 women and created 300+ instructor jobs, signalling scalable pathways for women's livelihoods as trainers, delivery riders, and entrepreneurs across Africa.

Filagot Tesfaye, Ethiopian Women in Energy (EWiEn) Association: The Association promotes women's participation and leadership through training programs, youth and women incubators, advocacy, and annual awards that recognise outstanding contributions. Beyond capacity building, EWiEn engages in national energy strategies, including clean cooking and hydrogen, signalling the growing role of women as innovators, entrepreneurs, and leaders in Ethiopia's transition to sustainable energy.

Conclusion

The session demonstrated that women are emerging as key drivers of Africa's green mobility and energy transition. Through initiatives such as Dosy, EWiEn and various others highlighted at the Pavilion, they are breaking barriers, creating jobs, and shaping national strategies. Expanding these efforts across the continent will be essential to advance gender equity, unlock green jobs, and embed women's leadership at the core of sustainable development.



Dosy is connecting women to scooter and bicycle training to create green jobs, build skills, and promote sustainable transport.
Nouran Farouk, Dosy

Session 5: Social Dialogue for Climate and Jobs: Unions, Employers, Government, and Civil Society in Just Transition

Moderators: Rhoda Boateng, International Trade Union Confederation – Africa (ITUC–Africa); Bisrat Fikadu, Friedrich Ebert Stiftung (FES)

Background

Dialogue on just transition is often shaped at the policy and technical levels, yet its success depends equally on the voices of workers, employers, and communities. This session, convened by Friedrich Ebert Stiftung (FES), explored how social dialogue can serve as the bridge between climate ambition and social protection, ensuring that transitions to green economies safeguard livelihoods and create pathways for decent work.

Speakers & Key Messages

- **Mrs. Susanne Stollreiter, FES Resident Representative – Welcome Remarks:** Emphasized the importance of embedding social dialogue into climate and just transition processes.
- **Mr. Kassahun Follo, President of The Confederation of Ethiopian Trade Unions (CETU):** Remarked that climate change is reshaping the world of work and called for stronger protections for workers in Ethiopia's transition pathways.
- **Mr. Dawey Ibrahim, Advisor on Industrial Relations, Confederation of Ethiopian Trade Unions (CETU), President's Office:** Highlighted the need to institutionalise social dialogue as part of just transition strategies to ensure fairness and inclusivity.
- **Tiumezgi Berhe, Chief Executive Officer of Industrial Relations and Labour Inspection at Ethiopia's Ministry of Labour and Skills (MOL):** Pointed to the role of governments in collaborating with unions and employers to align labour protections with climate policies

- **Dr. Abdi Ketema, Ethiopian Employers Federation:** Called for collaborative frameworks where employers, unions, and civil society work together to ensure equitable outcomes.
- **Boitumelo Molete, Advocacy and Advisory Group (AAG), Social Development Policy Coordinator, PCC Commissioner (Policy Unit), COSATU:** Urged that Africa's model of just transition must be homegrown, responsive to local realities, and inclusive of informal institutions.

Highlights of Discussions

Discussions reflected a shared concern about the growing pressures climate change is placing on the workforce, from rising health risks to disruptions in productivity and employment stability. Participants stressed the importance of recognising these realities within national climate strategies, including the forthcoming NDC 3.0, and of embedding labour and social dimensions into planning processes.

The conversation pointed to the need for collaborative frameworks where unions, employers, governments, and civil society work together to shape just transition agendas. Social dialogue, when institutionalised, was seen as a tool not only for anticipating and managing risks but also for ensuring inclusivity, fairness, and the participation of youth, women, and marginalised groups in shaping the future of work.

Conclusion

Africa's just transition must be guided by context-specific approaches that reject one-size-fits-all models. Recognising informal institutions, upholding workers' rights, and strengthening cross-sector solidarity are essential to anchoring the transition in both social and economic justice.



