Africa Outsourcing Summit
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“People & Skills in Enhancing North South Trade Co-operation”

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Africa Recruit / Find a Job in Africa
Who we are & what we do

AfricaRecruit – a program for building capacity, Human Resource policies, Diaspora mobilisation

The off shoots are:

- **Africa Diaspora** – links to the Diaspora communities
- **Africa Career Guidance** – online career guidance for African students & graduates
- **Africa Healthcare** – database of healthcare professionals
- **FindaJobinAfrica** – job board, an online platform to link recruiters with job seekers, 2 million hits per month.
People & Skills – Local talent & Diaspora

The global outsourcing market is valued at $150 bn usd with a potential of double that amount & Africa is vying for a share of the action!

How?

By ramping up its investment in Infrastructure and Skills to support the industry
Pre-requisite of « Skills »

- Strong, high level care and volume with regards to the customer service experience
- High-end labour force, Educated workforce
- Improved language capabilities & language skills
- Strong base of Anglophone, Francophone, Lusophone speakers
- High-levels of business acumen
- The report findings pointed out the People & Skills
  1. Availability
  2. Suitability
  3. Cost
Achieving Greater Competitiveness in Outsourcing by Education

- Tailor education to match job market demand & supply
- Increase spend on 21st century education
- By restructuring secondary schools and universities to train graduates
Ongoing project 1

• Africa Career Guidance - a pilot project with Makerere University in Uganda & eventually East Africa.
  • Focus on building capacity locally
  • Training – North South exchange, support, training scheme
  • Training programs for workers at various levels
  • Sending young graduates to get overseas experience, exchange programs
Results of the survey of students in African Universities

- 43% of the respondents indicated they would consider changing their course if they had the information available before choosing the present course they are doing.
- 25% of the respondents access career guidance service using the web.
- Over 70% of the respondents rated a website with career guidance as very important.
- Only 12% of the recognised 301 universities in Africa have career centres with only 34% possessing a website.
Ongoing project 2

Engaging the Diaspora in Science & Technology with International Council for Science Regional Office for Africa (ICSU ROA) and National Research Foundation (NRF)

• Surveys carried out

• Database of professionals

• Availability to work on specific projects
Engaging the Diaspora in Science & Technology

• Effectively mobilise and engage the African Diaspora in Science, Engineering, Technology and related sectors for projects in Africa.

• Gain an in-depth understanding of the ongoing African Diaspora science and technology initiatives.

• To gain an in-depth understanding of the challenges and solution to enable effective and sustainable Diaspora engagement.

• To develop a sustainable work plan to enable Diaspora engagement.
Why do skilled people leave Africa?

- Professional reasons
- Political reasons
- Personal reasons
www.findajobinafrica.com

- Advertised over 150,000 jobs over the last 5 years
- For over 2,500 recruiters / employers ranging from public, private, ngo, etc.
- On average, we assist 500 Diaspora find work annually
- We retain local talents as well

Clients include: Cisco, HP, GE, Ecobank, Standard Chartered Bank, Micheal Page, KPMG, PWC, Accenture, Zain, MTN, Oracle, Shell, Huntleigh Healthcare, Total, …
www.findajobinafrica.com

- The internet never sleeps …
- Recruiters can advertise the opportunities in their own time …
- Qualified candidates can check the job requirements anytime wherever they are - in Africa & out of Africa & apply directly to the recruiter .
- Moreover .. we will inform the Diaspora / Talent groups concerned about the opportunities , it is about creating the awareness , providing real time information to enable the candidate to make an informed decision.
- We work with Recruitment Agencies and Employers by providing a platform to access a wider Talent pool – locally with local partners & abroad with Diaspora communities, universities & professional groups !
If Africa can
- retain its intelligent workforce,
- retrain its local talent,
- attract its Diaspora ...

Africa is putting itself in a better position to
- trade with the North,
- outsource for the North,
- and be the Land of Opportunities ….
Why don’t you Outsource your Talent Attraction to us!

- www.africarecruit.com
- www.findajobinafrica.com
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