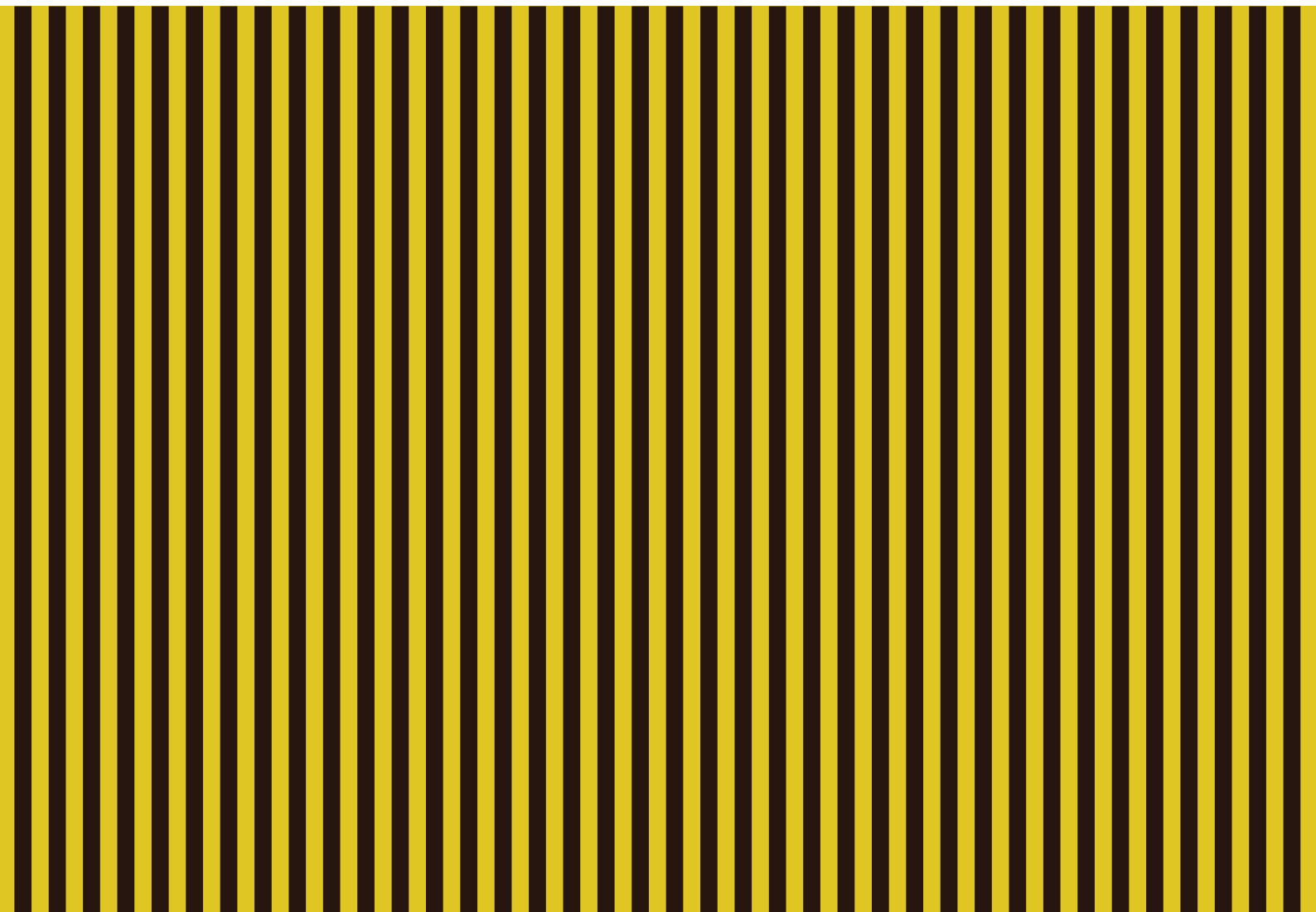




The Africa Future of Work Think Tank

Executive Brief — August 2026



Background

Africa stands at a defining moment. Rapid technological change, shifting geopolitics, declining development assistance, and demographic transitions are reshaping the future of work, even as Africa's young and rapidly growing population represents the continent's greatest strategic asset.

In June 2026, The Career Café convened two high-level gatherings in Nairobi (4 June) and Kigali (25 June), bringing together senior leaders from government, the private sector, academia, development finance institutions, civil society, and international organisations to co-create the strategic foundations of the Africa Future of Work Think Tank.

Participants reached broad consensus that Africa's workforce ecosystem is not keeping pace with global change. Education and training remain misaligned with labour market needs, labour market intelligence is fragmented, and workforce planning is largely reactive. What is needed is a lean, Africa-led, data-driven institution with dedicated full-time capacity to anticipate emerging trends, generate strategic foresight, and translate evidence into coordinated policy and investment action.

Purpose

The Africa Future of Work Think Tank will serve as Africa's premier platform for strategic reflection, dialogue, and action on the future of work. It will provide a trusted convening space for the African Union, Regional Economic Communities, governments, the private sector, academia, development partners, civil society, and young leaders to anticipate emerging challenges, identify opportunities, and shape Africa's workforce agenda in support of the African Union's Agenda 2063.

The Think Tank recognises that many organisations and stakeholders are already reflecting on the future of work. However, what is currently missing is a dedicated "thinking Think Tank" with full-time staff whose sole responsibility is to continuously analyse emerging trends, generate strategic intelligence, and translate ideas into actionable policy, partnerships, and implementation. Equally important, Africa lacks a continental convener capable of bringing together diverse stakeholders to harness collective expertise, align priorities, and reduce duplication of effort.

The Think Tank will also convene the Africa Future of Work Summit, creating a continental platform where stakeholders can share knowledge, learn from one another, forge partnerships, and accelerate coordinated action.

The Six Priority Pillars

1. Education – Aligning education and skills development with current and future labour market needs.
2. Artificial Intelligence – Building African capacity in AI, strengthening data ecosystems, and advancing Africa's voice in AI governance.
3. Agriculture – Strengthening agricultural value chains, productivity, and employment opportunities.
4. Health – Aligning health workforce planning with evolving labour market demand and future health system needs.
5. Entrepreneurship – Addressing gaps in risk capital, innovation ecosystems, and structural support for entrepreneurs.
6. Foresight – A cross-cutting function, working alongside AI, to anticipate workforce disruption, identify emerging opportunities, and inform the other five pillars.

Partnership Model

The Think Tank is envisioned as a formal, structured partnership platform rather than a loose network. It will distinguish between founding partners, thematic partners, and country correspondents, supported by clear governance structures, thematic working groups, designated institutional leads, and robust mechanisms for transparency and accountability.

Next Milestone: November 2026 Summit

The inaugural Africa Future of Work Summit, planned for November 2026, will bring together continental and global leaders to validate the Think Tank's strategic direction, confirm partnership commitments, launch priority initiatives, and mark the transition from dialogue to coordinated continental action.

For More Information

The Career Café

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