DAY 3 – CLIMATE FINANCE & AFRICA-LED SOLUTIONS | FINANCING SKILLS & ECONOMIC VALUE



Session 1: Climate Finance and Economic Value

Moderator: Martha Getachew Bekele, Director, Member & Co-Founder Development Transformations (DevTransform)

Background

Convened by Jacob's Ladder Africa, the session focused on how to mobilise resources, address pressing challenges, and ensure that communities directly benefit from climate action. Discussions emphasised the importance of channelling finance into sustainable solutions that create jobs, strengthen skills, and support enterprises while restoring ecosystems.

Showcase – Transforming Invasive Species into Scalable Nature-Based Solutions in the Horn of Africa

Sintayehu Tadesse – CARE Ethiopia: Presented the Prosopis Innovation Project in Afar (PIPA), an initiative transforming the invasive Prosopis juliflora into clean energy, livestock feed, building materials, and reclaimed farmland. In a region where the shrub has severely damaged grazing lands and pastoralist livelihoods, PIPA has restored degraded areas, generated jobs especially for women and youth and created new income streams for local enterprises. With government support and private sector involvement, the project is emerging as a scalable model for resilience and green growth across the Horn of Africa.

Speakers and Key Messages

- **Abraham Barsosio, Programme Manager, County Coordination, Financing Locally Led Climate Action (FLoCA):** Direct climate finance to skills, enterprises, and jobs, with blended models that prioritise gender inclusion.
- **Simon Ndoria, Regional Investment Manager Africa, P4G:** Design well-structured projects that integrate youth and gender, measure job creation, and plan for jobs at risk from climate transitions.
- **Theodros Tadios, Manager, Partnership Management Division, Awash Bank S.C:** Clearly define green projects, partner with TVETs to close skills gaps, and support farmers with fair, affordable renewable energy solutions.
- **Maziko Phiri, Country Director, AGRA Zambia:** Shift climate finance into investment opportunities by engaging all actors, de-risking capital, and guiding private sector confidence in communities.

Highlight of Discussions

The dialogue underscored that climate finance must move beyond pledges to actionable investments that strengthen resilience, generate employment, and support local enterprises. Blended financing models were highlighted as key to integrating gender and youth inclusion, while de-risking strategies were seen as essential to crowd in private sector investment. Participants also stressed that finance must be rooted in local contexts and community ownership to ensure it translates into meaningful and lasting impact.



Direct climate finance to skills, enterprises, and jobs, with blended models that prioritise gender inclusion.

Conclusion

Africa's climate finance agenda must be people-centred and context-specific. Short-term actions should prioritise channelling resources into skills training, small enterprise support, and renewable energy. Medium-term strategies should focus on mainstreaming blended financing, de-risking mechanisms, and partnerships with TVETs. In the long term, the emphasis must be on building resilient financial ecosystems that integrate local interests, protect livelihoods, and anchor just transition processes in social and economic justice.

Abraham Barsosio,
Programme Manager,
County Coordination,
Financing Locally Led
Climate Action (FLLoCA)

Session 2: Agri-food and Energy Nexus for Sustainable Livelihoods, Green Jobs, and Climate Adaptation

Moderator: Eyerusalem Regassa, Business Development & Private Sector Advisor, SNV Ethiopia

Background

This session focused on the nexus between agriculture, energy, and livelihoods as a pathway to generate green jobs, enhance resilience, and support inclusive climate adaptation. With over 60% of Africa's population dependent on agriculture, the discussion focused on how climate-smart practices, renewable energy integration, and market-oriented solutions can be scaled to improve productivity, create employment, and sustain livelihoods, particularly for women and youth.

