



Unlocking the Potential of Youth on the Move

UNICEF'S INNOVATIVE FELLOWSHIP PILOT PROGRAMME



Kingdom of the Netherlands



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for every child

UNICEF, in partnership with the Migration Youth and Children Platform (MYCP), implemented the Youth on the Move Fellowship pilot programme between October 2022 and June 2024. Twenty-three youth who faced barriers to learning and earning opportunities because of their migration or displacement experiences worked with 10 Country Offices, three Regional Offices and four Headquarters teams through this innovative programme. This brief captures the vision and impact of the programme, shares lessons learned to inspire and inform other stakeholders interested in creating opportunities for youth on the move, and outlines plans to institutionalize the pilot programme.

The Vision: Leveling the playing field for youth on the move

Talent is universal - but opportunity is not, especially for refugee, displaced and migrant youth for whom UNICEF and many other organizations' internships and entry-level positions are out of reach due to stringent selection criteria. This inadvertently excludes high-potential young people in an already uneven playing field.

Non-discrimination is a guiding principle for UNICEF. The organization seeks out and supports children from the most marginalized and excluded groups, including children and youth in migrant communities or who have been forcibly displaced. Just as non-discrimination and a focus on equity and reaching every child guide programming, UNICEF also strives to apply the principles of equity, non-discrimination and inclusion in its personnel policies.

To prove the concept and show that UNICEF can walk the talk on being an inclusive, supportive,

and accessible partner for young people, UNICEF joined forces with the Migration Youth and Children Platform (MYCP) to design and pilot **a paid fellowship programme specifically tailored to break UNICEF's internal glass ceiling: the Youth on the Move Fellowship**. Supported by funding from the Netherlands' Ministry of Foreign Affairs through the PROSPECTS Partnership, the programme was implemented between October 2022 and June 2024.

The Youth on the Move Fellowship was designed as a win-win: participating in the fellowship programme provided fellows with an opportunity to enhance their work skills, develop their career goals, and establish invaluable connections, while UNICEF was able to engage fellows directly in the organization's work, making them an integral part of what UNICEF does, and helping strengthen the quality of UNICEF programmes focused on children and young people on the move.

Our partners

THE MIGRATION YOUTH & CHILDREN PLATFORM (MYCP) is a self-organised volunteer network representing young migrants under 30 and youth-led organisations worldwide. At the United Nations, MYCP serves as the official migration constituency of the Major Group for Children & Youth (MGCY). This group, established for and by young people, aims to influence international migration policy at the highest levels, with the mission to be a bridge between children, youth, and the UN system with a focus on migration issues, ensuring their right to meaningful participation is realized through four pillars, Policy & Advocacy, Capacity Building, Youth Action and Knowledge.

PROSPECTS is a groundbreaking multi-year programme financed by the Government of the Netherlands that aims to improve living conditions for millions of people who have been forced to flee their homes and for the communities that host them. First launched in 2019, PROSPECTS brings together the International Finance Corporation (IFC), International Labour Organization (ILO), United Nations Children's Fund (UNICEF), United Nations High Commissioner for Refugees (UNHCR), the World Bank, and other stakeholders to test and scale new approaches to forced displacement in eight hosting countries in the Middle East and North Africa and Eastern and Southern Africa regions – Egypt, Ethiopia, Iraq, Jordan, Kenya, Lebanon, Sudan, and Uganda.



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Coming from the refugee camp, I know firsthand how important it is to have a seat at the decision-making table and have your voice heard. The fellowship has enabled me to be part of a community that shapes my personal and professional growth, allowing a platform to engage and contribute my lived-experience to the overall programming of UNICEF with the best interest of disadvantaged children and youths at heart.”

CHRISTIAN BAOBAB, 29,
Youth On The Move Fellow

Why we need to invest in Talent on the Move

Youth on the move at risk of being left behind

Learning and work opportunities are out of reach for many talented refugees, migrants and displaced persons. Lack of formal proof or recognition of qualifications, disruption of education, language barriers, financial constraints, legal and policy barriers, bureaucratic challenges and absence of support networks are some of the barriers that talented youth on the move face because of their migratory status and migration and displacement experience.

