



The Emerging Critical Skills in Africa

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A hand in a red and blue plaid shirt sleeve points to the text 'WHAT IF...?' written in light blue chalk on a dark chalkboard. A horizontal line is drawn under 'WHAT IF' and then turns vertically down to the hand. The text 'WHAT IF...?' is followed by a question mark.

WHAT IF...?

...you had an opportunity to develop/learn a skill,

What skill will that be and why?

Outline

1. Africa's Current Realities
2. Difference between Knowledge and Skill
3. Skills Gaps in Africa and
4. Recommendations to close skills Gap

Current Realities in Africa...

- The **world's youngest** countries are all in Africa
- The [World Economic Forum](#) estimates that 15 to 20 million young people will join the African workforce every year for the next two decades.
- By 2030, Africa will be home to more than a quarter of the world's population under 25, who will make up 60% of the continent's total population.
- By then, 15% of the world's working-age population will be in Africa, and the continent's urbanized population will exceed 700 million (more than 50%).

These are the world's youngest countries

Median age of the total population, 2020 forecast



Source: UN World Population Prospects 2019

Among Africa's Graduates, 50% have no jobs.

“What we [in Africa] do with that population of youth today will determine the future of work in the world. Africa must become the brimming workshop of the world — with a knowledgeable and highly skilled workforce that’s able to propel the continent into the fourth industrial revolution.”

A **skills gap** is a gap between the skills an **employee has** and the skills he or she actually needs to perform a job well. Skills gaps vary depending on the job in question and the types of skills required for the job.



Knowledge and Skills

Design anything.
Publish anywhere.

Work on your terms, not theirs.
No bosses, and experts, that's all.
No limits.



Concerns have been raised by prominent institutions on Africa's inability to fill most science, technology, engineering and mathematics (STEM) jobs within industries. **Only 4-12% of students graduate with STEM-related degrees.**

Skills

Building the expertise to apply one's knowledge to accomplish a task.

There are jobs but we do not have the right people with the skills we need to get the job done.



Skills and Job Mismatch

...the continued lack of domestic expertise means for certain jobs, for example, Nigeria requires 51,000 more engineers in its electric power infrastructure than it currently produces.

The number of skilled workers in many of Africa's labour market does not match the extractives sector's current needs.

Skills and Job Mismatch

Due to the lack of a domestic STEM workforce, **most STEM jobs in Africa today are outsourced to other countries**, including the U.S., China, and India. For example, because China has a large workforce of engineers, China has a strong presence in development projects in Africa. In 2014, **87 Chinese construction teams traveled to Kenya** to construct the Standard Gauge Railway.

Emerging Skills Gaps in Africa

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business. And expand your
reach.



Africa faces a huge digital skills gap, and this could dilute economic opportunities and development

Source: World Economic Forum

Emerging Skills

By 2030, more than 230 million jobs will require digital skills in Africa according to the International Finance Corporation (IFC, World Bank)