Speakers and Key Messages

- **Yetnaet Girmaw, Director Programs and Agri-food SL, SNV Ethiopia:** Urged systematic action and strong partnerships to address the nexus of agriculture, energy, and livelihoods, with women and youth as central actors.
- **Tamirat Daniel, Senior Consultant on Certification, Consultancy and Training PLC:** Stressed the importance of certification for market access and exports, calling for a stronger government role in standardisation.
- **Nega Mekonnen, (SNV: 2Scale, V4PP, RAYEE):** Highlighted regenerative agriculture as an effective local solution, requiring supportive policy frameworks to succeed.
- **Michaeale Haile, Development Manager, Ande Mamma Manufacturing PLC:** Showcased inclusive recycling and upcycling approaches, underscoring the importance of community engagement.
- **Ibrahim Mutebi, Deputy Program Manager-Power for Food Partnership, SNV Uganda:** Emphasised that technology must be integrated with the private sector and end-user participation, while ensuring smallholders have access to inputs, markets, and finance.
- **Menno Keizer, Horti LIFEIII Project Manager, SNV Ethiopia:** Pointed to the role of climate-smart horticulture and simple, scalable technologies supported through joint action with government and partners.
- **Terefe Taye, Extension Lead Advisor, BRIDGE+, SNV Ethiopia:** Demonstrated how evidence-based dairy productivity models can boost yields and livelihoods when integrated into practice and training.

Highlights of the Discussion

Speakers highlighted that certification is essential for farmers to access export markets, with governments expected to play a stronger role in standardisation and quality control. Regenerative agriculture was presented as an efficient, socially impactful solution for degraded areas, though challenges remain around inputs and farmer consent. Private sector-led models, such as eco-social recycling enterprises, demonstrated how community inclusion, particularly of youth and vulnerable groups, can create jobs while advancing sustainability.

It was also emphasized that technology must be paired with private sector engagement and end-user participation, ensuring that smallholder farmers have access to water, inputs, markets, and financial services. The dialogue underscored the importance of policy frameworks, simple and scalable technologies, and community motivation to embed sustainability in agricultural systems.

Conclusion

Building sustainable agri-food and energy systems will depend on strengthening certification and market processes to ensure farmers can access fair opportunities, embedding regenerative and climate-smart agriculture into policies and practice, and expanding access to finance, inputs, and scalable technologies for smallholders. Success will also require inclusive, community-driven models that create livelihoods, alongside research, innovation, and strong partnerships between governments, the private sector, and local communities.



Systematic action and strong partnerships are needed to address the nexus of agriculture, energy, and livelihoods; with women and youth as central actors.

Yetnaet Girmaw, Dir. Programs and Agri-food SL, SNV Ethiopia



Session 3: Bridging the gap: Unlocking Nature-Based Solutions for Adaptation Financing and Transformative Solutions in Africa

Moderator: Harisoa Rakotondrazafy, Africa Climate Change Adaptation Hub Coordinator, WWF Madagascar

Background

The dialogue on Nature-Based Solutions (NbS), convened by WWF International, centred on the scale of Africa's adaptation challenge and the urgent need to mobilise more financing. UNEP's Adaptation Gap Report was cited, showing that while annual costs are estimated at \$61 billion, actual flows stand at just \$13 billion, leaving a \$48 billion shortfall. Much of the current funding is debt-based, raising concerns about the sustainability of financing models.



Speakers and Key Messages

- **Durrel Halleson, Head, Policy & Partnerships Africa – WWF International:** NbS must be scaled and mainstreamed into adaptation planning to close the finance gap.
- **Fruzsina Straus, Head of Disaster Risk Reduction, UNEP:** Africa needs \$61 billion annually for adaptation but receives only \$13 billion, mostly debt-based. Called for innovative, locally led NbS and stronger policy cohesion.
- **Hellen Njoki Wanjohi, Climate and Engagement, Lead (CitiesProgram– Africa), WRI:** Of \$8.7 billion invested in resilience (2022–23), \$2.9 billion went to NbS. Stressed integrating NbS into planning and monitoring to broaden impact and job creation
- **Malhet Yohannes, Private Sector Development Advisor, SNV Ethiopia:** Highlighted private sector potential, bamboo and indigenous practices, and research partnerships to de-risk investments.
- **Luis Nhamucho, Climate Change Advisor, National Directorate of Environment and Climate Change, Mozambique:** Emphasised the integration of NbS into Mozambique's national adaptation efforts but noted persistent challenges of weak institutions, fragile data systems, and limited implementation capacity
- **Bob Kazungu, Ass. Commissioner, Forestry, Forest Sector Support, Department, Ministry of Water and Environment, Uganda:** Highlighted forests as central to adaptation and resilience, calling for stronger financing and community engagement to scale NbS in forestry and land use.
- **Thomas Lelekoitien, Deputy Director Climate, Change Adaptation, Ministry of Environment, Climate Change and Forestry:** Pointed to Kenya's progress in mainstreaming NbS within its National Adaptation Plan but stressed the need to address fragmented implementation and strengthen ecosystem valuation
- **Antoinette Moleele, Youth Climate change, negotiator, Botswana:** Called for NbS to link directly to jobs and for youth to be engaged through capacity-building and policymaking