These barriers directly impact learning outcomes for children and youth on the move: young refugees have some of the lowest education rates in the world when compared to host community children in low- and middle-income countries: less than one-third of refugee children are enrolled in

secondary school, and only three per cent in higher education. Girls are particularly impacted, with only 27 per cent enrolled in secondary school, compared to 36 per cent of refugee boys.¹

Displacement can also impact employment outcomes: According to an OECD study, unemployment rates for refugees stand at around 19 per cent in OECD countries, while the average for the native-born population stands at around nine per cent.² Seventy per cent of an estimated 21.3 million refugees worldwide currently face legal limitations to accessing formal forms of employment.³ The World Bank's 2023 World Development Report highlights that extended periods of forced unemployment impede refugees' longer-term integration into the labor market.⁴

UNICEF's [Talent on the Move Report](#) (2021), which leverages the technology of U-Report⁵ to explore the aspirations to learn and earn and the unique barriers of 8,764 youth on the move aged between 14 and 24, reaffirms those barriers and gives an insight into the aspirations of young people:

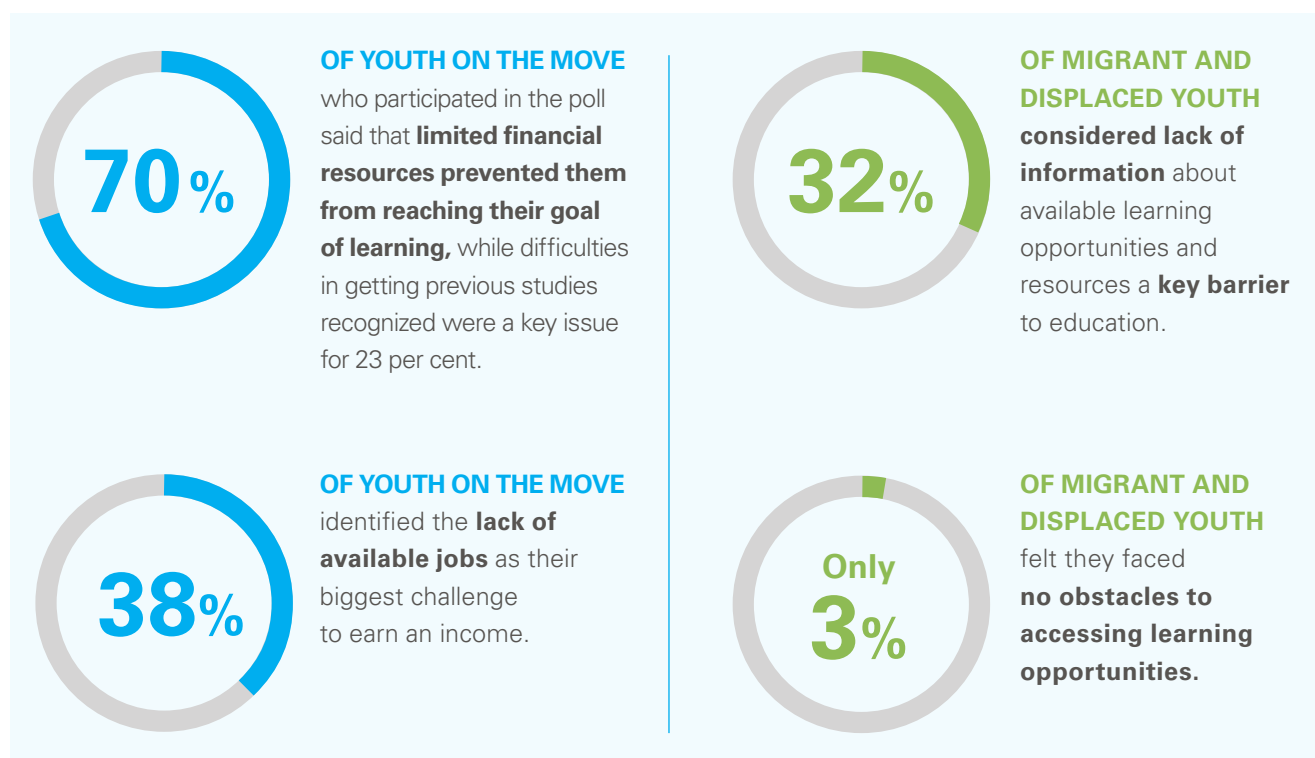
1 [Talent on the Move, Listening to children and young people on the move to unlock their potential](#), UNICEF (2021)

2 OECD/European Union (2018), *Settling In 2018: Indicators of Immigrant Integration*, OECD Publishing, Paris, <https://doi.org/10.1787/9789264307216-en>.

