

Review of the Gender and Youth Programme

This review assesses the results, effectiveness, lessons learned, and opportunities of the Gender and Youth Programme from 2022 to 2024. Through an analysis of validated programme documentation, key performance data, and stakeholder engagement, the review assesses achievements, challenges, and significant shifts in programme strategy. It aims to identify areas for improvement, opportunities for scaling success, and recommendations for strengthening future programme design and implementation in 2025 and beyond. This review has been internally conducted by the SEforALL MEL Department, leveraging evidence and data that has been validated both internally and externally throughout the timeline of review.

31 | 07 | 2025

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1. Executive Summary

The Gender and Youth Programme (formerly Women and Youth at the Forefront), funded by the Austrian Development Agency (ADA), Ministry of Foreign Affairs of Iceland, NAMA Women Advancement¹, and the Ministry of Foreign Affairs and International Cooperation Italy, aims to integrate gender and youth perspectives into SDG7 policy and implementation, as well as across Sustainable Energy for All (SEforALL) programming - from implementation to global events. The programme focuses on creating an enabling environment for equitable access to professional and workforce development opportunities in the climate and energy sector, emphasizing gender and youth mainstreaming, advocacy, professional development, and data and evidence generation.

The programme has made progress toward achieving its objectives, with key initiatives such as the Women in Clean Cooking Mentorship Programme (WiCC), STEM Traineeship Programme, and SDG7 Global Youth Ambassadors Programme successfully empowering women and youth in the energy sector. These efforts have developed leadership, technical, and advocacy skills among participants, contributing to greater representation in the energy sector. Noteworthy successes include the mentorship of 389 women, training 328 women in technical skills and supporting 5 Youth Ambassadors from 5 regions at international forums such as COP28 and TED Countdown. Despite these successes, the programme has shifted its focus toward impactful technical training initiatives, deprioritizing earlier targets. For instance, the programme has facilitated 48 internships, falling short of the goal to support 75, to prioritize its skill-building programmes. The demand for mentorship and technical training also exceeded the available offerings, highlighting the need for expanding these initiatives to accommodate growing interest.

These results against such ambitious targets can be attributed to the SEforALL's 2021-2023 Business Plan, which was established in 2020. The targets were set before the global pandemic and political and economic headwinds that followed. Despite these unexpected events, great results and impact have been achieved. The programme did not veer from its originally set out targets as was the mandate of our organization to keep the path, remain accountable to our goals and be true to the results. It is also important to note that as a result of learnings and course corrections throughout the review period, the programme revised its ToC in 2023 for its 2024 - 2026 implementation period (see Annex 1 for the evolved ToC). The programme has evolved from a focus primarily on gender-specific initiatives to a more inclusive and integrated approach that includes both gender and youth, aligning with the Just & Equitable Energy Transition. The SEforALL Monitoring, Evaluation and Learning (MEL) Framework under the 2024-2026 Business Plan has also taken a new direction, allowing for course corrections, and most importantly the space to reflect and make them, as realities change throughout implementation.

The programme has also successfully supported SEforALL in its bid to make gender equality and women's empowerment a key component of its strategy for achieving energy access and sustainable energy transitions. SEforALL recognizes that mainstreaming gender throughout its work is an important precondition to scale at speed through solutions that are inclusive of the needs of men, women and youth. Through support from the Gender and Youth Programme, SEforALL has progress toward mainstreaming gender sensitive action across the following five dimensions:

- **Demonstrating Solutions for Gender Mainstreaming in Energy Planning:** SEforALL embedded gender-sensitive lenses into energy planning methodologies, such as the

¹ NAMA Women Advancement provided funding to the programme only in 2022

Madagascar Integrated Energy Access Plan, ensuring equitable energy solutions for both women and men.

- **Elevating Women’s Leadership and Participation in Sustainable Energy:** SEforALL focused on elevating women’s leadership, such as supporting the Women in Energy Dialogue in Nigeria and facilitating the integration of gender equality into the One UN Strategy on sustainable energy in Indonesia.
- **Gender-Sensitive Action in Energy Access through UEF Gender Policies:** In Madagascar, SEforALL led gender-sensitive action by ensuring 25% of grantee companies were women-led or owned under the Universal Energy Facility (UEF) gender mandate.
- **Improved Livelihoods and Health Impacts for Women and Children through Healthcare Electrification:** SEforALL electrified healthcare facilities in Sierra Leone and Madagascar, benefitting over 8.5 million people and improving maternal and child health services.
- **Fostering More Inclusivity in the Design of a Sustainable Energy Future through Youth Participation:** SEforALL increased youth engagement through initiatives like the SDG7 Youth Ambassador programme, COP28 participation, and youth-led energy projects, including the #ThisIsCool Campaign, empowering young leaders to influence energy transitions.

This review assesses the results, effectiveness, lessons learned, and opportunities of the Gender and Youth Programme from 2022 to 2024. Through an analysis of programme documentation, key performance data, and stakeholder engagement, which can be found in sections 2, 3, 4 and 5 below, the review examines the achievements, challenges, and strategic adjustments in the programme with the aim of identifying opportunities for scaling success and improving future implementation.

The review identified several key findings and takeaways from the programme:

- **Increased Representation and Career Advancement:** The programme has successfully contributed to the professional development of women and youth in the energy sector. Programmes like Open Africa Power (OAP) and WiCC have been instrumental in advancing leadership roles for women and youth and providing them with the skills necessary for sector leadership.
- **Strategic Policy Influence:** The programme has made significant strides in integrating gender and youth perspectives into global energy policy discussions. Notably, its contributions have helped shape national energy transition plans, the Gender and Energy Compact, (which now boasts of 91 signatories, strengthening global commitments to gender-responsive energy policies and equitable workforce participation) and support SDG7 policy discussions.
- **Programmatic Adjustments:** The introduction of youth mainstreaming and updates to the OAP curriculum have been key course corrections that addressed the evolving needs of participants and increasing demand for skills development.

To enhance the impact and sustainability of the programme, strengthening strategic partnerships, and continued collaboration, will be essential. Through the review of the programme recommendations and opportunities for expanded impact and funding for the programme have been identified. These are briefly outlined below and further detailed in sections 6:

- **Scaling Mentorship and Career Pathway Programmes:** Expanding mentorship and career pathway opportunities, including traineeships, fellowship, and capstone opportunities, remains a key opportunity for impact. Partnerships with corporate stakeholders, NGOs, and educational institutions can be expanded to provide more professional pathways for women and youth.

Increased collaboration with multinational companies in the energy sector can also open more internship and fellowship placements, ensuring greater inclusivity in leadership pipelines.

