



# Africa's Workforce. Reimagined<sup>FOR</sup> THE AI Era.



# A Workforce Reimagined for the AI Era



The rules of work are changing. Artificial Intelligence is reshaping industries, accelerating new ways of learning, and redefining how careers begin and grow. Across sectors, the skills that matter are evolving, and access to opportunity increasingly depends on the ability to adapt.

**At the same time, Africa stands at a defining moment.**

Home to the world's youngest population, the continent possesses extraordinary talent, creativity, and ambition. Yet for millions of young people, potential alone is not enough. Opportunity still depends on access: to skills, networks, mentors, and systems designed to help talent move forward.

**This is where pathways matter.**

In 2025, ALX continued building the pathways that help African talent move from learning to livelihoods: through future-ready skills, communities of support, employer-aligned experiences, and entrepreneurship that turns ideas into income and jobs.

**This report tells the story of that work: the scale achieved, the evidence behind it, and the lives changed because of it.**



AT A GLANCE

# 2025

A Year of Scale, Momentum, and Human Transformation

## 19,360

Currently Enrolled  
Learners

## 347,108

Graduates To Date.

ALX graduates earn an average starting salary  
2-3x higher than their pre-programme income.



## 55%

Female Graduates



## 43,430

ALX alumni or learners  
earning an income through  
freelancing or businesses  
they created.



## 60,186

Jobs created through  
ALX-supported  
businesses.



ALX alumni or learners  
employed in full time, part  
time or seasonal work

## 154,303

# A Mission That Grows With Every Life It Touches

What began as a mission to connect African talent to opportunity has grown into continental workforce infrastructure: supporting learners, founders, professionals, and communities across multiple pathways to income, work, and growth.

Over time, ALX expanded its reach across countries, industries, and learning experiences, while strengthening the systems that help learners move from skills acquisition to real-world outcomes.

Graduates accessed global employment opportunities, founders launched businesses, communities strengthened local support systems, and alumni networks expanded the reach of opportunity beyond the classroom.



**This report captures one chapter of that journey — and the learners, founders, partners, and communities shaping what comes next.**

The impact extended beyond individuals.

When a graduate secured stable income, family trajectories changed. When a founder created jobs, communities benefited. When a local ecosystem gained access to future-ready learning, new possibilities emerged for the people around it.





# The Evolution

**2018**

**Nairobi. A small cohort.  
A large conviction.**

ALX launched with conviction: that rigorous, high-quality career development could be built for Africa, affordable to those who needed it most, and capable of transforming a continent.



**2020**

**March 2020. The doors  
stayed open.**

When the world shifted overnight, ALX shifted with it.

Learning moved online within weeks, reaching learners who had never been able to access career development in a classroom.



**2023**

**The machine was running.**

ALX ran with it. We launched more programmes, opened more pathways, and brought in more learners than ever before. The foundation had been built for exactly this: scale was arriving.



**2025**

**Africa's moment.  
ALX's response.**

We updated our programmes, expanded opportunities, and deepened partnerships to prepare African talent for the AI era, developing leaders who can adapt in a world that keeps changing.



**2018–2019**

**Built to last.**

ALX built for scale before scale arrived. We focused on the programmes, the community infrastructure, the learning philosophy, and the model that would need to hold as thousands more came through.



**2021–2022**



**Our community  
became the proof.**

Graduates started referring friends. Alumni became facilitators. People who had been through ALX started showing up for the people just starting. Community became the engine.

**2024**

**197,000 graduates.  
The proof was  
multiplying.**

Across the continent, employers were hiring at scale and careers were transforming. What began in Nairobi was now reaching everyone.



# Leading Change, Together

Dear friends,

2025 marked another step forward in building ALX into what it was created to be: long-term infrastructure for large-scale opportunity, designed to translate learning into durable pathways to work, income, and dignity for young Africans.

None of this progress happens in isolation. I am deeply grateful to our learners, partners, and supporters who continue to believe that Africa's greatest asset is its people, and that scale, quality, and impact can coexist.

**Together, we are building something far greater than we ever imagined—a movement that is reshaping Africa's future.**



This work has always been about more than programmes. We are building durable infrastructure that equips young Africans with skills, access, and agency, so that talent, wherever it exists, can connect to meaningful work and livelihoods.

As we look ahead, our ambition remains unchanged: to keep pushing boundaries, to keep learning, and to keep doing the hard things required to reshape Africa's future.

A handwritten signature in black ink, which appears to read 'Fred Swaniker'.