3 [Migration Summit 2023: gauging challenges and prospects in hiring refugees for freelance work](#), ILO, 21 April 2023

4 [World Bank. 2023. World Development Report 2023: Migrants, Refugees, and Societies](#). Washington, DC: World Bank. doi:10.1596/978-1-4648-1941-4. License: Creative Commons Attribution CC BY 3.0 IGO

5 [U-Report](#) is a mobile-based tool that empowers young people to speak out about issues in their communities and inform policy and programme.



Inclusion pays, exclusion costs

Including youth on the move into education systems and skills programmes and strengthening their access to employment and entrepreneurship opportunities unlocks a triple win: for youth themselves, their hosting societies, and the economy. Evidence from various contexts clearly demonstrates that young refugees and migrants lead better lives and are more capable of contributing to society when they have access to learning and development opportunities, regardless of their location.⁶ Access to education and employment is critical for personal development, strengthening self-sufficiency, resilience and economic stability and integration.

When provided with learning and earning opportunities, youth on the move can also contribute through their unique backgrounds and experiences to their host communities, promoting more inclusive and resilient communities and fostering social cohesion.⁷ Inclusion into the labour market further yields economic benefits to the host country, including through tax contributions and payments of refugees and migrants into social security systems. Evidence also underlined migrants' contribution to GDP growth and productivity.⁸ Lastly, data highlights that inclusive policies can help unlock contributions of people on the move to innovation and entrepreneurship. The World Bank's [World Development Report 2023](#), for example, underlines how skills and experiences of people on the move can foster technological advancements and entrepreneurial activities.

6 [Uprooted: The growing crisis for refugee and migrant children](#), UNICEF (2016)

7 <https://blogs.worldbank.org/en/dev4peace/inclusive-policies-are-needed-help-refugees-and-host-communities-flourish>

8 [Migrants Bring Economic Benefits for Advanced Economies](#), IMF (2016)

PORTRAIT #1:

Abdelhamid Adam



Whenever we interact with partners, they would be surprised that the gender team has a man. People would think that gender issues concern women only, but my work at the gender team has really taught me that gender issues aren't only women issues, they're human rights issues and everyone must speak and address them."

ABDELHAMID, 20 YEARS OLD.

Originally from Sudan, Abdelhamid is 20 years old and has lived in Jordan for more than 17 years. Abdelhamid joined the Gender section of UNICEF's Country Office in Jordan as a Youth on the Move Fellow in November 2023 where he supported the integration of gender equality across UNICEF programmes in Jordan. What makes the fellowship experience special for Abdelhamid is the opportunity to tap into the information and resources at UNICEF. The fellowship experience has helped Abdelhamid strengthen his technical skills, specifically when it comes to branding, writing, and networking. Similarly, his background and experience have introduced new ideas and a fresh perspective to his team. As a young man working on gender issues, Abdelhamid promotes the engagement of boys and men in conversations

surrounding gender and in the promotion of gender equality.

Outside of UNICEF, Abdelhamid is a graduate and Learning Facilitator at Amala Education and a Refugee guidance counselor. At Amala, Abdelhamid feels that he can have a meaningful impact on refugee youth who have a similar background by creating dynamic and engaging learning experiences that combine in-person sessions with innovative digital platforms. By fostering the development of essential skills such as problem-solving, critical thinking, communication, and digital literacy, Abdelhamid feels that he can contribute to giving young refugees agency and prepare them for further education, employment, and entrepreneurship opportunities.

PORTRAIT #2:

Daria Mierhut



I am deeply grateful to the Youth on the Move Fellowship. It became a fresh and important chapter of my life, changing my vision completely. Through the Fellowship, I had the opportunity to join UNICEF in Slovakia and be part of programmes helping my community, Ukrainian refugee children and youth. Over the past year, I have learned from specialists, participated in decision-making processes, and gained invaluable networking and communication skills. This experience has truly transformed my life."

DARIA, 21 YEARS OLD.

Daria is 21-years old and originally from Ukraine. She has been living in Slovakia since 2019. Although she migrated to Slovakia before the full-scale war in Ukraine, she is unable to return to her home country due to the ongoing fighting. In March 2023, Daria joined the Education team at the UNICEF Slovakia Refugee Response Office as a Youth on the Move Fellow. In this role, she supported programmes focused on the development of adolescents and youth, as well as early childhood development and education, contributing to programmes that support her community, including Ukrainian refugee children and youth.