- **Expanding Technical Training for Women:** There is a clear demand for specialized technical training in emerging energy fields, particularly renewable energy, energy modelling, clean cooking, sustainable cooling, and emerging renewable energy technologies. Strengthening partnerships with technical training centers, corporate partners, and industry leaders can bridge this gap. Scaling the STEM Traineeship Programme across more countries and sectors will further equip women with the necessary skills to excel in high-demand Science, Technology, Engineering & Mathematics (STEM) technical roles as well as integrating women into the development of the Energy Transition Investment Plan (ETIP) and sponsoring young women to participate in energy modelling trainings with the IEP teams. Financial support from international development organizations and private investors will be crucial to scaling these opportunities.
- **Supporting Youth-Led Innovation and Clean Energy Projects:** As youth continue to play a vital role in the energy transition, there is a significant opportunity to scale youth-led clean energy projects. The programme can strengthen its partnerships with youth organizations and entrepreneurship incubators to provide financial support and capacity-building opportunities for youth-led businesses in clean energy. This would position the programme as a key player in fostering youth innovation and entrepreneurial leadership in the energy sector.
- **Leveraging Climate Finance and Multilateral Partnerships:** The global push for climate finance and the increasing focus on gender and youth inclusion in sustainable energy creates an opportunity to secure additional funding for the programme. Collaborations with multilateral climate funds, development finance institutions, and international organizations can unlock new financial resources to scale the programme's initiatives. Carbon markets and climate finance mechanisms provide emerging avenues to mobilize funds for gender-responsive energy solutions, and the programme is well-positioned to play a leadership role in this space.
- **Strengthening Policy Engagement and Cross-Sector Partnerships:** The programme can expand its policy influence by forming stronger partnerships with governments, multilateral organizations, and international development agencies. These collaborations can drive policy changes that integrate gender-responsive energy access solutions and youth empowerment into national energy transition frameworks. Engaging with global platforms such as COP will provide further opportunities to secure policy commitments and funding from donors and governments focused on achieving SDG7 and broader climate action goals.
- **Expanding Gender and Youth-Focused Initiatives:** There is a critical need to continue mainstreaming gender and youth perspectives into the energy transition. The programme can expand its impact by developing tailored interventions for women and youth entrepreneurs, particularly in emerging energy markets in Africa, Asia, and Latin America. By developing a comprehensive Gender & Youth Mainstreaming Strategy & Toolkit for clean energy access initiatives, the programme can create a more inclusive energy future while also securing new partnerships with social enterprises and funding organizations focused on equity and inclusion.

The Gender and Youth Programme has made significant contributions toward empowering women and youth in the energy sector, contributing to SDG7 and driving gender equality within the sustainable energy transition. The opportunities for expanded funding, scaling impact, and increasing influence in the sector are abundant, with potential for further partnerships, new funding streams, and an enhanced role in global climate and energy policy. By implementing the identified recommendations, the

programme can continue to strengthen its impact, expand its reach, and contribute to a more inclusive and sustainable energy transition globally.

2. Review of Programme Effectiveness

2.1. Achievement Against Key Performance Indicators and Deliverables

The Gender and Youth programme’s performance is tracked against several Key Performance Indicators (KPIs) – which are measurable values used to assess the progress and success of a programme or organization towards achieving its objectives. The programme has several KPIs which are categorized by:

- **Programme Level Business Plan KPIs:** These are the programme’s core KPIs. They are the indicators committed to in the design of the programme’s 2021-2023 Business Plan and reported to all the programme’s funders including the ADA, Ministry of Foreign for Affairs of Iceland, NAMA Women Advancement, and Ministry of Foreign Affairs and International Cooperation Italy.
- **Cross Organizational KPIs:** These are Sustainable Energy for All’s (SEforALL) cross org, highest level results and impact level KPIs that track progress across all the organisation’s programmes, showing the organisation’s contribution to SDG7 through country support, commitments, policy, finance, energy connections, and gender, aligned with our Theory of Change (ToC).

Business Plan - Key Performance Indicators (KPIs)²

KPI	KPI Definition	End of Grant Target	2022 Results	2023 Results	2024 Results
No. of women’s internships supported by SEforALL	Internships facilitated by SEforALL either financially or through in-kind partner support	75	0 ³	26	48
No. of women's mentorships supported by SEforALL	Mentorships facilitated by SEforALL either financially or through In-kind partner support	295	105	247	389
No. of women who have received technical training	Women who have completed technical training sessions, which were financially or otherwise supported by SEforALL and partners	450	183	260	328

² These are core business plan KPIs reported to all the programme’s funders

³ No internships were facilitated as the Work Shadowing programme was prioritized, with the pilot launching in 2022 with 30 participants

Business Plan - Key Performance Indicators (KPIs)²

KPI	KPI Definition	End of Grant Target	2022 Results	2023 Results	2024 Results
No. of women supported by SEforALL to speak at leading industry events	Women who have received financial or other support to speak at leading high-level industry events or provided by or in partnership with SEforALL	60	24	60	140
No. of women supported by SEforALL in the sustainable energy sector	Total number of women who have completed SEforALL's (formerly) Women at the Forefront programmes or have otherwise been supported by SEforALL in the sustainable energy sector	880	312	593	905

Cross Organizational KPIs

KPI	KPI Definition	2022 Results	2023 Results	2024 Results
No of Knowledge Products and Platforms produced	This is data we collect across the organisation from each programme and on an annual basis	1	9	9
No of Country Research and Analysis conducted	This is data we collect across the organisation from each programme and on an annual basis	0	1	3
No of Partners engaged	This is data we collect across the organization from each programme and on an annual basis	8	22	16
No of countries actively supported	No. of countries supported based on agreed definition with IRSP with intent of customizing solutions to the country's needs based on gaps identified	0	3	3
No. of high-level commitments made publicly to implement actions towards SDG7 via SEforALL's programmes	No. of high-level commitments to SDG7 made publicly by countries, companies and organizations through Energy Compacts, Global Fora such as The SEforALL Forum or other International Events such as the RBF Leadership Group or others	0	1 ⁴	N/A

⁴ Although not a KPI the programme reports against, in 2023, the Youth Energy Transition Commission (YETC) launched at COP27 was created to improve collaboration among youth-led organizations focused on SDG7, and other organizations with strong youth representation working toward the achievement of universal access to clean, reliable and affordable energy by 2030.

The Gender and Youth Programme has made significant progress in meeting its objectives and KPIs over the past reporting period by supporting women in the sustainable energy sector, particularly through internships, mentorships, and technical training. However, progress toward some of the KPI targets has been uneven, with certain areas meeting expectations while others fall short. This is due to the ambitious targets set in SEforALL's Business Plan, which was established in 2020, covering 2021-2023. The targets were set before the global pandemic and political and economic headwinds that followed. Despite these unexpected events, great results and impact have been achieved. The programme did not veer from its originally set out targets as was the mandate of our organization to keep the path, remain accountable to our goals and be true to the results. The SEforALL MEL Framework under the 2024-2026 Business Plan has, however, taken a new direction, allowing for course corrections, and most importantly the space to reflect and make them, as realities change throughout implementation.

One of the key components of the programme has been the facilitation of internships for women, aiming to create pathways for career advancement in the clean energy space. By the end of 2024, the programme had supported 48 women's internships, which is below the target of 75. While this shortfall highlights challenges in scaling internship opportunities, it also underscores the need for enhanced industry partnerships and programmatic adjustments to increase placement rates.

In contrast, the mentorship component of the programme has seen robust engagement, with 389 women benefiting from mentorship opportunities against a target of 295. This achievement demonstrates the strong appeal and effectiveness of mentorship in providing professional guidance, networking, and skill-building opportunities for women. Similarly, technical training efforts have reached 328 women, though the end goal was 450. The gap suggests the need for a more structured and expanded training framework to ensure that women receive the necessary skills to thrive in the sector.

The programme also fully met its objective of empowering women to speak at leading industry events: 140 women were supported to take on speaking engagements, exceeding the KPI target. This achievement reflects the programme's success in increasing the visibility of women leaders in the energy transition space, enabling them to shape and influence key industry discussions.

When considering the broader goal of supporting women's overall involvement in the sustainable energy sector, the programme exceeded its target, reaching 905 women against the original target of 880 women. This presents a key opportunity to continue to broaden engagement, with initiatives like mentorships and speaking opportunities gaining traction, and to implement a more comprehensive strategy for increasing participation. With the post-pandemic landscape enabling both on-the-ground programming and virtual engagement, the programme is well-positioned to continue scaling its efforts further and equipping even more women with the skills and networks needed to thrive in the sector.