41% of all work activities in South Africa are susceptible to automation

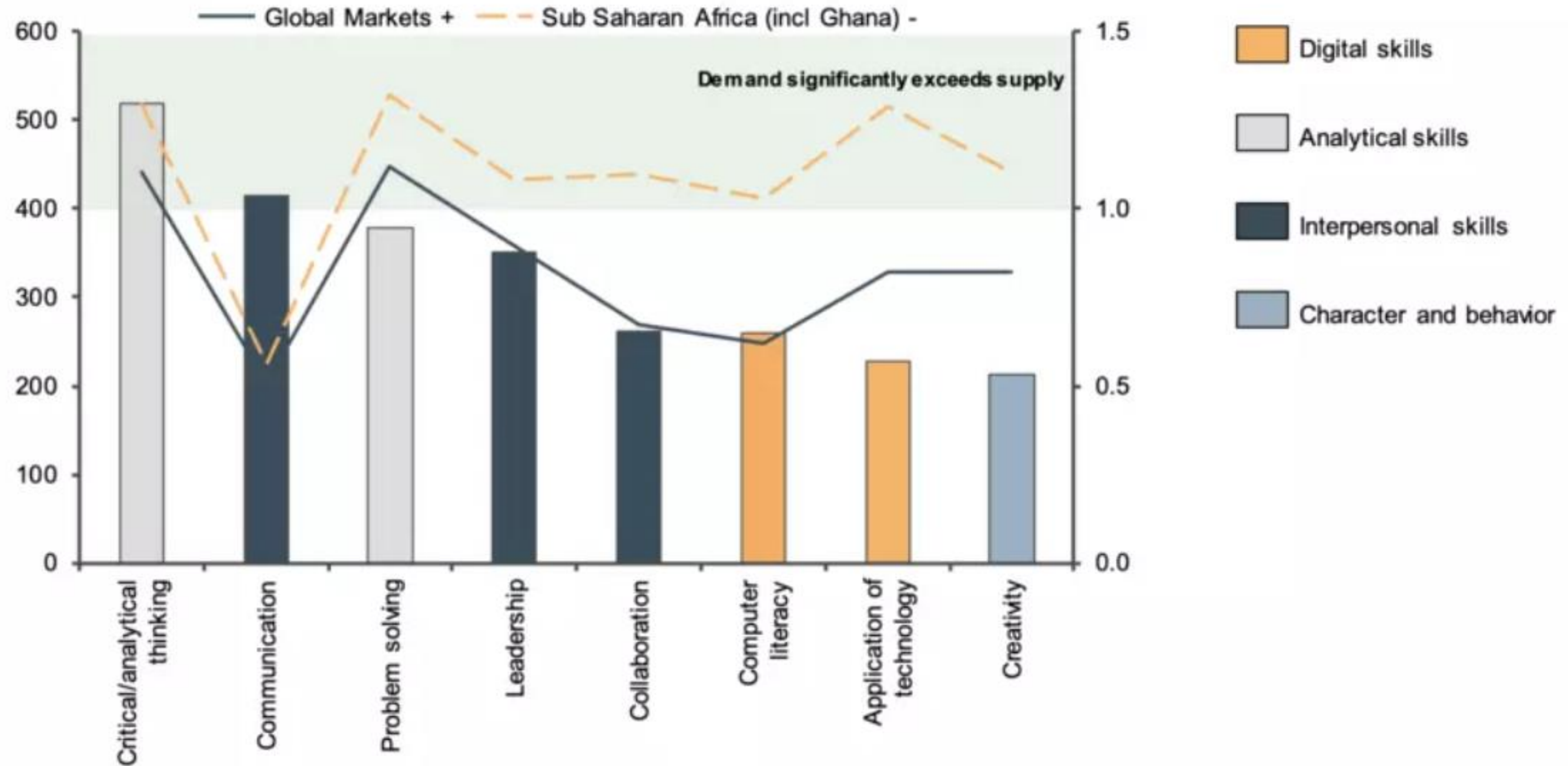
44% in Ethiopia,

46% in Nigeria and

52% in Kenya;

