

# STRATEGIC VISION 2025-2030

THE STANLEY ENOW  
FOUNDATION

*Inspiring  
Change,  
Empowering  
Dreams,  
Building a  
Brighter Future.*

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## **1. EXECUTIVE SUMMARY**

Cameroon stands at a crossroads. A nation rich in culture, resources, and resilience is also grappling with deep-seated challenges—armed conflict, economic instability, and a growing population of displaced youth. The North-West and South-West regions, as well as the Far North, have been particularly affected by insecurity, leading to widespread displacement, school closures, and limited access to economic opportunities. As a result,

an entire generation risks being left behind, caught between poverty, vulnerability, and the lure of extremism or crime.

The Stanley Enow Foundation recognizes that youth are the cornerstone of Cameroon's future and that empowering them is not just a moral imperative but a strategic necessity for sustainable development. Our mission is clear: to equip young people, particularly those affected by conflict, with the tools, resources, and opportunities to rebuild their lives and contribute meaningfully to their communities.

- This five-year strategic plan (2025–2030) provides a roadmap to addressing critical barriers in the areas of.
- **Economic Empowerment & Job Creation:** Providing vocational training, entrepreneurship support, and financial inclusion.
- **Juvenile Justice & Rehabilitation:** Reforming youth incarceration policies and offering second chances through education and skill-building.
- **Renewable Energy & Sustainability:** Expanding access to clean energy solutions in conflict-affected and rural areas.
- **Education & Cultural Heritage:** Reviving learning opportunities and using arts and culture as tools for peace and identity.
- **Support for Displaced Youth:** Ensuring safe spaces, trauma healing, and reintegration programs for young people affected by displacement.

Through strategic partnerships, community-driven approaches, and sustainable financing, the Stanley Enow Foundation aims to drive real and lasting change for the youth of Cameroon. The next five years will focus on scaling our impact, expanding our reach, and ensuring that our interventions are practical, measurable, and transformational.

Together, we can rewrite the narrative for Cameroonian youth, turning struggle into strength, and adversity into opportunity.

## 2. ORGANIZATIONAL IDENTITY

### VISION STATEMENT

*"A resilient generation of Cameroonian youth, empowered to lead, innovate, and transform their communities for a peaceful and prosperous future."*

### MISSION STATEMENT

The Stanley Enow Foundation exists to empower young people, particularly those affected by conflict and displacement, through education, entrepreneurship, justice reform, and sustainable energy solutions. We work to break cycles of poverty and exclusion by providing youth with the skills, resources, and platforms needed to become changemakers in their communities and beyond.

### CORE VALUES

- **Empowerment** – We believe in equipping youth with the knowledge, skills, and opportunities to take control of their futures.
- **Resilience** – We foster the ability to adapt, rebuild, and thrive despite challenges, ensuring that young people remain hopeful and determined.
- **Innovation** – We embrace technology, creativity, and new ideas to find sustainable, scalable solutions for youth development.
- **Sustainability** – Our interventions are long-term, impactful, and environmentally conscious, ensuring benefits for future generations.
- **Inclusion** – We prioritize marginalized, displaced, and conflict-affected youth, making sure no one is left behind in the journey to success.
- **Collaboration** – We work with communities, governments, and partners to create holistic solutions that drive systemic change.

### 3. STRATEGIC CONTEXT: CHALLENGES & OPPORTUNITIES IN CAMEROON

Cameroon, often described as "Africa in miniature" due to its rich diversity, is at a pivotal moment in its history. While the country boasts vast human and natural resources, it faces complex socio-economic and political landscape characterized by multiple crises that have disproportionately affected its youth. The country's potential for economic growth and social progress is hindered by ongoing conflicts, high unemployment, weak governance structures, and environmental vulnerabilities. However, with targeted interventions, Cameroon's young population can become a powerful engine for transformation, driving innovation, economic resilience, and peacebuilding.