At a cross-organizational level, the programme has made notable contributions to SEforALL's knowledge-sharing efforts. In 2024, a total of 9 knowledge products and platforms were produced, and 7 country-level research and analysis initiatives were conducted. Furthermore, the programme successfully engaged 16 partners and provided active support to 3 countries, reinforcing its position in the international energy ecosystem and its role in shaping policy and implementation efforts at a national level. Additionally, the programme has helped facilitate 2 high-level public commitments toward SDG7, further advancing advocacy and implementation efforts.

The programme has also successfully supported SEforALL in its bid to make the gender-energy nexus a key component of its strategy for achieving energy access and sustainable energy transitions. SEforALL recognizes that mainstreaming gender throughout its work is an important precondition to scale at

speed through solutions that are inclusive of the needs of men, women and youth. Through support from the Gender and Youth Programme, SEforALL has progress toward its implementation activities:

Expanding Technical Training & Employment Opportunities:

- SEforALL has played a pivotal role in advancing technical training and employment pathways for young women in the sustainable energy sector. As a co-manager of the OAP Programme alongside the Enel Foundation, SEforALL has ensured that young women are equipped with the technical, business, and regulatory skills needed to lead Africa's energy transition. By placing women at the forefront of clean energy innovation, OAP enables them to drive sector-wide change and secure influential roles in both public and private energy institutions.
- Open Africa Power (OAP) programme trained 355 students, maintaining a strong commitment to gender equity with 51% participation by young women. SEforALL has further strengthened career development by supporting 102 young women through the OAP mentorship programme and providing 12 participants with hands-on experience through a dedicated job shadowing initiative.

Development of Mentorship Programmes:

- SEforALL's leadership in mentorship programming has been instrumental in fostering the next generation of women energy leaders. To date, 389 women have benefited from mentorship opportunities, reflecting the growing demand and success of these initiatives in expanding women's participation in the sector.
- Through the OAP mentorship component, 102 young women have gained tailored support and professional guidance. Additionally, SEforALL has been a driving force behind the WiCC mentorship programme, in partnership with GWNET and the Clean Cooking Alliance. This initiative has facilitated mentorship connections between emerging leaders in clean cooking and experienced industry professionals, accelerating career growth and strengthening the network of women in sustainable energy.

Raising Awareness on the Energy-Gender Nexus:

- As a co-lead of the Gender & Energy Compact, SEforALL champions a just and equitable energy transition, ensuring that women have equal opportunities to lead, participate, and benefit from sustainable energy solutions. The organization is committed to advancing gender-responsive energy policies and increasing women's access to and control over sustainable energy products and services.
- SEforALL reinforced its thought leadership by producing 10 key knowledge products and advocacy platforms, between 2022 - 2024 positioning itself at the forefront of the global conversation on the gender-energy nexus. Through these efforts, SEforALL is shaping policies, mobilizing stakeholders, and driving systemic change toward a more inclusive and sustainable energy future.
- SEforALL integrated gender-sensitive approaches into energy planning, exemplified by the Madagascar Integrated Energy Access Plan (IEP) and associated clean cooking components, ensuring equitable energy solutions from the design phase.
- Key collaborations included SEforALL's role as co-lead of the Gender and Energy Compact, and participation in International Gender Champions and the Chilling Prospects Special: Gender and Access to Cooling report, which spotlighted gender-based aspects of cooling access.

Elevating Women's Leadership and Participation in Sustainable Energy:

- SEforALL focused on amplifying women's voices and leadership in energy, with initiatives such as the Women in Energy Dialogue in Nigeria, integration of gender equality into One UN Strategy on sustainable energy in Indonesia, and STEM Traineeship Programme across Ghana, Kenya, and Sierra Leone.
- The Women in Clean Cooking (WiCC) Mentorship Programme grew significantly, supporting 268 women in the clean cooking sector, and the Open Africa Power (OAP) programme trained 355 students, 51% of whom were young women.

Gender-Sensitive Action in Energy Access through UEF Gender Policies:

- SEforALL led gender-sensitive action through the Universal Energy Facility (UEF), ensuring that 25% of grantee companies in Madagascar were either women-led or owned, promoting gender inclusion in energy access.

Improved Livelihoods and Health Impacts for Women and Children through Healthcare Electrification:

- SEforALL made significant strides in healthcare electrification, notably in Sierra Leone, where 6 hospitals were electrified using solar PV, benefiting over 8.5 million people, including improved maternal and child health services.
- In Madagascar, the Market Assessment and Roadmap for Powering Healthcare Facilities aimed to enhance healthcare services that benefit women and girls.

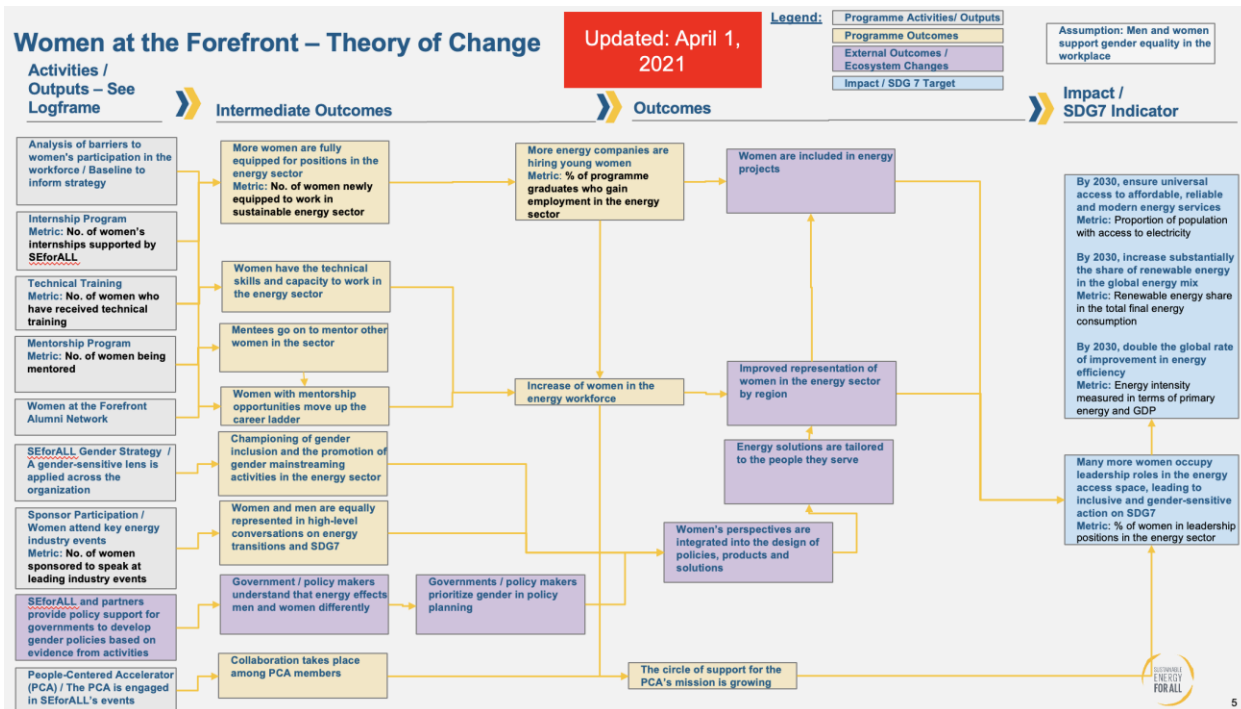
Fostering More Inclusivity in the Design of a Sustainable Energy Future through Youth Participation:

- The OAP programme and Student Energy Career Training (SECT) provided professional development opportunities to youth, including site visits across Africa and Italy, and real-world energy projects.
- SEforALL engaged youth in shaping the energy future, with initiatives like the SDG7 Youth Ambassador programme and the ETO educational booklet in Nigeria to teach children about climate change and energy transition.