Daria was motivated to join the Fellowship programme to understand UNICEF's work from the inside and to amplify her voice as a young person to effect positive change in society. The

Fellowship marked a significant new chapter in her life, transforming her perspectives and goals. During her one-year fellowship, she gained valuable insights into children's rights and development. One of the highlights of her experience was her participation in the Global Refugee Forum 2023 in Geneva, where she contributed her perspectives in high-level meetings and moderated an event on Mental Health and Psychosocial Support (MHPSS).

Building on her experience as a Fellow, Daria is currently working for UNICEF in Slovakia as an Education Junior Consultant, which brought additional responsibilities and involvement.

The Youth on the Move Fellowship has ignited her passion and solidified her commitment to working in the humanitarian sector, providing her with a clear purpose and direction in life.

Impact of the Youth on the Move Fellowship pilot programme

Between October 2022 and June 2024, 23 youth on the move were successfully engaged as Youth on the Move Fellows across 10 Country Offices, 3 Regional Offices, and 4 Headquarters teams. These fellows have been instrumental in shaping UNICEF's work in migration and displacement contexts, consistently challenging the organization to think creatively and inclusively.

An innovative selection process: redefining hiring practices

The pilot programme aimed to create a more inclusive and equitable space for youth on the move within UNICEF, offering talented and passionate refugees, asylum seekers, Internally Displaced Persons (IDPs) and migrants aged 18-30 the opportunity to work with UNICEF through a paid fellowship. The selection process was designed to embody this vision, with youth networks playing a pivotal role. Organisations working directly with youth on the move received an information pack detailing the fellowship's goals and requirements and were invited to nominate two to three suitable candidates. Nominated candidates were then invited to complete an application form and submit a motivational statement, with creative submissions such as videos or visual presentations encouraged. A selection panel comprising representatives from

UNICEF and the MYCP evaluated candidates based on several criteria, including inclusivity, evidence of impact in their communities, clear motivations aligned with their career goals, resilience, and alignment with UNICEF values.

Strengthening UNICEF's engagement with migrant and displaced youth: the Youth on the Move Fellows played a crucial role in establishing and enhancing mechanisms for direct consultation with youth on the move. This helped to ensure that UNICEF programmes effectively address the needs of migrant and displaced communities. For instance, fellows led youth advisory boards, providing valuable insights and recommendations for UNICEF to improve access to education and protection. Fellows have also leveraged their assignments to organize capacity-building sessions for other youth on the move, focusing on life skills, education or volunteering.

Informing UNICEF programmes and strategies:

Fellows directly participated in programme planning and implementation, supporting the monitoring and day-to-day roll-out of UNICEF programmes across child protection, education, disability inclusion and other areas. Some of the fellows contributed to the design of phase 2 of the multi-country, multi-partner PROSPECTS programme. Fellows have also provided invaluable support by developing and informing strategies and advocacy materials on key issues, such as protection and Gender-Based Violence (GBV). Additionally, fellows enhanced UNICEF's advocacy and communication efforts by creating engaging social media content and human-interest stories on migration and displacement-related issues,

including climate change, immunization, nutrition and transitions from learning to earning.

Influencing global processes: Fellows were integral to UNICEF's engagement in several global processes and fora. They shaped UNICEF priorities in the lead up and joined UNICEF's delegation at the second Global Refugee Forum (GRF) in December 2023 in Geneva, and the Global Forum on Migration and Development (GFMD) in January 2024 in Geneva. The UN Migration Network Youth Consultation on Alternatives to Detention, organized by MYCP, provided an opportunity for Youth on the Move Fellows to contribute their unique perspectives to influence policy making.



Youth on the Move Fellows Daria Mierhut, Christian Baobab and Elijah Makuei Akoi at the GRF with UNICEF's Director of Education Programmes, Rob Jenkins.



Youth on the Move Fellow Elijah Makuei Akoi speaking at the GRF to underline the importance of youth engagement in refugee responses.



Maksym Shyp and Liliia Baihildina, Youth on the Move Fellows based in Slovakia, introduce the fellowship programme to participants at the GFMD.

