



# Preparing Graduates for 21<sup>st</sup> Century Employment

The Case on the African Continent



# Projections for Africa

## *Currently...*

- **200 million** young people in Africa (between 14 and 24) (UN)
- Graduate unemployment rate in Africa **almost 50%** (ACET)
- Tertiary enrolment barely at 10%, but growing at a rate of 4.3% (**twice as fast** as global average) (World Bank)

## *Projected...*

- By 2050, **one quarter** of the world's population will be on the continent
- By 2035, Africa's workforce will **be larger than China's or India's** (McKinsey)
- By 2050, Africa's working-age population will **exceed 1.5bn** (McKinsey)




# How do you “prepare” the world’s largest workforce?

- *Is university education even the right answer? (Google’s Answer; the “**drag**” of the degree, just-in-time learning, topical skills development)*
- *The **Graduate Premium** (on the Continent)*
- *The **best of both?** Degree + skills*
- *The **Work Experience conundrum***



# The ALU Learning Model

- ▶ **7 Meta-Skills** (developed by a consortium of academics and industry experts) – soft skills/21<sup>st</sup> Century Skills
- ▶ **Skills Base** for all degree programs:
  - ▶ Data & Decisions
  - ▶ Communicating for Impact
  - ▶ Projects
- ▶ **Entrepreneurial Leadership** (job-ready graduates, but also job-creating ones)
- ▶ **“Engineers in the workplace”** (transferable skills for all)
- ▶ The **Internship** as the answer to the Work Experience conundrum



# Regulations for 21<sup>st</sup> Century African Universities

- **Regulatory bodies** on the continent (Mauritius, Rwanda, the AU)
- **21<sup>st</sup> Century Skills v. Traditional Academics**
- **21<sup>st</sup> Century Skills = 21<sup>st</sup> Century Infrastructure** (the traditional classroom, IT requirements and the restraints of mis-adapted regulations)
- **Priority Fields:** Beyond STEM
- An adaptable workforce = a flexible learning program = **nimble regulatory frameworks**
- **Quality!** (“nimble” is not “relaxed”)



Thank you!