Moving forward, refining the programme's approach to scale its reach, improve data tracking, and enhance training efforts will be critical to ensuring the full realization of its intended impact. Strengthening partnerships with industry stakeholders, educational institutions, community-led organizations, and policymakers will also be essential to expanding internship and mentorship opportunities, ensuring that more women gain access to hands-on experience and career development in the energy sector. Additionally, enhancing the programme's outreach and engagement strategies—both online and offline—can help increase participation and create more opportunities for women to contribute meaningfully to the clean energy transition.

Furthermore, securing additional funding and resources will play a key role in scaling impact, particularly in expanding training initiatives and providing more comprehensive support for women seeking to establish long-term careers in the sustainable energy sector. With these enhancements, the Gender and Youth Programme can build on its achievements and drive even greater progress toward gender equality and youth empowerment in the global energy transition.

2.2. Validation of the Programme's Theory of Change



The Gender and Youth Programme has effectively validated its Theory of Change (ToC) by achieving significant outcomes that contribute to systemic changes in the energy sector. The ToC assumes that gender-responsive policies, combined with technical training, mentorship, and global advocacy, will lead to a more inclusive and equitable energy transition. The programme's outcomes reinforce this premise, showing that increasing professional opportunities for women and youth directly contributes to leadership diversity, improved workforce integration, and the fostering of youth involvement in global policymaking.

Some key outcomes of the programme that have supported the validation of its ToC are highlighted below:

Technical Training & Employment Opportunities:

- Increased Technical and Leadership Capacity:** The Open Africa Power (OAP) programme, which trained 355 participants with 51% women, equipped them with crucial technical, regulatory, and business skills necessary for leadership roles in Africa's energy sector. The introduction of a carbon markets module aligned the programme with Africa's growing emphasis on climate finance. Graduates exemplify the programme's success in developing leaders who are now making significant contributions to the energy sector, such as advancing sustainable energy solutions and managing energy efficiency projects.
- Leadership Development and Increased Representation:** A major higher-level outcome of the programme is the increase in leadership roles for women in the energy sector. Graduates from both the OAP and STEM Traineeship programmes have secured senior positions in utilities, regulatory bodies, and multinational companies, for example, one graduate advanced to the role of Head of Compliance, Sustainability, and Energy Research at an energy company,

contributing to sustainable energy practices in Africa. These transitions show the programme's effectiveness in developing leaders who are shaping the energy sector.

- **Workforce Integration and Employment Pathways:** The STEM Traineeship Programme has had a tangible impact on workforce integration, with many graduates securing positions in renewable energy companies. For instance, a graduate's transition into a leadership role in an energy company after participating in the OAP job shadowing programme illustrates how hands-on training and mentorship create viable pathways for women in the energy sector. The success of this programme has shown its potential as a scalable model for addressing gender disparities in technical energy roles.

Development of Mentorship Programmes:

- **Enhanced Mentorship and Career Advancement:** The Women in Clean Cooking Mentorship Programme (WiCC) saw a significant increase in mentorship opportunities, with the number of mentees rising from 60 to 89 between 2023 and 2024. This expansion underscores the critical role of mentorship in fostering career progression and empowering women in decision-making roles. Mentees have reported gaining leadership and technical skills that have directly contributed to their career advancements. The OAP Programme's mentorship component provided an additional opportunity for young women to receive support from talented and experienced industry leaders, strengthening not only their technical skills, but also business, regulatory, and communication skills.
- **Systemic Change in Gender and Youth Representation:** The programme has contributed to systemic changes in gender and youth representation across the energy sector through its mentorship programmes. For instance, the mentorship and job shadowing components in OAP have empowered participants, who have gained direct exposure to leadership roles and now advocate for energy access and sustainability in their regions. These personal transformations are part of a broader shift toward more inclusive leadership in the energy transition.

Raising Awareness on Energy-Gender Nexus:

- **Youth Engagement and Policy Influence:** The SDG7 Global Youth Ambassadors Programme has been instrumental in validating the ToC by significantly increasing youth visibility in global energy policy. Ambassadors have participated in major forums such as COP28, TED Countdown, and the UN General Assembly (UNGA), amplifying the role of youth in the energy transition. This advocacy has reinforced the importance of including youth and women voices in global energy discussions and has led to greater youth, including young women's, involvement in shaping energy policies.
- **Systemic Gender Inclusion:** The programme has successfully integrated gender considerations into national energy planning. The Barbados Energy Transition Investment Plan (ETIP), which mapped gender-sensitive job forecasts for the clean energy workforce, highlights the programme's role in embedding gender equality principles into energy policy frameworks. This systemic approach to gender inclusion validates the ToC's premise that policy influence is crucial for long-term, sustainable change.
- **Youth Visibility and Policy Influence:** The programme has also elevated the visibility of youth in energy policy, with the SDG7 Global Youth Ambassadors playing key roles in international platforms. Their participation in COP28, TED Countdown, and the UNGA has not only increased

youth representation but also influenced global policymaking on clean energy access and climate resilience. The ambassadors' active participation demonstrates how youth-led initiatives are pushing for gender-responsive energy solutions and amplifying the programme's global impact.

The programme has not only achieved against its immediate objectives but has also reinforced the validity of its Theory of Change. Through its efforts in increasing women's leadership in energy, fostering youth engagement in policymaking, and embedding gender-sensitive strategies into energy planning, the programme is contributing to long-term transformation in the energy sector. The outcomes, including leadership development, policy influence, and workforce integration, demonstrate that gender and youth inclusion are essential for a just and equitable energy transition, ensuring the programme's continued impact and scalability in the coming years. The energy-gender nexus is key to driving a just, sustainable, and inclusive energy transition, as emphasized by SEforALL's commitments.

It is also important to note that as a result of learnings and course corrections throughout the review period, the programme revised its ToC in 2023 for its 2024 - 2026 implementation period (see Annex 1 for the evolved ToC). The programme has evolved from a focus primarily on gender-specific initiatives to a more inclusive and integrated approach that includes both gender and youth, aligning with the Just & Equitable Energy Transition. Some of the differences in the ToC are highlighted below:

In the programme's 2021 - 2023 Business Plan ToC, the primary focus is on increasing women's participation in the energy sector, with specific activities such as internship programmes, technical training, and mentorship programmes aimed at addressing barriers to women's involvement, equipping them with the necessary skills, and creating a supportive environment for their advancement in the energy sector. The intermediate outcomes are designed to increase the number of women in energy positions and advocate for gender inclusion in high-level policy discussions. The overall goal is to improve the representation of women in the energy workforce and leadership positions, leading to more inclusive and gender-sensitive energy solutions.

The 2024 - 2026 Business Plan ToC, however, shifts to a broader and more integrated approach by explicitly including youth alongside gender as key agents of change in the Just & Equitable Energy Transition. It emphasizes that both women and youth should have equal opportunities to benefit from the transition, addressing not only gender disparities but also the socio-economic barriers that impact youth in energy-related careers. The focus extends beyond simply increasing women's participation in the energy sector to integrating both gender and youth considerations into broader energy policies, programmes, and investments. The intermediate outcomes now focus on the adoption of a gender and youth lens in energy transition policies, the development of solution templates that address the specific needs of women and youth, and large-scale advances in gender and youth energy outcomes within SEforALL partner countries. This shift is particularly evident in the 2024 - 2026 Business Plan ToC's emphasis on creating scalable solutions for both women and youth, aiming to establish replicable pathways to equitable energy outcomes for both groups.