**Fred Swaniker**  
Founder & CEO  
African Leadership Group



# The Future of Work in Africa Is Being Built Here



Artificial intelligence is reshaping industries and changing the skills employers value most. Adaptability, technical fluency, problem-solving, and the ability to learn continuously are becoming essential to economic participation.

The global workforce is changing rapidly. For Africa, this shift presents both urgency and opportunity.

Home to one of the world's youngest and fastest-growing populations, the continent possesses immense talent. Yet access to the skills, networks, and pathways required to participate in the future economy remains uneven.

This is where infrastructure matters.

In 2025, ALX continued strengthening pathways that help talent move toward opportunity through future-ready learning, entrepreneurship support, mentorship, community, and employer-aligned experiences.

The results can be seen in careers launched, businesses built, and communities strengthened across the continent.

The future of work in Africa is no longer a distant possibility.

It is already taking shape, and talent deserves pathways that allow it to participate fully in what comes next.



70%

70% reported improved livelihoods since joining ALX

68%

are financially supporting at least 1 person, with majority (51%) supporting at least 2-5 people

65%

reported an increase in household income since joining ALX.

70%

reported giving back to their communities

# Building Pathways, Not Programmes

At ALX, we believe lasting transformation happens when learning is connected to the systems that help people move forward long after a course is completed.

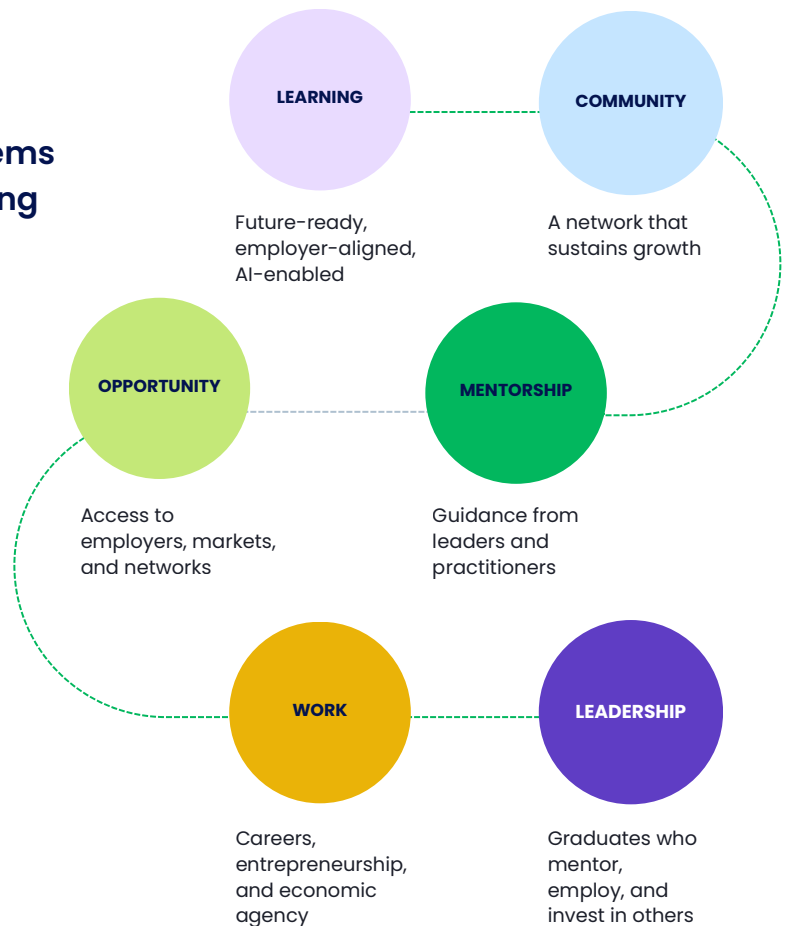
Skills open doors.  
Systems keep people moving.

- Community matters.
- Mentorship matters.
- Access matters.
- Economic opportunity matters.

The ALX model brings these elements together into a connected experience designed to help learners move from ambition to action.

- World-class, employer-aligned learning.
- Peer communities that create accountability and belonging.
- Mentorship from people who have walked similar paths.
- Entrepreneurship support for builders and founders.
- Industry partnerships that open doors to opportunity.
- Technology-enabled learning that expands access at scale.

The result is not simply graduates. It is people better positioned to participate meaningfully in the future of work: Connected, confident, and equipped to contribute in ways that extend beyond themselves.