#### *Challenges*

**The Impact of Conflict and Displacement on Youth:** The conflict in Cameroon's Northwest and Southwest regions, commonly referred to as the Anglophone Crisis, has resulted in the displacement of over 800,000 people, many of whom are young. Schools have been shut down for years due to security threats, depriving an estimated 600,000 children of access to education. This protracted crisis has fueled youth vulnerability, as many are unable to acquire formal skills or employment, leaving them susceptible to recruitment by armed groups and organized crime networks. Similarly, in the Far North region, the Boko Haram insurgency has devastated communities, forcing more than 300,000 people to flee their homes. Insecurity has severely limited access to schools, markets, and healthcare, reinforcing cycles of poverty and disenfranchisement among young people.

**High Unemployment and Limited Economic Prospects:** Beyond conflict-related challenges, Cameroon is grappling with an alarming youth unemployment rate, estimated at 30-40%, with even higher rates in conflict-affected regions. The formal job market is unable to absorb the growing labour force, and limited access to vocational training further restricts opportunities for young people. As a result, the informal sector has become the primary source of employment, but it remains highly unstable and often exploitative. Many young Cameroonians, particularly those in rural areas, lack access to financial resources, entrepreneurial training, and mentorship, preventing them from launching businesses or pursuing sustainable livelihoods. Furthermore, the economic downturn caused by global market fluctuations, coupled with declining foreign investment and rising inflation, has worsened the situation, pushing more youth into economic precarity.

**Challenges in the Justice System and Youth Rehabilitation:** In addition to economic and conflict-related hardships, youth in Cameroon face systemic challenges in the justice system. A significant number of young people, often from low-income backgrounds, are incarcerated for minor offenses due to the absence of legal representation and the criminalization of poverty. Cameroon's prison system is notoriously overcrowded, with some facilities holding three to four times their intended capacity. The lack of effective rehabilitation programs results in high recidivism rates, leaving many young offenders trapped in cycles of incarceration and exclusion from society. This judicial inefficiency not only limits opportunities for reintegration but also reinforces social inequalities, particularly for marginalized youth in urban and peri-urban communities.

**Environmental Vulnerabilities and Energy Poverty:** The country's environmental vulnerabilities further compound the challenges facing young people. The Far North region is increasingly affected by climate change, with desertification, droughts, and erratic rainfall patterns threatening agricultural livelihoods. Food insecurity is rising, with an estimated 2.3 million Cameroonians facing acute hunger, a crisis exacerbated by environmental degradation. Additionally, energy poverty remains a major concern, as nearly 60% of rural communities lack access to reliable electricity. This energy deficit limits education, entrepreneurship, and overall development, particularly in regions that are already struggling with insecurity and displacement. Without sustainable solutions, climate change and resource depletion will continue to fuel economic instability and migration.

### ***Opportunities:***

**Youth as a Driver of Economic Transformation;** Despite these challenges, Cameroon has a unique window of opportunity to leverage its growing youth population as a catalyst for economic growth, innovation, and stability. With over 60% of the population under the age of 25, the country has a demographic advantage that, if properly harnessed, can transform its economic landscape. Expanding access to digital skills, agribusiness, and creative industries could provide young people with the tools needed to engage in productive economic activities, reducing dependence on the struggling formal sector. Targeted investments in youth-led enterprises, particularly in high-potential sectors such

as technology and green energy, could generate employment opportunities and drive sustainable economic development.

**International Partnerships for Youth Development:** International partnerships present another significant opportunity for youth empowerment in Cameroon. Global organizations, bilateral donors, and private sector actors are increasingly recognizing the need to support African youth, particularly in conflict-affected regions. New funding mechanisms, mentorship programs, and skills development initiatives are expanding, allowing young people to gain access to startup capital, digital training, and entrepreneurial support. Strengthening local ecosystems to facilitate access to finance and market linkages will be crucial in enabling young entrepreneurs to scale their businesses and contribute meaningfully to national development.