Additionally, while the 2021 - 2023 Business Plan ToC centers predominantly on activities supporting women in the energy sector, the 2024 - 2026 Business Plan ToC introduces a more systemic approach by actively including youth. It stresses the importance of ensuring that both women and youth are represented in energy transition strategies, with a focus on equitably addressing their unique needs. This includes embedding gender and youth considerations in energy planning, technical training, mentorship, and sponsorship programmes, ultimately aiming for a more inclusive and equitable energy transition for both demographics. The 2024 - 2026 Business Plan ToC also highlights the role of public, private, and development organizations in adopting gender and youth lenses in their energy transition

strategies, which are crucial for unlocking innovation and finance in the sector. Overall, the 2024 - 2026 Business Plan ToC reflects a comprehensive shift toward inclusivity, aiming to create long-term, systemic changes that benefit both women and youth by promoting their entry into and leadership roles in the energy sector.

3. Highlight of Key Successes

3.1 Significant Successes

The Gender and Youth Programme has achieved significant successes, which reflect its continued growth and impact, particularly in expanding professional development opportunities and increasing women's participation in the sustainable energy workforce. These successes are also demonstrated through the programme's high-impact outputs, showcasing the real-world impact of the initiatives. Some of the significant successes of the programme include:

Technical Training & Employment Opportunities:

- **Open Africa Power Programme (OAP):** The Gender and Youth Programme, co-manages the OAP with the Enel Foundation. It is an educational venture implemented in partnership with top academic institutions in Italy and Africa. It provides African graduates with a know-how of the electricity sector enhancing the technical, regulatory and business skills required to work in the private and public sectors contributing towards the universal access to clean energy in Africa. It aims to support a new generation of African leaders deeply engaged with their country's clean energy future. 102 women have been trained through the programme and provided with technical, regulatory, and business skills needed for a sustainable energy future in Africa. A carbon markets training module was also introduced into OAP. The module was developed in response to Africa's increasing focus on climate finance and carbon trading mechanisms, particularly through initiatives such as the Africa Carbon Markets Initiative (ACMI).
- **The STEM Traineeship Programme:** This programme aims to train young women for careers in the sustainable energy sector. 34 women were trained across Sierra Leone, Ghana, Kenya, and Panama. In Sierra Leone, the focus was on solar PV deployment as part of SEforALL's Powering Health Care programme, electrifying six health facilities. In Ghana and Kenya, the focus was on Energy Efficiency Cooling and Energy Transition Planning. This demonstrates the replicability of the STEM Traineeship model and its growing impact on gender inclusion in technical energy roles.
- **Energy Modelling:** The Gender and Youth Programme sponsored 9 women to participate in the Summer School on Modelling Tools for Sustainable Development. Hosted by the International Centre for Theoretical Physics (ICTP), the programme offered comprehensive training in specialized energy planning tools, including geospatial data management and clean cooking access modelling.
- **SDG7 Global Youth Ambassadors Programme:** The Gender and Youth programme in partnership with TED Countdown designed the SDG7 Global Youth Ambassador Programme which aims to build movements around energy by empowering and mobilizing young leaders to drive action towards sustainable energy access and a clean energy transition. The programme

has significantly enhanced youth participation in global energy and climate policy discussions. Ambassadors were invited to speak at high-profile international events, including COP28, TED Countdown, and the UN General Assembly (UNGA). Through these platforms, they advocated for policies promoting clean energy access, youth leadership, and climate resilience. The programme's success is also evident in the increasing recognition of youth-led solutions and the growing opportunities for young leaders to engage with policymakers and international organizations.

Development of Mentorship Programmes:

- **The Women in Clean Cooking Mentorship Programme (WiCC):** The Gender and youth programme, in collaboration with the Clean Cooking Alliance (CCA), and the Global Women's Network for Energy Transition (GWNET) designed the programme to support women in developing thriving careers within the clean cooking sector through mentorship. The programme has successfully supported 268 women at the end of 2024, with a focus on helping them develop leadership skills, expand professional networks, and contribute to the growth of the clean cooking industry. The programme has also successfully sponsored mentees to attend significant events like the SEforALL Forum in Rwanda and the Clean Cooking Forum in Ghana.

Raising Awareness on the Energy-Gender Nexus:

- **Barbados Energy Transition and Investment Plan:** Through the Gender and Youth Programme's efforts, gender and youth considerations were included in the Energy transition and Investment Plan (ETIP), for the island of Barbados. The programme published a first-of-its-kind chapter in the Barbados ETIP that utilizes the projected growth of capacity for the various technologies and industries identified by the energy modelling process to map out the job requirements needed to deliver the country's ambitious energy and climate goals. The results will be used to inform a suite of recommendations for curriculum reform at primary, secondary, tertiary and vocational levels that can be implemented to begin to train the homegrown clean energy workforce needed to deliver on the transition.
- **Gender and Energy Compact:** SEforALL co-leads the Gender and Energy Compact, a collaborative initiative with Energia, GWNET, and UNIDO. The Compact focuses on promoting gender equality and empowering women within the energy sector, aiming to advance a more equitable, inclusive, and sustainable energy transition. The Gender and Youth programme plays a crucial role in this effort, providing an invaluable platform to showcase thought leadership, shape the trajectory of the gender and energy sector, and engage with a broad range of stakeholders, particularly Member States. Additionally, through the programme, SEforALL contributes to advancing UN Energy objectives by integrating gender perspectives and mainstreaming gender considerations across the energy and climate sectors.

3.2 Best Practices

The programme has identified several best practices that have contributed to its success and can serve as models for future implementation. One best practice is the structured mentorship model used in the

Women in Clean Cooking Mentorship Programme. By pairing mentees with mentors for a minimum of nine months, the programme ensures that mentees receive consistent guidance, professional exposure, and opportunities for career growth. This approach has proven effective in increasing mentees' confidence and positioning them for leadership roles in the clean cooking sector.

Another best practice is the job shadowing component of the Open Africa Power Programme, which provides young professionals with real-world exposure to senior energy executives. Testimonials from past OAP participants indicate that shadowing experienced leaders has significantly enhanced their skills in project management, regulatory affairs, and business development, improving their career prospects.

The integration of gender and youth mainstreaming tools within SEforALL projects has ensured that inclusion remains a core consideration across all the organizations initiatives. The development of these tools has also strengthened SEforALL's institutional approach to gender-responsive and youth-inclusive programming.

Additionally, the programme has also generated a number of best-in-class, replicable knowledge products, tools, and data interventions that adopt a gender and youth lens, help raise awareness on gender and youth and cut across several cross-cutting topics.

