



Africa Outsourcing Summit
3rd – 4th March 2009 London UK
“People & Skills
in Enhancing North South Trade Co-operation”

Kiran Luchmun Aurokium
on behalf of Dr Banjoko
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 !



Sustainable Africa Conclusion

- ✱ 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
- www.africacareerguidance.com
- kiran@findajobinafrica.com

+ 44 20 7024 8270