All Markets
Weighted mentions

Demand Supply Gap Index
Index



Demand for digital skills far outstrips supply in Sub-Saharan Africa Image: IFC

Africa needs digital skills across the economy - not just the tech sector



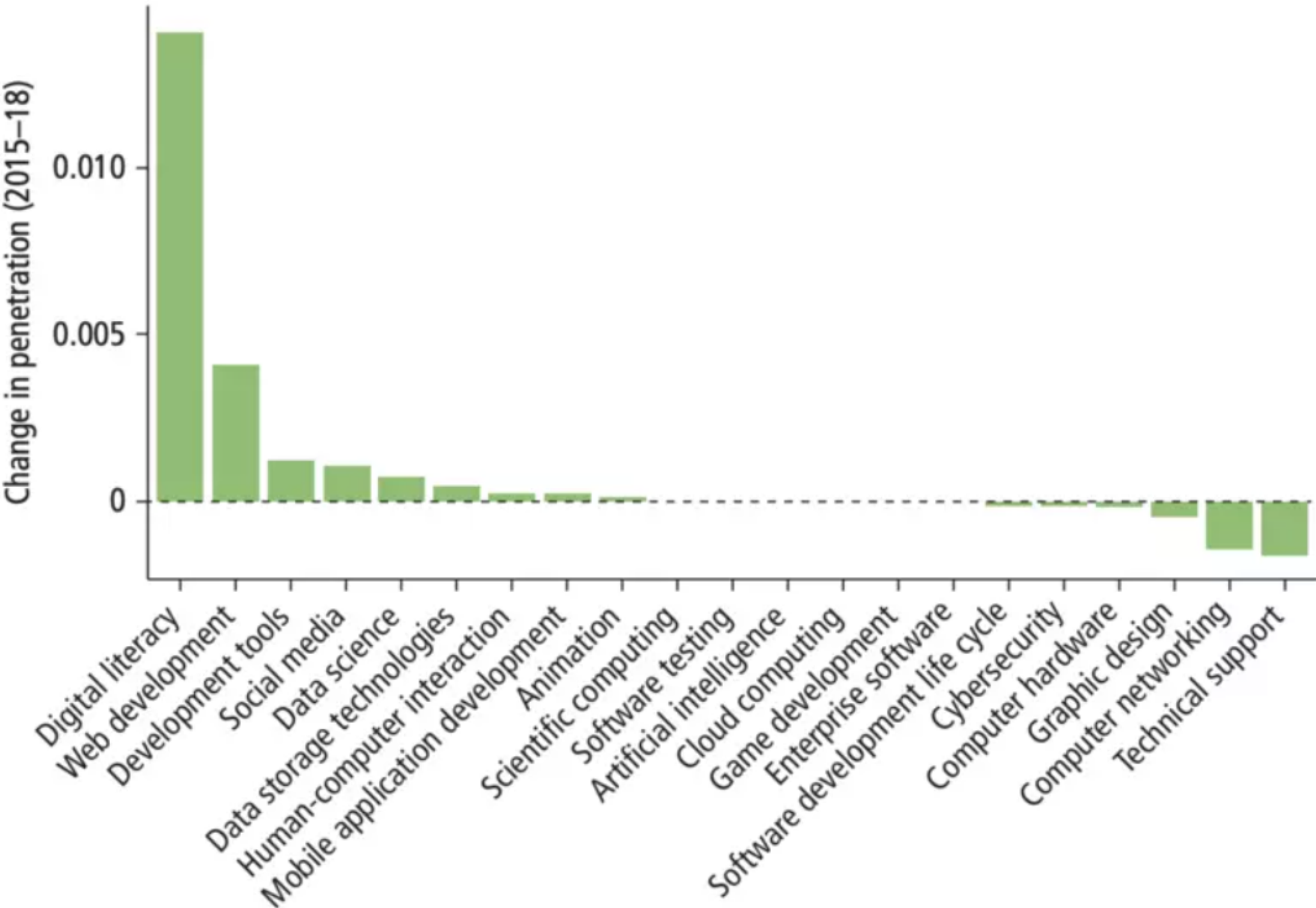
Research shows the **digital skills** are needed in seven sectors across Africa; namely: agriculture, banking, consumer goods, infrastructure, mining, oil and gas, and telecommunications.

Much of the demand for **digital skills** will emanate from generic occupations that are not from narrowly defined ICT professions, as more enterprises adopt digital technologies in a broad range of sectors.

About **70% of the demand will be for foundational digital skills** and another 23% will be for non-ICT intermediate level digital skills

Source: www.weforum.org

Figure 0.4 Growth of Digital Skills in Sub-Saharan Africa



Source: World Bank elaboration based on LinkedIn data from 27 countries in Sub-Saharan Africa with at least 100,000 members.

Closing the Gap

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Publish anywhere.

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No gatekeepers. No intermediaries.

Created to do Good Work



1. Individual Level: Living by Design | Who am I and what do I want to do

- Exposure into occupations variety aligned to your interest
- Debunk the myths of “cool job” to pursuing occupation aligned to your design
- Invest into skills proficiency and mastery
- Live your own dreams – Passion births creativity and innovation
- Be intentional about solving problems with your skills

Impact of our Skills

Economic Value

- Generate returns, profitable

Social Value

- Benefit society , solve problems

Spiritual Value

- Eternal value

Opportunities to Close the Gap – Organizations

- A holistic approach to skills development
- Radically “generous” and an integrated strategy plan to upskill, reskill in specific sectors
- Investing in Africa not for the returns but for living footprints of contributing to Africa’s human development.

National Agenda and Reforms

- Political will to invest in a sustained and coherent manner.
- Prioritize Skills Academy that solves society's problems in Africa
- E.g. Rwanda, South Africa, Kenya, Nigeria, etc
- Use data to inform strategy on where to invest
- Guard against “adhocity” and be intentionally deliberate on what you want to change and be known for (India)

Thank you