**The Potential of Renewable Energy and Sustainability Initiatives:** Renewable energy and sustainability initiatives also offer promising avenues for change. With nearly 80% of Cameroon's electricity generation currently reliant on hydropower, expanding investments in off-grid solar and other renewable energy solutions could bridge the energy gap in underserved communities. By promoting youth participation in the green economy, including climate-smart agriculture, waste recycling, and solar energy enterprises, the country can create new jobs while mitigating the effects of climate change. Government and private sector initiatives aimed at scaling clean energy projects could provide rural communities with electricity, enhance agricultural productivity, and improve overall living conditions.

**Leveraging Cultural and Creative Industries for Growth and Peacebuilding:** Additionally, Cameroon's rich cultural and creative industries present an untapped economic opportunity that could empower youth while fostering national unity. The country has a vibrant arts, music, and film scene, yet many young creatives struggle to access the resources needed to commercialize their talents. Investing in digital content creation, cultural tourism, and creative entrepreneurship could generate employment while offering young people an alternative to traditional job markets. The creative sector can also serve as a powerful tool for peacebuilding, using storytelling and cultural exchange to bridge divides between communities affected by conflict.

In conclusion, while Cameroon's youth face significant obstacles, they also hold the key to the country's future stability and prosperity. Addressing structural challenges such as conflict, unemployment, and environmental vulnerabilities through targeted investments, policy reforms, and international collaboration can unlock their full potential. By prioritizing youth-centered solutions in education, entrepreneurship, justice, and sustainability, Cameroon can build a more resilient and inclusive society where young people are at the forefront of change.

The Stanley Enow Foundation recognizes that the future of Cameroon depends on its youth. By addressing root causes of conflict, investing in entrepreneurship and education, advocating for justice reforms, and championing sustainable solutions, we can turn

challenges into opportunities and help Cameroonian youth build a brighter, more resilient future.

#### **4. STRATEGIC FOCUS AREAS**

Cameroon's youth represent both the most vulnerable and the most promising segment of the population. The ongoing crises in the Northwest, Southwest, and Far North regions have exacerbated economic exclusion, limited access to education, and deepened cycles of displacement and violence. A comprehensive, multi-sectoral strategy is essential to address these challenges while unlocking the potential of young people as drivers of economic recovery, peacebuilding, and sustainability. This strategic plan prioritizes five focus areas that will generate long-term impact by improving economic inclusion, strengthening the justice system, promoting environmental sustainability, expanding educational opportunities, and supporting displaced youth.

##### ***Focus Area 1: Youth Empowerment & Economic Inclusion***

###### ***Goal: Provide Economic Opportunities for Displaced and Conflict-Affected Youth:***

Cameroon faces an acute youth unemployment crisis, with rates estimated between 30% and 40%, and even higher in conflict-affected areas where economic infrastructure has collapsed. Without targeted interventions, millions of young people risk being trapped in poverty, increasing their vulnerability to exploitation, radicalization, and crime. The economic empowerment of youth, particularly those displaced by conflict, is critical to fostering resilience and long-term stability.

###### **Key Outputs:**

- **Increased Employment and Self-Employment Rates Among Youth:** Through investment in vocational training and entrepreneurship incubation, young people will gain market-relevant skills in sectors such as digital technology, agriculture, and renewable energy. The creation of vocational training hubs will equip at least 10,000 young people annually with certified skills, enhancing their employability.
- **Strengthened Entrepreneurial Ecosystem for Youth:** A dedicated youth entrepreneurship incubation program will provide business mentorship, access to startup capital, and microfinance opportunities. At least 2,000 youth-led businesses will be supported over five years, fostering job creation and economic resilience.
- **Enhanced Access to Finance for Young Entrepreneurs:** The development of microfinance and startup funding initiatives will provide capital for youth-led enterprises, with a focus on displaced and rural communities. By establishing financial inclusion mechanisms, including digital banking and microloan schemes, at least 5,000 young entrepreneurs will gain access to initial funding within the first three years.