Meaningful workforce transformation requires more than access to education. It requires connected systems that help talent move, grow, and lead. This is where ALX is different.





# Africa Is Not Just Joining the Innovation Economy. It Is Building It.

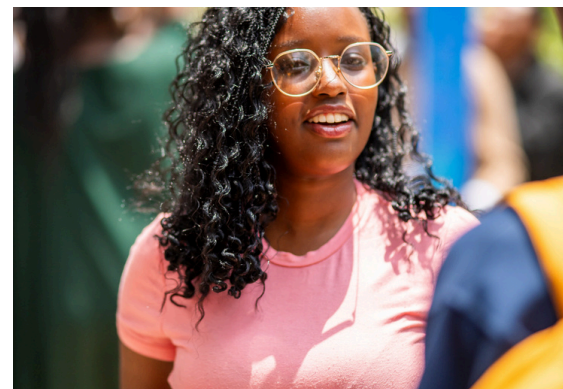
**Innovation is not only about ideas. It is about whether founders have the support, networks, market access, and confidence to turn ideas into sustainable businesses.**

In 2025, ALX Ventures continued helping founders, entrepreneurs, and freelancers strengthen their ability to build, scale, and contribute to local economies.

Through entrepreneurship pathways, founders accessed mentorship, market insight, peer networks, and business support designed to help move ideas toward sustainable growth.

Across industries including logistics, healthcare, agritech, fintech, and the creative economy, founders launched ventures designed to solve meaningful problems and create value within their communities.

Many went on to create jobs, strengthen local ecosystems, and generate new forms of economic participation.



**The next generation of African innovation is already emerging, shaped by builders creating solutions grounded in the realities of the communities they know best.**



31,098

Entrepreneurs

12,332

Freelancers

60,186

Jobs Created  
through Businesses

\$7.43M+

Funds Raised  
by Ventures

# He already knew how to build systems. ALX taught him who to build them for.

Before joining ALX, **Holmes P. Burton** was a Systems Engineer in Lilongwe, Malawi, building the databases and infrastructure that keep systems running. Outside work, he served as Africa Regional Representative for the Commonwealth Disabled People's Forum and as a youth leader at FEDOMA, advocating for people with disabilities across the continent.

Working in both worlds exposed a contradiction he could no longer ignore. He believed technology could create opportunity, yet too many digital platforms excluded the very communities they were meant to serve. Holmes realised he could build technically excellent systems without knowing whether they truly worked for everyone.

He enrolled in ALX's Graphic Design programme not to change careers, but to change the way he built technology. The programme taught him to think beyond functionality and see design as essential to solving problems. With guidance from his mentors, he embraced one principle that now shapes everything he builds: accessibility and inclusion must be designed in from the beginning.

Today, Holmes continues his work as a Systems Engineer at CDPF and as a youth leader at FEDOMA. But now every system he builds begins with a different question: Who might this leave behind? That shift in perspective has changed the way he designs technology, ensuring it works not only efficiently, but equitably, for the communities it serves.



**The most important thing Holmes learned wasn't another technical skill. It was that the best technology isn't measured by how well it works, but by who it works for. Today, every system he builds begins with one question: "Who might this leave behind?" Because accessibility isn't an enhancement. It's the foundation of great design.**

**Holmes P. Burton**

SYSTEMS ENGINEER AT CDPF | YOUTH LEADER  
AT FEDOMA  
ALX Graphic Design Graduate

# When Women Thrive, Communities Move Forward

Expanding access for women is one of the clearest pathways to long-term social and economic transformation.

In 2025, ALX continued investing in opportunities that helped women access skills, strengthen confidence, grow professional networks, and move into careers and leadership pathways across technology and related industries.

Through learning pathways, community networks, mentorship, and partnerships, women accessed environments designed not only to welcome them, but to support their long-term success.

It focused on persistence, belonging, mentorship, and the conditions that help women remain and thrive within systems where representation has historically been limited.

Many went on to secure employment, launch businesses, mentor others, and expand what leadership looks like for the next generation.

191,925

female graduates

17,950

female entrepreneurs and freelancers

92%

of female respondents reported dignified and fulfilling work

**Every woman who graduates from an ALX programme carries more than a certificate.**

**She carries proof — for herself, her community, and every woman who comes after her — that Africa's digital economy has a place for her at the centre.**





# She had a vision in 2022, by 2023 she was hiring people to help build it.

When **Mmeyene Victory Joseph** enrolled in 2022, she was not looking for a new skill set. She was looking for structure, a way to move forward with a vision she had been carrying for some time. She knew she wanted to build something real, something that could create impact beyond herself. What she was missing was the knowledge of how to make it happen. It mattered most, knowing how to actually do it.