Highlight of Discussions

Evidence presented showed that NbS are expanding across the continent. Over 300 projects have been reviewed in the last decade, with funding growing at 15% annually. In 2022–2023 alone, \$8.7 billion was directed to resilience projects, \$2.9 billion of which went into NbS. These projects have generated visible benefits, from ecosystem restoration to improved resilience in rural communities. However, most investments remain rural, siloed, and highly dependent on external development partners, leaving gaps in institutional capacity and valuation of ecosystems.

Government representatives from Kenya and Mozambique highlighted their ongoing efforts to integrate NbS into National Adaptation Plans. Kenya's plan, under review, has incorporated water conservation and tree cover targets but still faces challenges around fragmented implementation and limited institutional strength. Mozambique has made progress in embedding NbS into policy, but weak data and fragile institutions continue to hold back effectiveness.

Youth voices brought a different urgency, raising the question: "Where are the jobs?" Their interventions stressed that young people cannot drive solutions without being actively engaged in design, monitoring, and implementation. They also called for greater investment in capacity building and tools to make NbS a pathway for livelihoods.

Conclusion

Africa's adaptation agenda must not only close the finance gap but also mainstream NbS into national planning, build pipelines of bankable projects, and embed inclusion as a principle. Participants looked ahead to Conference of the Parties (COP) 30 with a call to treat nature as an economic asset valued, measured, and protected as part of Africa's growth strategy.

Session 4: The Role of The Youth in Driving Climate Resilience Through Entrepreneurship and Innovation

Moderator: Dagmawi Assefa, Program Officer, Youth Print

Background

This session, convened by Youth Print, focused on how youth-led green pathway innovations can address community challenges and position young people as drivers of solutions. The dialogue sought to highlight the role of multi-sectoral engagement in creating green jobs, strengthening local resilience, and advancing climate action at the community level.

Speakers and Key Messages

- **Maren Ahlers, Co-founder, Egge Menged Impact:** Called for a deeper understanding of climate impacts, scaling environmental training, and government-backed certification to expand green job opportunities.

- **Shampi Anna, Climate Justice Advocate and program leader, North Vision CBO:** Pointed to waste management as a major green job source, highlighting the value of local knowledge, farming initiatives like Gemechu, and stronger private sector engagement.
- **Kalkidan Tadele, PhD Candidate in Biodiversity Conservation:** Advocated for ecosystem-based approaches and natural assets such as biodiversity and parks as green job frontiers in ecotourism, conservation, and medicinal plants, urging entrepreneurs to drive innovation in green technologies.

Highlight of Discussions

Discussions emphasised that communities are both part of the climate challenge and a key part of the solution. Advancing local knowledge alongside ecosystem-based practices was seen as critical to sustainable job creation. Waste management, ecotourism, and green startups were identified as promising avenues for youth entrepreneurship, while government support for certification, private sector involvement, and community ownership were highlighted as enablers of scale and sustainability.





Conclusion

Youth have the potential to be central drivers of Africa's climate resilience if supported with skills, financing, and enabling policies. Building on local knowledge, scaling innovation, and tapping into emerging sectors such as waste management, ecotourism, and green technology will be vital. Strong collaboration between the government, the private sector, and communities will determine whether these opportunities translate into resilient livelihoods and inclusive green growth.