Blueprint for success: our key lessons for supporting youth on the move

Feedback from fellows and supervisors was collected through one-on-one check-in calls, biweekly drop-in clinics with fellows, and surveys administered during onboarding, in regular intervals during the fellowship and during offboarding. This was essential to help adjust the pilot and design its follow-up, the Youth on the Move UNV programme.

Institutional change takes time and

organization-wide commitment: Feedback from fellows underlined the necessity of not only preparing hosting teams but also ensuring that fellows are fully integrated into the broader UNICEF community. As suggested by fellows, achieving systematic change means making UNICEF inclusive beyond hosting teams. Although many teams were enthusiastic about participating in the pilot programme, obtaining their leadership's approval was at times challenging due to the unconventional nature of the programme. Enhanced communication about the programme and a deeper understanding of its value at the senior level have been crucial in paving the way for a future where such programmes are part of UNICEF's ways of working.



This is a really valuable initiative that has the potential to greatly impact youth on the move while allowing UNICEF to practice what it preaches and learn from their voice and lived experiences. At the same time, it inevitably reveals the gap between UNICEF's aspirational and often high-level programming and approaches (as well as ways of operating) which may not seem immediately helpful or relevant to the daily realities and challenges refugee youth face.

SU-ANNE LEE, former supervisor at the UNICEF Country Office in Malaysia

Mentorship and community networks are essential - both for fellows and supervisors: the innovative nature of the programme underscored the importance of creating a holistic support system. Fellows highlighted that they benefitted from regular opportunities to exchange experiences with one another and found the guidance and support from alumni and senior fellows crucial in helping them navigate the programme without getting overwhelmed. Fellows further emphasized the positive impact of face-to-face interactions, particularly during fora like the GRF and GFMD, or PROSPECTS planning workshops, which helped foster a sense of shared purpose. Fellows clearly underlined how their experience was shaped by the extent to which supervisors would – or would not – go beyond a purely supervisory role to also mentor them. While the pilot programme successfully integrated various support networks for fellows, it became apparent that supervisors needed more resources and platforms for regular exchanges.

Maximize opportunities for Youth on the Move
Fellows to meaningfully contribute their ideas and experiences: feedback from fellows and supervisors has been instrumental in shaping the pilot programme and guiding its scale-up with UN Volunteers. Most importantly, UNICEF committed to increase the minimum assignment period from three months, which was unequivocally assessed as too

short, to 12 months. This extended period allows fellows to contribute more meaningfully and gain deeper insights into the work of UNICEF. Successful elements from the pilot, such as peer mentor support, career coaching, and check-in clinics will be expanded with a more comprehensive onboarding programme, including a standardized course covering a comprehensive introduction to UNICEF, project management, professional writing, and collaborative teamwork tools. To further strengthen the network among youth on the move at UNICEF and to scale their impact, fellows proposed the introduction of an overarching project with a role for each fellow to contribute.

Need for a robust offboarding process: fellows and supervisors clearly highlighted the critical importance of strengthening the offboarding process. While existing components, such as exit interviews, certification and recognition, peer mentorship support, career sessions and resource repositories have been assessed as helpful, fellows emphasized the need for comprehensive guidance on post-fellowship opportunities and structured offboarding support. For stakeholders looking into creating opportunities for youth on the move, thinking through offboarding support from the onset of a programme is highly recommended in order to create an alumni body that sees concrete benefits from the programme and to foster an alumni network.

PORTRAIT #3:

Mohammad Rakan



Participating in the Global Forum on Migration and Development (GFMD) has provided me with the opportunity to advocate for the voices of young migrants and refugees, highlighting their unique challenges in education and employment, as well as their potential. I had the privilege to share success stories from Egypt, Kenya, and Jordan and engage with a diverse group of stakeholders, including government officials, civil society representatives, and international organizations. Together, we discussed critical issues related to migration and youth."

RAKAN, 27 YEARS OLD.

Rakan is 27 years old, originally from Syria, and has been living in Egypt for the past 11 years. In November 2022, Rakan became a member of UNICEF's Education team in Kenya under the Youth on the Move Fellowship programme, supporting Education programmes within refugee camps as well as UNICEF's engagement with partners, youth-led groups and community-based organizations. As part of this work, Rakan designed and conducted training sessions for young refugees and local partners on essential soft skills such as teamwork, leadership, and communication, as well as empowered adolescents and youth to become proactive change agents within their communities through a mentorship programme.