The Virtual Assistant programme gave her the how. It challenged her in ways she had not expected, teaching her not just the tools and techniques of the role, but how to think like a professional and operate like a business. By the time she completed the programme, something had shifted. She had become a confident, equipped professional who understood her own value and the value of the talent around her.

In 2023, that shift became IgniteVA Institute, a virtual assistant agency built on what she had learned. Today, the agency serves global clients, builds systems, and delivers work that generates repeat business and referrals.

The most moving part of her story is not the agency itself, though; it is what she chose to do once she had it, because she is now *paying forward* exactly what she was given, hiring talented African professionals onto the IgniteVA team and handing them the same platform and push that once changed her own trajectory, changing their lives just as hers was changed.

**Mmeyene Victory Joseph**

FOUNDER OF IGNITE VA

ALX Virtual Assistant Graduate



# She transformed her career and now helps young mothers build theirs.

**Gbemisola Alo** spent the eight weeks of her ALX training checking into a hotel every night, not to rest, but because the hotel beside her father's house was one of the few places where the lights stayed on. An unreliable power supply was a challenge she was willing to work around, not a reason to stop.

When she enrolled in the Virtual Assistant programme, Gbemisola had a master's degree and a career in insurance marketing. Yet despite her qualifications and experience, the opportunities she wanted remained out of reach. She joined ALX with a clear goal: to gain practical, adaptable skills that would open new doors, even if she had to learn them in a hotel lobby while everyone else slept.

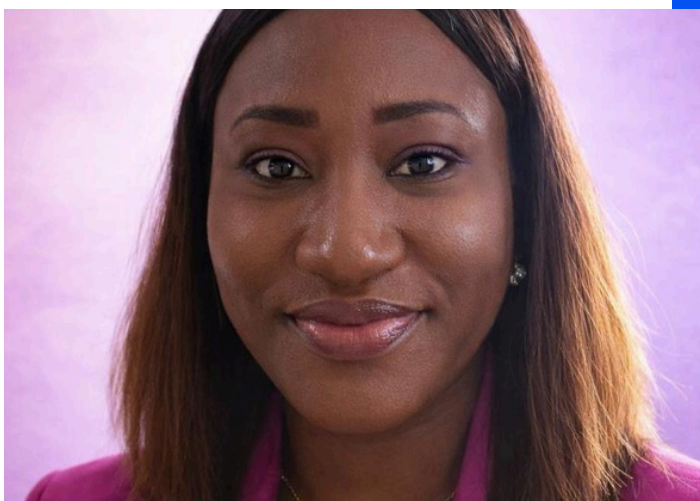
The journey tested her resolve. She attended sessions, completed assignments, and kept pace with the programme despite the obstacles around her. In return, she gained more than technical skills.

She developed the confidence that comes from doing hard things under difficult circumstances and succeeding anyway.

That confidence paid off in the penultimate week of training when an employer who had previously rejected her returned with a job offer. Her qualifications had not changed, but her belief in her own value had.

Today, Gbemisola works as a Project Manager at AfricanBio Medtests Ltd. She is also the founder of The Empowered Mom, supporting young mothers as they rebuild their careers through digital and remote work skills, creating pathways to income while balancing the demands of motherhood.

**She sponsors women from her community for training through ALX, returning to the platform that once gave her nights in a hotel and asking it to do the same for someone else. The woman who once left her house every night to find electricity has since built something that helps other women find their footing, and that, more than any job title, is the truest measure of what those nights were for.**



**Gbemisola Alo**

PROJECT MANAGER AT AFRICANBIO MEDTESTS LTD

ALX Virtual Assistant Graduate

# Turning Creativity, Technology, and Talent into Economic Opportunity.

**The industries shaping Africa's future extend beyond traditional definitions of technology. Creative work, digital media, AI-enabled production, cybersecurity, and data-driven systems are creating new ways for African talent to earn, build, and compete globally.**

In 2025, ALX deepened its investment in emerging industries and advanced technology pathways designed to prepare talent for the changing world of work.

Alongside continued growth in established programmes such as Cybersecurity and Data Engineering, ALX expanded opportunities in Creative Tech and AI-enabled learning, helping learners build capabilities across disciplines increasingly shaping the future economy.