Year	Knowledge Products, Tools and Data Interventions
2020	Energy Safety Nets Report Series
2020	Energizing Finance Understanding the Landscape report Chapter 6
2020	Greater finance needed for gender-focused energy access initiatives
2020	Government-provided Energy Safety Nets essential to delivering universal electricity and clean cooking access
2020	Subsidies for energy access need to be gender sensitive: An example from India
2020	Putting women at the forefront of the sustainable energy movement
2020	COVID-19 and Women's Energy Entrepreneurship: Five women entrepreneurs adapting to a crisis
2020	15 women take next step towards energy sector leadership
2021	Cooling for All and Gender: Towards Inclusive, Sustainable Cooling Solutions
2021	Women in Clean Cooking (WICC) Mentorship Program Knowledge Transfer Webinar: Project and Business Management
2021	Women in Clean Cooking (WICC) Mentorship Program Knowledge Transfer Webinar: Personal Branding and Networking
2021	UEF gender template for countries
2021	Gender, Health, and Energy Summary
2022	Women in Clean Cooking (WICC) Mentorship Program Knowledge Transfer Webinar: Empowering the Transition
2023	Chilling Prospects Special: Gender and Access to Cooling
2023	IVECF-YSD (Gender and Energy)
2024	Gender & Youth Mainstreaming Strategy
2024	Gender & Youth Mainstreaming Toolkit
2024	Careers in Sustainable Energy: International Development
2024	Improving energy data to enhance gender equality
2024	Sierra Leone Green Growth Plan (chapter on gender and youth in workforce development)
2024	SDG 7 Global Youth Ambassador Programme Webinar Series: "Green Skills for the Future Energy Workforce"
2024	SDG 7 Global Youth Ambassador Programme Webinar Series: "Gender Mainstreaming SDG7 and the Role of Local Communities in the Energy Transition"
2024	SDG 7 Global Youth Ambassador Programme Webinar Series: "Financing SDG7: Unlocking Investments for Africa's Energy Future"

4. Highlight of Key Learnings

4.1 Key Insights for Enhancing Programme Implementation, Performance, and Sector-Wide Learning

The implementation of the Gender and Youth Programme has provided critical learnings that can be leveraged to enhance its effectiveness in future cycles. One of the key insights gained from programme implementation is the need to strengthen job placement partnerships to improve employment outcomes for trainees and mentees. While the STEM Traineeship and OAP initiatives have successfully provided participants with technical skills and policy expertise, post-training job placements remain a challenge. Some OAP graduates have struggled to secure employment due to a lack of structured pathways linking training to career opportunities in the energy sector. To address this, the programme is exploring partnerships with energy firms, utilities, and government agencies to create a more streamlined transition from training to employment.

Another important insight is the need for enhanced financial and logistical support for participants in international energy forums. The SDG7 Global Youth Ambassadors and Women in Clean Cooking mentees have expressed the importance of attending events such as COP, TED Countdown, and UNGA, as these provide invaluable exposure and networking opportunities. However, some youth ambassadors have faced financial constraints that have limited their ability to fully engage in these platforms. Expanding financial support mechanisms and securing sponsorships from private sector partners could help increase accessibility to high-profile advocacy events, thereby strengthening youth and women's representation in global energy decision-making.

Furthermore, regional context matters when designing mentorship and training programmes. Tailoring programme content to reflect local energy challenges enhances learning outcomes. Future expansions of the STEM Traineeship and mentorship programmes should adopt localized approaches, ensuring that training aligns with specific regional energy needs, cultural factors, and market conditions.

4.2 Key Learnings, Challenges and Barriers

One of the most significant learnings from the programme is the importance of continuous mentorship in advancing career development. Participants in the WiCC Mentorship Programme and OAP job shadowing initiative have highlighted the long-term benefits of having sustained mentor relationships. Structured mentorship provides ongoing guidance, access to professional networks, and opportunities for leadership development, making it an essential component of any gender-inclusive energy workforce strategy.

Another key learning is the value of youth-led advocacy in shaping clean energy policies. The SDG7 Global Youth Ambassadors have demonstrated that young leaders are not just passive beneficiaries of energy initiatives but are also active contributors to policy development. Many youth ambassadors have secured speaking roles at major conferences, where they have presented actionable solutions for scaling renewable energy, promoting climate resilience, and addressing energy poverty. This highlights the importance of institutionalizing youth leadership within energy governance frameworks, ensuring that young professionals actively contribute to shaping policies rather than merely being consulted.

A key barrier to achieving full programme success is the persistence of cultural biases that limit women's entry into technical energy roles. The programme has also shown that gender inclusion in the energy

sector must go beyond representation and address systemic barriers. Simply increasing the number of women in training programmes is not enough; it is crucial to also address structural challenges such as gender biases in hiring practices, access to funding for women-led energy enterprises, and workplace policies that support women's career growth. The programme's work on the Gender and Energy Compact has been instrumental in promoting these broader systemic changes, but more targeted interventions—such as gender-sensitive hiring policies in partner organizations—are needed to ensure that women's participation leads to real career advancement.

Finally, despite its successes, the programme continues to face significant challenges. One of the most pressing challenges is the sustainability of funding for long-term programme expansion. While financial support has been secured from key donors such as the ADA and the Ministry of Foreign Affairs of Iceland, ensuring continued funding remains a challenge, particularly for mentorship programmes and youth advocacy initiatives. The demand for these programmes is growing, but without expanded financial commitments from donors and private sector partners, scaling them up to meet demand will be difficult.

5. Significant Adaptations and Course Corrections

The programme has undergone some key adaptations to enhance its effectiveness. SEforALL has strategically expanded its (formerly) Women at the Forefront programme to include a dedicated focus on youth, enhancing its impact and ensuring greater inclusivity. The programme has introduced youth mainstreaming efforts, integrating youth perspectives across all programmatic activities and within SEforALL's organizational structure, spanning various departments and initiatives.

The shift aligns with SEforALL's commitment to workforce development, recognising the International Energy Agency's *Net Zero by 2050* scenario, which predicts the need for 14 million new green jobs by 2030, with an additional 16 million workers transitioning to clean energy roles. At the same time, 1.8 billion young people globally face barriers to education, financial resources, and employment opportunities in the energy sector. Expanding the programme to include youth not only strengthens career and professional development pathways but also ensures that young women—who face compounded barriers due to gender, age, and other intersecting factors—are actively engaged and supported in the clean energy transition.

Following extensive consultations between the Gender and Youth Programme and SEforALL programme units and building on the consultation process from the development of the gender mainstreaming strategy, a Youth Mainstreaming Strategy was created. The strategy was combined with the existing gender mainstreaming strategy and further supported by a series of tools designed to help teams integrate gender and youth considerations throughout the SEforALL organization. These tools include a Gender & Youth Analysis Tool, a Gender- and Youth-Responsive Project Proposal Checklist, a Gender & Youth Programme Design Checklist, a Gender & Youth Mainstreaming Tracker, Guidelines for Mainstreaming Gender and Youth in Events, and Inclusive Communication Guidelines.

The programme has also had several adaptations and course correction to its OAP curriculum following learnings from its implementation. The OAP programme originally consisted of two residential modules and a four-month online course. The first module, held in Africa, covered the electricity sector's technologies, regulations, and economics, with case studies and expert insights from the Enel Group. Graduates then continued with the Florence School of Regulation's online course on Regulation of Energy Access. The second module, hosted in Italy, focused on the latest developments in the electricity

sector, with site visits to generation and distribution assets. Knowledge gained was transferred to younger students, promoting them as agents of change in Africa's energy transition.

In response to growing programme participation, the fifth edition of the OAP adopted a more hybrid format, maintaining the general structure of previous editions but with greater flexibility for an expanded cohort. While the sixth edition largely followed the same structure, with one key change: the eligibility criteria were updated to require a master's degree as a minimum entry requirement. These adjustments aimed to ensure that participants could navigate the highly technical content of the programme more effectively and raise the overall quality of the graduates.

6. Opportunities for Future Funding & Strategic Recommendations for Future Implementation

The Gender and Youth Programme has achieved significant progress in elevating women and youth in the energy sector, providing them with critical skills, mentorship, and platforms for leadership. These successes create strong opportunities for future funding and expanded impact.