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##### ***Focus Area 2: Juvenile Justice Reform & Rehabilitation***

**Goal: 2: Support Rehabilitation and Reintegration of Incarcerated Youth:** Cameroon's juvenile justice system faces significant challenges, including high incarceration rates for minor offenses, lack of legal representation, and inadequate rehabilitation programs. Nearly 70% of incarcerated youth come from marginalized backgrounds and lack the resources to access legal aid. In overcrowded prison facilities, youth often face harsh conditions with minimal opportunities for rehabilitation, leading to high recidivism rates.

**Key Outputs:**

- **Improved Access to Legal Representation for At-Risk Youth:** By partnering with legal aid organizations, at least 5,000 incarcerated youth will receive legal support annually, reducing unjust detentions and expediting case resolution. Community-based legal awareness programs will also prevent unnecessary incarcerations.
  - **Expanded Vocational and Educational Programs in Correctional Facilities:** By integrating vocational training programs in prisons, young offenders will be equipped with employable skills before reintegration into society. Programs in carpentry, mechanics, digital literacy, and agriculture will prepare at least 3,000 youth per year for post-release employment opportunities.
  - **Introduction of Alternative Sentencing Models:** The introduction of alternative sentencing mechanisms, such as community service, mediation, and educational diversion programs, will reduce the number of youth in detention while promoting constructive reintegration. At least 30% of juvenile offenders will be diverted from prison sentences to alternative rehabilitation measures by 2028.
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### ***Focus Area 3: Green Energy & Environmental Sustainability***

**Goal: 3: Expand Access to Renewable Energy for Rural and Conflict-Affected Communities:** Energy poverty remains a critical barrier to economic development in Cameroon, particularly in rural and conflict-affected areas where access to electricity is below 40%. In many displaced communities, health centers, schools, and businesses operate without reliable power, limiting service delivery and economic productivity. Renewable energy solutions offer a sustainable path forward, reducing dependence on fossil fuels while generating employment opportunities for young people.

**Key Outputs:**

- **Increased Access to Clean Energy for Underserved Communities:** Solar-powered systems will be installed in at least 500 schools, health centers, and small businesses, improving service delivery and economic productivity in rural areas.
- **Expanded Green Employment Opportunities for Youth:** A national youth training program in solar panel installation and maintenance will create 10,000 green jobs over five years, enabling young people to actively participate in the renewable energy sector.



- **Improved Environmental Sustainability and Reforestation Efforts:** Community-led reforestation programs will restore degraded land and mitigate climate change effects. With a target of planting 1 million trees over five years, youth-led environmental initiatives will contribute to long-term ecological resilience.
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#### ***Focus Area 4: Education & Cultural Heritage Preservation***

**Goal: 4: Improve Access to Education and Promote Cultural Identity Among Young People:**

The ongoing crises in Cameroon have disrupted education for over 600,000 children, with many schools in conflict zones either destroyed or shut down. In addition, displacement has weakened traditional cultural institutions, leaving many young people disconnected from their heritage. By addressing these gaps, the strategic plan aims to restore access to education while preserving Cameroon's diverse cultural heritage as a means of promoting social cohesion and peacebuilding.

##### **Key Outputs:**

- **Increased Access to Education for Conflict-Affected Youth:** The establishment of 200 community learning centers with digital connectivity will provide alternative education platforms for displaced children and youth. Scholarships for 10,000 students from vulnerable backgrounds will be provided annually, ensuring sustained access to quality education.
  - **Strengthened Cultural Identity and Social Cohesion:** Music, art, and storytelling initiatives will engage young people in preserving their cultural heritage, with at least 50 cultural preservation projects launched annually. These initiatives will also serve as platforms for peacebuilding, fostering understanding between divided communities.
  - **Enhanced Digital Learning and Innovation Opportunities:** By integrating technology into education, young people will have access to digital tools that improve literacy and skills development. E-learning platforms and digital literacy programs will reach at least 100,000 youth over the next five years.
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#### ***Focus Area 5: Support for Displaced & Conflict-Affected Youth***

**Goal: 5: Ensure Displaced Youth Have Access to Education, Mental Health Support, and Livelihood Opportunities**

Cameroon currently hosts more than one million internally displaced persons (IDPs), with youth forming the majority of this population. Displacement has left young people without access to stable education, healthcare, and job opportunities, exacerbating

trauma and mental health challenges. Addressing these critical gaps is essential for rebuilding lives and fostering long-term resilience.