Rakan is now working with the International Labour Organization (ILO), supporting the design and implementation of training programmes that equip refugees with market-relevant skills and support for

financial inclusion. Through this work, Rakan proudly supports refugees who often face significant barriers to employment and financial services. He is a strong advocate for refugees and migrants' right to just and dignified work, and his main goal is to empower young people, regardless of their legal status, to have access to respectable work and education.

Rakan is also one of the founders of the organization *Hope, Support Refugee and Migrants in Egypt*, which provides essential services and educational support to refugees and migrants. Through these efforts, the organization aims to build a supportive and inclusive environment where refugees and migrants can be empowered, can rebuild their lives and contribute positively to their new communities.

As a fellowship alumni, Rakan participated in the Global Forum on Migration and Development (GFMD) in January 2024 in Geneva as a youth delegate.

Meaningful youth participation: a youth manifesto

In February 2023, Youth on the Move Fellows and members of the Global Refugee Youth Network developed a call to action to guide UNICEF and other partners of the PROSPECTS partnership about how they can meaningfully engage young people on the move.

This is their manifesto:



1. INCLUDE young people – in all their diversity - in decision and programming and you will receive not just input, but a creative way to achieve the goals.

Working together we can make a better world that supports resilience and peaceful coexistence.



2. INVEST in building the **capacity of young people** and give them access to opportunities: **Strengthen our skills as effective collaborators and promote our economic empowerment.**



3. INVOLVE young people in **decision making**. We have the **RIGHT** to participate in a meaningful way, effective inclusion of young people must combine the recognition of human rights and the appropriation and full exercise of those rights by young people. **Trust our ability to make good decisions in our work and count on us to work with and partner with you.**



4. SUPPORT youth-led **action and initiatives**. Recognize and support local youth-led work in communities with life skills, coaching, mentoring, accountability and funding. **Support us, partner with us and our collective efforts can make our goals and dreams possible.**

PORTRAIT #4:

Rebecca Nyiriimana Ahaadi



I am grateful to MYCP as they linked me to UNICEF where I am creating networks, gaining experience of the work environment, and learning different skills, as well as gaining experience of working in the community. Thanks to this experience I am planning my journey back to school to pursue higher education, studying Public Health."

REBECCA, 24 YEARS OLD.

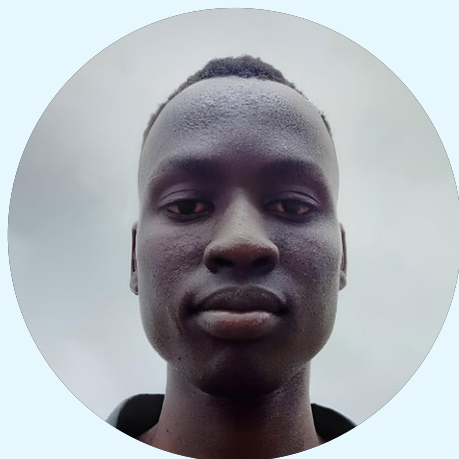
Rebecca is a 24-year-old refugee from the Democratic Republic of the Congo (DRC) currently living in Kampala, Uganda. Between November 2023 and June 2024, Rebecca worked with the Child Survival and Development (CSD) team in UNICEF Uganda as a Youth on the Move Fellow. She supported programmes which focus on disability inclusion, especially the Interventions for Disability in Early Childhood (IDEC) programme, an evidence-based pilot model for children living with disability and developmental delays. For the last few months of her fellowship, Rebecca was stationed at the Government's Department of Community Health under the Disability and Rehabilitation program. She worked on collecting data and guiding Village Health Teams on record-keeping and registration and proudly contributes to improving Uganda's health system.

Before joining UNICEF, Rebecca worked as an assistant and transcriber for children living with disabilities in schools and homeschooling levels, as well as with vulnerable communities, especially young refugee girls and refugee youth. Rebecca has been advocating for the rights of youth refugees in Uganda and representing young refugees at local conferences.

Rebecca credits her assignment with UNICEF for the opportunity to interact with professors, University lecturers, and doctors whose educational backgrounds align with her passions and goals. They inspired and guided her towards her decision to apply for public health studies at university.

PORTRAIT #5:

Elijah Makuei Akoi



The fellowship gives displaced young people an opportunity to gain experience in UNICEF's work and the humanitarian setup as whole, empowering youth with the training, resources and support they need to lead successful social projects in their communities. It also promotes diversity and inclusion, since it's open to youth on the move from all over the world, regardless of their gender, race, ethnicity, religion or socioeconomic background."