- **Growing Demand for Mentorship and Training:** The WiCC programme, which expanded to support 268 women by 2024, highlights the growing demand for mentorship in the energy sector. Scaling this programme and creating more partnerships with corporate stakeholders, NGOs, and educational institutions can significantly increase its reach. Moreover, expanding the STEM Traineeship Programme, energy modelling trainings, and creating more internships and job shadowing opportunities would provide additional avenues for women and youth to enter and thrive in the energy sector.
- **Integration of Carbon Markets:** The inclusion of carbon markets training into the OAP curriculum is a notable innovation that aligns with the emerging opportunities in climate finance. As carbon markets become more integral to the energy transition, future funding opportunities can be unlocked by expanding this curriculum and increasing engagement with international climate funds, carbon trading platforms, and sustainable energy investors. By positioning the programme as a key player in Africa's clean energy financing landscape, it can attract new sources of funding for both technical and regulatory training.
- **Youth-Led Solutions and Youth Engagement:** The introduction of youth mainstreaming and the Youth Energy Transition Commission (YETC) are pivotal steps toward ensuring youth are active contributors to SDG7 goals. Funding opportunities could be explored to support youth-led clean energy projects, entrepreneurship programmes, and advocacy platforms. By building on partnerships with youth organizations, foundations, and development agencies, the programme can create new opportunities for young leaders to engage in the global energy transition. This can open doors to international grants and government-backed funding aimed at empowering youth and promoting their role in clean energy.
- **Partnerships with Corporate and Academic Institutions:** Strengthening collaborations with private sector companies such as Enel Foundation, academic institutions, and training centers will help secure additional funding and expand the programme's impact. These partnerships can lead to more comprehensive training opportunities, mentorship schemes, career pathways, and job shadowing experiences, especially in underrepresented sectors like clean cooking and renewable energy technologies. SEforALL has seen the success of partnerships like the ICTP

Summer School on Energy Modelling Tools, which has allowed for scaled up access to energy modelling trainings. Through these partnerships, SEforALL can scale its programmes and create more visible leadership roles for women and youth in these critical sectors.

- **Amplified Advocacy through Global Platforms:** The success of SDG7 Global Youth Ambassadors and the Gender and Youth programme in COP28, UNGA, and other international forums provides a unique opportunity to attract high-level sponsorships from governments, corporations, and multilateral organizations. Joining the Gender & Energy Compact as a co-lead has also provided additional platforms for advocacy on SEforALL's key initiatives related to women's empowerment and youth participation. These platforms can be leveraged to showcase the programme's achievements, thereby creating greater visibility and drawing in new donors and signatories interested in advancing gender equality and youth empowerment in the energy sector.
- **Expanded Alumni Network and Continued Professional Development:** Expanding the alumni network for both women and youth will create long-term opportunities for mentorship, career advancement, and peer-to-peer learning. Future funding opportunities can be pursued through alumni-driven initiatives, including mentorship networks, community-building events, and leadership development programmes. These initiatives could be funded through corporate sponsorships or philanthropic donations, ensuring the programme's sustainability and growth.

Strategic Recommendations for future Programme Implementation

The **Gender and Youth Programme** has made progress in achieving its objectives, but there are areas where improvements can further enhance its effectiveness and broaden its impact. The following recommendations are designed to strengthen the programme's structure, outreach, and long-term sustainability:

- **Extend Programme Duration for Deeper Impact:** Feedback from job shadowing participants indicates that extending the programme duration would lead to more meaningful experiences. Extending shadowing periods to six weeks would allow for deeper engagement and better alignment with participants' professional goals. Additionally, offering an option for an additional two weeks could help ensure participants fully benefit from mentorship and learning opportunities.
- **Increase Internship and Mentorship Opportunities:** While mentorship opportunities have expanded, there is a need for more internships and job shadowing placements. Strengthening partnerships with corporate entities, NGOs, and academic institutions can increase the availability of these opportunities, offering more pathways for women and youth to enter and succeed in the energy sector. A structured internship framework should also be developed to facilitate better placement and retention.
- **Improve Recruitment and Lead Time for Job Shadowing:** The two-week lead time for recruitment and placement in job shadowing has been found to be insufficient. Expanding this lead time to 4-6 weeks would provide more time for mentors and organizations to plan and allocate resources effectively, ensuring better alignment of candidates' and mentors' schedules and improving the overall experience.

- **Enhance Support for Women in Technical Roles:** There is a growing need to provide more technical training for women in emerging sectors such as clean cooking and renewable energy technologies. Expanding the STEM Traineeship Programme and offering additional certifications and hands-on training will equip women with the technical skills necessary to thrive in these fields. Strategic partnerships with academic institutions and corporate partners should be pursued to expand these offerings.
- **Focus on Youth Empowerment and Leadership:** The integration of youth mainstreaming is a positive step, but further efforts are needed to prioritize youth-led projects and entrepreneurship in clean energy. Future funding and programme designs should emphasize professional development for youth, including increasing access to financing for youth-led clean energy initiatives. Expanding partnerships with youth organizations will ensure young leaders are equipped to contribute meaningfully to SDG7 and the energy transition.
- **Expand Partnerships with Government and International Bodies:** To increase the programme's funding potential and its reach, strengthening relationships with government agencies, international development organizations, and multilateral climate funds is essential. These collaborations can unlock new funding streams and offer platforms to showcase the programme's success, further solidifying its impact on SDG7 and gender equality.

By implementing these recommendations, the Gender and Youth Programme will be better positioned to foster a just and equitable energy transition, addressing gender and youth barriers in the sector. These improvements will ensure the programme's sustainability, scalability, and long-term impact, contributing to a more inclusive energy sector globally.

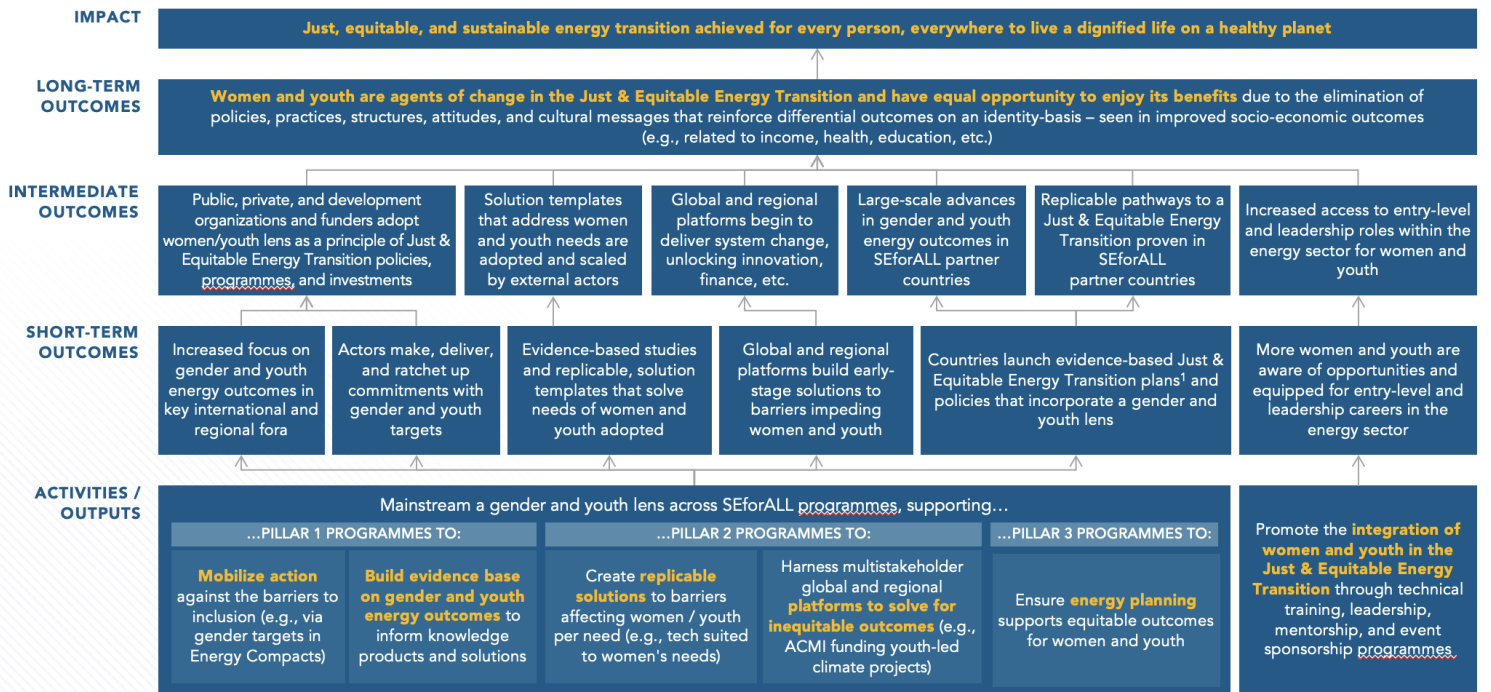
Annex 1

Evolved Theory of Change 2024 - 2026: Gender and Youth Programme

*Please note this is not the ToC that was active during the review period, rather evolved as a result of learnings and course corrections throughout the review period.