DAY 3 – HIGH-LEVEL SIDE EVENT, AFRICA PAVILION

10 SEPTEMBER 2025

Session Title: Future-Proofing Africa's Green Workforce Through Inclusive Climate Action

Moderator: Chigozie Emmanuel Okonkwo – Education and Skills Advisor, AUC ESTI Department

Background

The **African Union Commission (AUC)**, in partnership with **Jacob's Ladder Africa**, **UN ECA**, **AAU**, and the Ministry of Education–State Department for TVET, **Government of Kenya**, convened a high-level side event on **green skills development**. The session was framed around the urgent need to align Africa's education systems, climate finance flows, and labour policies to equip a future-ready workforce and ensure that the continent's just transition delivers inclusive economic opportunities

Speakers & Key Messages

- **Dr. Bachir Mahaman, Ag. Head of Science, Education, Science, Technology and Innovation Directorate, AUC – Opening Remarks:** Harness Africa's demographic dividend by embedding green skills in education systems and expanding technical and vocational training.
- **Sellah Bogonko, Co-Founder and CEO, Jacob's Ladder Africa** – Context and Framing: Establish accountability frameworks to track green job creation and channel climate finance directly into workforce development.
- **Charles Akol – Environmental Affairs Officer, Natural Resources, Green and Blue Economy Section, Climate Change, Food Security and Natural Resources Division, United Nations Economic Commission for Africa (UN ECA):** Mobilise large-scale climate finance and invest in green technologies and nature-based solutions to drive transformation

- **Dr. Esther Thaara Muoria, PhD, CBS, Principal Secretary, State Department for Technical Vocational Education and Training (TVET), Ministry of Education:** Harmonise fragmented policies and align training institutions with green economy priorities.
- **Elise Nalbandian, African Union Liaison, Oxfam International:** Climate crises and conflicts are undermining youth opportunities, stressing the need for private sector partnerships

Highlights of the Discussion

Africa's skills gap is both a challenge and an opportunity for transforming economies. Speakers noted persistent barriers, including fragmented policy frameworks, limited climate finance directed toward human capital, and a lack of coordination between education systems and labour markets. At the same time, promising pathways emerged: scaling women- and youth-led initiatives, integrating indigenous knowledge into adaptation and resilience strategies, and expanding vocational and community-based training. Private sector engagement was recognised as essential for linking skills development to job creation, while stronger institutional ecosystems were seen as critical for sustaining innovation and workforce readiness.

Conclusion

The session emphasized that Africa's just transition cannot succeed without deliberate investment in skills and jobs. Short-term actions should focus on aligning institutional policies with green economy goals and expanding access to training. Medium-term priorities include embedding green skills across education and industry and scaling youth- and women-focused initiatives. In the long term, building financial and institutional ecosystems that sustain skills development and job creation will be vital to ensuring Africa's workforce is climate-ready, resilient, and globally competitive.

OVERALL CONCLUSION

The **Green Jobs and Skills Pavilion** affirmed that Africa's just transition hinges on placing people at the centre of climate action. Green jobs and skills emerged as the backbone of adaptation, resilience, and inclusive growth, demanding that climate finance, innovation, and policy translate into real livelihoods. While challenges remain, the Pavilion highlighted scalable solutions and the leadership of youth, women, and grassroots communities already driving change.

The path ahead demands bold and sustained collaboration across governments, the private sector, civil society, and communities to unlock Africa's full potential and secure a resilient, inclusive, and climate-smart future.



GREEN JOBS & SKILLS PAVILION IN PICTURES







Jacob's Ladder Africa invites partnerships and collaborations to build on the momentum of the Green Jobs and Skills Pavilion, carrying the jobs agenda beyond ACS2 and turning commitments into lasting impact.

TOGETHER, WE CAN BUILD AFRICA'S GREEN WORKFORCE FOR A JUST FUTURE



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