From design, content creation, and music and audio production to data systems, cybersecurity, and applied AI, learners developed technical, creative, and professional skills that positioned them to participate meaningfully in fast-evolving industries.

For many, these pathways opened access to opportunities that had previously felt distant, from freelance markets and digital careers to technical roles and entrepreneurship.

Graduates built portfolios, secured contracts, entered freelance markets, launched creative businesses, and positioned themselves within industries expected to shape the next generation of work.



**Africa has never lacked creativity. What is expanding is access to the tools, markets, and learning systems that help creative talent become sustainable economic opportunity.**





# When Opportunity Reaches More People, Possibility Expands.

**Talent exists everywhere. Access does not. For many young Africans, barriers to opportunity remain shaped by geography, income, displacement, infrastructure, and unequal access to learning ecosystems.**

In 2025, ALX continued investing in pathways designed to reduce those barriers and extend opportunity into communities often left outside traditional workforce systems.

This included learners in rural areas, displaced communities, refugees, low-income households, and individuals navigating circumstances that too often determine access before talent ever has a chance to speak for itself.

Scholarships, community infrastructure, relationship managers, mentorship, alumni support, and technology-enabled learning helped more learners move toward skills, confidence, and economic participation.

Because equity is not only about inclusion.

It is about ensuring opportunity can travel further.

21%

of alumni & learners from rural areas

39%

of learners from low-income households

5.4%

of alumni & learners with disabilities

**A stronger workforce future depends on ensuring talent is not limited by geography, income, or circumstance. Equity is not a principle in this work. It is the outcome we measure.**



# The Human Impact

Behind every metric in this report is a person navigating uncertainty, ambition, setbacks, and possibility, often while carrying responsibilities far larger than themselves. They are examples of what becomes possible when access, support, and opportunity align.

## Caleb Okon

Data Science & Founder Academy Graduate  
NIGERIA

"I left university with a degree but not the practical skills I needed. ALX gave me the confidence, community, and experience to build my career. Today, I'm building those same opportunities for others through Pracvarsity."



## Emily Kagalu

Software Engineering Graduate  
MALAWI

Emily turned her long-held vision into E.Agro Trade and Investments, a business built on the conviction that technology can unlock agribusiness opportunities, creating solutions that improve how agricultural systems function and respond to real operational needs.



## Gideon Gitonga

Founder Academy  
KENYA

"I had a vision to solve home ownership across Africa but I needed to prove the problem first. ALX pushed me to validate before I built anything and that changed everything. Nomachain is now live across three African markets and attracting global capital."



## Oluwatosin Abiodun-Lisk

Data Analytics Graduate  
NIGERIA

"I had the vision but no sustainable plan. ALX taught me to think with data and it changed everything. I founded PlannedPath Educational Consults. We've trained over 1,200 people, created part-time jobs for 20 people, and we're growing at 120% annually."



## Gbemisola Alo

AICE & Virtual Assistant Graduate  
NIGERIA

"I had just finished my master's degree and was working as an insurance marketer, desperate for something more. ALX pushed me to build practical, adaptable skills and from that I founded the Empowered Mom, dedicated to helping young mothers restart their lives and careers through digital and remote work skills."



## Mariam Abdrabu

ICE & Virtual Assistant Graduate  
EGYPT

"I had a communications background and the drive, but no structured path to international opportunities. ALX helped me master industry tools and advanced AI platforms. I landed my first VA role managing executive schedules and leading recruitment interviews and I went on to found the Meem English Community."



## Priscilla Sunday

Cloud Computing Graduate  
NIGERIA

"I was interning at a finance firm and hungry to break into tech. ALX shaped me as a professional from the inside out. Today I run Tallsafari; a community-driven fashion brand for tall women. Through Tallsafari I've sponsored 20 women into the ALX All Access Programme."



# No Organisation Builds the Future Alone

In 2025, partnerships helped ALX move faster and reach further — expanding access to AI-enabled learning, strengthening entrepreneurship pathways, increasing market relevance, and connecting learners and founders to expertise, technology, and networks they could not access alone.



The outcomes reflected throughout this report were made possible through collaboration.

Across sectors, ALX partners helped expand access, strengthen learning experiences, deepen technical capability, increase market relevance, and connect talent to meaningful opportunity.

These partnerships extended beyond funding. They brought expertise, networks, technology, credibility, and shared commitment to building stronger workforce systems across Africa.

Together, we worked toward a common belief: That talent should not be limited by geography, circumstance, or access.