THEORY OF CHANGE

GENDER & YOUTH



Notes: [1] "Plans" refer to national plans that SEforALL supports in the energy sector and its related sub-sectors, including ETIP and IEP

Annex 2

References: The list of programme documents, key performance data, and stakeholder engagement feedback, reviewed to assess the achievements, challenges, and significant shifts in the Gender and Youth Programme’s strategy are below.

Reference Documents	Links
2023 STEM Traineeship Sierra Leone Bintu Jalloh Testimonial:	Perspectives from the field: An interview with SEforALL Women in STEM trainee Bintu Jalloh Sustainable Energy for All
2024 STEM Traineeship Post-Engagement Survey Results	Sierra Leone & Panama STEM Traineeship 2024 Post-Engagement Survey Results.docx
ADA Funding Agreement 2022-2025	https://seforallorg.sharepoint.com/Middle-Earth/Shared%20Documents/Forms/AllItems.aspx?id=%2FMiddle%2DEarth%2FShared%20Documents%2F3%2E%20Team%20Folders%2FResource%20Mobilization%2F00%20SHARED%2FAustria%2F2022%20Austria%2FADA%20Funding%20Agreement%202022%2D2025&viewid=93734b5b%2D95f8%2D4374%2D8fd%2Dfb5fc67fe94e
Annual Monitoring Review 2022	https://www.seforall.org/system/files/2023-08/2022-annual-monitoring-review.pdf
Annual Monitoring Review 2023	https://www.seforall.org/system/files/2024-10/SEforALL-annual-monitoring-review-full.pdf
OAP (5th edition): Empowering women and youth to lead the clean energy transition	https://seforallorg.sharepoint.com/:b:/g/Middle-Earth/EWLYwxipr3ZArDduCLyEwNoBAdYExcPjN6UFy2Tubi2Whg?e=Fmq1O
OAP 2023 -24 Lessons Learned	Open Africa Power Program Lessons Learned.docx
OAP 2023-24 End of Programme Survey Results	OAP End of Program Survey Results.docx
OAP 6th edition- Empowering Women and Youth to lead Clean Energy Transition	202406 SEforALL Final Report Open Africa Programme Italy.pdf
OAP Job Shadowing Testimonials 2023-24	[Draft] OAP Testimonial Article.docx
OAP Kathy Kiema Testimonial	Women’s Month youth spotlight - Kathy Kiema Sustainable Energy for All
OAP Post-Job Shadowing Survey Results 2023-24	OAP Post-Job Shadowing Survey Results.docx
OAP Pre-Job Shadowing Survey Results 2023-24	OAP Pre-Job Shadowing Survey Results.docx
OAP Testimonials	How Open Africa Power helped these four women take the next step in their energy careers Sustainable Energy for All
SDG 7 Youth Ambassadors (2023-24)/ Cherop Soy Testimonial	Women’s Month youth spotlight - Cherop Soy Sustainable Energy for All

SDG 7 Youth Ambassadors (2023-24)/ Jitsai Santiputra Testimonial	Women's Month youth spotlight - Jitsai Santaputra Sustainable Energy for All
SDG 7 Youth Ambassadors (2023-24)/End of Programme Survey	SDG7 Global Youth Ambassadors End of Program Survey Report.docx
SEforALL - ADA Joint Partnership Women and Youth at the Forefront and Sustainable Cooling	https://seforallorg.sharepoint.com/:b:/g/Middle-Earth/EVGGtpD5iWNIpEpREkEen8kB9dyZZc4QIJfDX_QmbEKhg?e=2PqVdL
SEforALL - ADA Joint Partnership Women and Youth at the Forefront and Sustainable Cooling	https://seforallorg.sharepoint.com/:b:/g/Middle-Earth/EXEFSikyioNEgV6uea9neBABmrp3UOvqKDr1G8svARM-Gw?e=QRovdg
SEforALL Cross Organizational KPI Management Tool	https://seforallorg.sharepoint.com/:x:/g/Middle-Earth/Eal3UueFh6lOmiK2f3QX0EkB9SbQetEP9qJkBHgFQ_Jglw?e=fe552e&clickparams=eyJBCtHBOYW1lJjoiVGhVbXMtRGVza3RvcClslkFwcFZlcnNpb24iOi1MC8yNDEyMDEwMDIxMyIsIkhhc0ZlZGVyYXRIZFVzZXliOmZhbHNIfQ%3D%3D
SEforALL Gender and Youth KPI Management Tool	https://seforallorg.sharepoint.com/:x:/g/Middle-Earth/ERjJD-EgpatNqyb21-5xm9cBWkBkPUA94w9jlf_DO_cPew?e=8P47Z6&isSPOFile=1&ovuser=64f8b38b-17d4-4852-92f3-552ffbb35764%2CTitilayo.Awosemusi%40seforall.org&clickparams=eyJBCtHBOYW1lJjoiVGhVbXMtRGVza3RvcClslkFwcFZlcnNpb24iOi1MC8yNDEyMDEwMDIxMyIsIkhhc0ZlZGVyYXRIZFVzZXliOmZhbHNIfQ%3D%3D
SEforALL 2024-2026 Cross Organizational and Programmatic KPIs and ToCs	https://seforallorg.sharepoint.com/:p:/g/Middle-Earth/Ec0Y9XtVhmtLlomm_g5JahYBpGJFkb1Nalyw2-0BpsPvzw?e=noK5XS&isSPOFile=1&ovuser=64f8b38b-17d4-4852-92f3-552ffbb35764%2CTitilayo.Awosemusi%40seforall.org&clickparams=eyJBCtHBOYW1lJjoiVGhVbXMtRGVza3RvcClslkFwcFZlcnNpb24iOi1MC8yNDEyMDEwMDIxMyIsIkhhc0ZlZGVyYXRIZFVzZXliOmZhbHNIfQ%3D%3D
SEforALL High-level Concept: Programmatic reviews of Women at the Forefront and Sustainable Cooling for All	https://seforallorg.sharepoint.com/:p:/r/Middle-Earth/Shared%20Documents/3.%20Team%20Folders/MEL/5%20-%20Evaluation/completed/ADA%20-%20Sustainable%20Cooling%20for%20All%20and%20Women%20at%20the%20Forefront/high%20level%20concept%20-%20programmatic%20reviews.pptx?d=w969942fdb6a432f8ea69d0c785b721a&csf=1&web=1&e=Fbl1Hh
STEM Traineeship Kenya: Susan Irene Akinyi Testimonial	Women's Month STEM Training spotlight: Susan Irene Akinyi Sustainable Energy for All
STEM Traineeship/ 2023 Programme Overview	STEM Factsheet.pptx