ELIJAH, 29 YEARS OLD.

Elijah is 29 years old. Originally from South Sudan, he is now based in Kakuma refugee camp in Kenya. Between March 2023 and March 2024, Elijah worked with UNICEF Kenya's Education team as a monitoring and evaluation Youth on the Move Fellow. As part of his assignment, he supported the monitoring and evaluation of Early Childhood Development Education programmes in Kakuma camp and Kalobeyi settlement, conducted a mapping of refugee-led organizations to advance the localization agenda and contributed his insights into the design of PROSPECTS 2.0, including the programme's youth workstream.

Elijah has long been interested in education: before joining UNICEF, he worked as a teacher at Greenlight

Secondary School, teaching mathematics and chemistry. He has been involved in the project 'Chess for Protection', which aims at providing a tool to empower youth and contribute to their psychosocial wellbeing and personal growth.

Elijah is also the co-founder and voluntary chairman of LIFT ME UP INITIATIVE, a community-based organization established in 2019 to provide mentorship programs and life skills training for youth, single mothers and other vulnerable people in the camp.

Elijah is now pursuing his BA in Gender and Development Studies at Kenyatta University.

Scaling up the Youth on the Move Fellowship: from a pilot programme to an institutional practice

The feedback and lessons learned from the Youth on the Move Fellowship pilot programme reveal a strong desire among fellows and hosting offices to scale up and institutionalize this transformative initiative. Both fellows and supervisors have underscored the programme's value in multiple dimensions:

Skill Development and Career Growth: Youth on the Move Fellows reported they enhanced their work skills, honed career goals, and established invaluable connections. In addition to on-the-job training within their respective offices and teams, fellows highlighted the benefit of capacity building sessions and career coaching provided by MYCP and UNICEF. These sessions covered a wide array of topics, including project management, gender equality and storytelling. Career coaching was offered both individually and in group settings, helping fellows refine professional aspirations. Fellows particularly highlighted the positive impact of peer mentors in strengthening essential skills and growing their networks. Post fellowship, many alumni have continued to collaborate with their peer mentors, reflecting the lasting value of these relationships. Fellows also emphasized the value of networking and information sessions organized with members of MYCP's youth network and universities such as King's College in London,

along with an opportunity guide developed to support their career planning.

Surveys conducted with supervisors revealed unanimous agreement that fellows had significantly increased their knowledge, skills and learning throughout their fellowship. Supervisors reported improvements in areas such as writing, interviewing, analytical skills, networking, communication, social media production, and planning. Additionally, both fellows and supervisors noted that fellows had strengthened their technical knowledge on migration and displacement issues overall.

Expanding commitment: the programme's success is evident in the direct engagement of youth on the move in UNICEF's work, making them an integral part of the organization's mission. Feedback from supervisors and fellows highlighted the positive contributions of the fellows, particularly in strengthening the engagement with youth on the move and ensuring their needs and suggestions directly inform UNICEF programmes. Convinced by the value of the programme, 21 of the 23 hosting offices and teams opted to extend the initial contract of fellows. This strong endorsement underscores the programme's success and critical role in UNICEF's mission.

Where are fellowship alumni now?



5
Youth on the Move Fellowship alumni are enrolled in university



11
Youth on the Move Fellowship alumni are employed

working with UNICEF, partner organizations or in other fields.



5
Youth on the Move Fellowship alumni are actively engaged in volunteering in their communities

Inspired by the experience of the pilot programme, UNICEF has partnered with UN Volunteers to develop the Youth on the Move UNV Programme, launched on World Youth Skills Day 2024. The objective of the Youth on the Move UNV Programme is to institutionalize the fellowship pilot, so that the active participation of refugee, displaced and migrant youth is a core part of the way we work at the UN into the future.

What can you do?

We cannot do this on our own: our vision is to bring learning-to-earning initiatives for talented youth on the move to scale.

We invite partners to contribute to this vision by reviewing their own hiring and recruitment processes to explore opportunities to become more accessible for youth on the move, including by joining the Youth on the Move UNV programme or creating dedicated programmes for youth on the move. **Together we can unlock opportunities for all and harness the potential of young people on the move to enrich our communities, drive innovation and shape a brighter future.**



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