ANTHROPIC



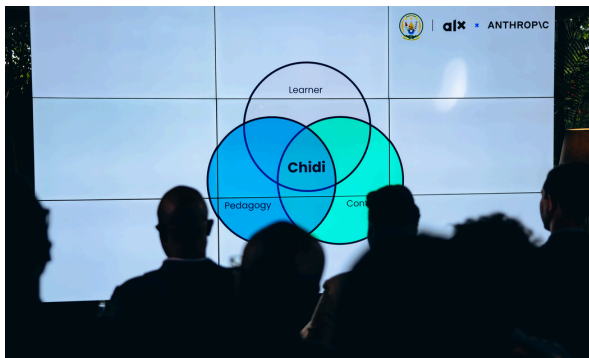


# Expanding Access to AI-Enabled Learning

## The Challenge

As artificial intelligence reshapes the global economy, access to frontier technology and AI-enabled learning risks becoming increasingly unequal.

For many learners, opportunity remains constrained not by capability, but by access.



## The Response

In partnership with Anthropic and the Government of Rwanda, ALX launched Chidi, an AI-enabled learning companion designed to personalise learning experiences and expand access to future-ready capabilities.

Built on Claude, Chidi aimed to support learners with more responsive, adaptive, and personalised learning experiences.

## Why It Matters

This partnership reflects a broader belief: That access to transformative technology should not depend on geography.

When designed intentionally, AI can expand opportunity rather than deepen inequality.

ANTHROPIC



FROM IDEA TO IMPACT

## How Chidi Helped Jezell Bring Her Vision to Life

**When 18-year-old Jezell Akoswe Midisha joined ALX's AI Career Essentials programme after graduating from high school, she found a trusted guide in Chidi, ALX's AI learning companion.**

While developing a project idea, Jezell knew the problem she wanted to solve but struggled to shape it into a solution. Chidi helped her work through the challenge step by step, giving her a clear framework to refine her thinking and move forward with confidence.

**"It gave me almost five steps to follow while brainstorming my idea."**

For Jezell, Chidi was more than a tool. It was a supportive partner that helped her believe in her ideas and her ability to bring them to life.

**"If I could describe Chidi in one word, I would say empowering."**

Today, she hopes more young women across Africa can experience that same confidence as they explore technology and innovation.

# Supporting the Founders Building Africa's Economic Future

## The Challenge

Across Africa, entrepreneurial ambition often exceeds available support systems. Many founders face barriers related to mentorship, networks, market visibility, and capital readiness.

## The Response

Through the NBA Africa Accelerator partnership, ALX Ventures helped founders strengthen business models, expand visibility, and access mentorship from experienced operators and ecosystem leaders.

The partnership combined entrepreneurship expertise with global visibility designed to help promising ventures scale.

## Why It Matters

Strong entrepreneurial ecosystems help create jobs, strengthen local economies, and expand pathways into opportunity for others.



MEET THE FOUNDER

**Thibault Mutabazi**



When Thibault Mutabazi participated in The Triple Double Accelerator, he had pitched WristWrist, an event management and cashless payment platform powered by NFC wearable technology.

Following Demo Day, WristWrist began receiving inquiries from organizations interested in partnerships, validating the team's vision and creating new opportunities for growth.

For Thibault, the accelerator was more than a pitching opportunity. It provided visibility, meaningful connections, and momentum to help take WristWrist to the next level.

**"It was a great networking experience, and we made connections that we believe will open doors that wouldn't have been possible without the accelerator."**

# The Future Is Already Emerging

Across Africa, young people are building careers, launching businesses, entering new industries, and creating pathways that did not exist for previous generations. What once felt distant is becoming increasingly possible.

This progress did not happen in isolation. It happened because learners invested in themselves. Because communities formed around shared ambition.

Because partners, governments, donors, and institutions chose to invest in possibility. And because talent, when given meaningful access, has a way of exceeding expectations.

In the years ahead, ALX will continue expanding pathways designed to help more learners access future-ready skills, entrepreneurship support, professional networks, and economic opportunity.



**Every learner supported. Every entrepreneur empowered. Every partnership formed. Every opportunity created.**

**These are not isolated acts. They are the architecture of a continent shaping its own future.**



More communities will gain access.

More women will lead.

More founders will build.

More talent will move closer to meaningful work.

Across classrooms, communities, businesses, and learning ecosystems, it is already taking shape.

This is not a finished report. It is a record of momentum. And an open invitation to those who want to build what comes next.

**Join us in building Africa's future-ready workforce — for the continent and for the world.**