#### Key Outputs:

- **Expanded Educational Opportunities for Displaced Youth:** Mobile education units will be deployed to IDP camps and conflict zones, reaching 50,000 displaced children and youth annually.
  - **Improved Psychosocial Support and Trauma Healing:** Specialized mental health programs, including trauma counseling and peer support groups, will be provided to 20,000 conflict-affected youth per year. These services will help young people recover from war-related trauma and reintegrate into society.
  - **Economic Reintegration Programs for Displaced Youth:** Tailored livelihood programs will provide vocational training and job placement support for at least 30,000 displaced youth over five years, ensuring they have pathways to self-sufficiency.
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## 5. IMPLEMENTATION ROADMAP

| Phase                                  | Timeframe | Key Milestones  |
|--|-----------|---|
| Phase 1: Foundation & Launch           | 2025–2026 | Develop self-sustaining funding models, expand international collaborations |
| Phase 2: Expansion & Scaling           | 2025–2028 | Establish partnerships, pilot programs, secure funding                      |
| Phase 3: Sustainability & Global Reach | 2029–2030 | Expand programs to more regions, introduce new initiatives                  |

**6. PARTNERSHIPS & COLLABORATION STRATEGY:** The Stanley Enow Foundation recognizes the power of strategic alliances in driving sustainable impact. To amplify our reach and effectiveness, we actively collaborate with government agencies, UN bodies, and non-governmental organizations (NGOs) to advocate for policy reforms that support youth empowerment and economic inclusion. We also engage corporate sponsors and impact investors to scale our initiatives, ensuring that financial and technical resources are channeled into high-impact programs. At the grassroots level, we work closely with local communities and youth networks to ensure that our interventions are locally driven, culturally relevant, and responsive to the needs of the people we serve.

**7. MONITORING, EVALUATION & LEARNING (MEL) FRAMEWORK:** To maintain accountability and continuously improve our programs, the Stanley Enow Foundation has established a robust Monitoring, Evaluation, and Learning (MEL) framework. We set annual performance targets and conduct rigorous impact assessments to measure progress against key objectives. By leveraging data-driven insights, we refine our strategies and ensure that resources are allocated efficiently. Additionally, we publish

transparent progress reports to keep stakeholders informed and uphold our commitment to accountability and continuous learning.

**7. FINANCIAL SUSTAINABILITY PLAN:** Long-term impact requires financial sustainability. The Stanley Enow Foundation employs a diversified revenue model that includes grants, social enterprises, and corporate sponsorships to ensure stable funding. To further enhance economic resilience, we are establishing an impact investment fund dedicated to supporting youth-led businesses. This initiative will provide financial capital and mentorship to young entrepreneurs, fostering innovation and self-sufficiency among the next generation of changemakers.

**8. RISK MANAGEMENT STRATEGY:** Operating in complex and often volatile environments requires a proactive approach to risk management. The Stanley Enow Foundation addresses political risks through adaptive programming, ensuring that our initiatives remain relevant and effective in changing contexts. Additionally, we prioritize the safety of our staff and beneficiaries by implementing rigorous security measures, particularly in conflict-affected areas. Our risk mitigation strategies enable us to navigate uncertainties while maintaining our commitment to serving vulnerable communities.

**CONCLUSION:** The Stanley Enow Foundation is dedicated to empowering Cameroonian youth, rebuilding communities, and fostering sustainable development. Through strategic partnerships, innovative solutions, and a commitment to resilience, we aim to transform lives and create lasting opportunities for young people. By investing in education, economic inclusion, justice reform, and environmental sustainability, we envision a future where every young person in Cameroon has the tools and support needed to thrive