

Africa, continent of Talents and Challenges

“When the sun is shining, it is time to repair the roof of the house” J.F. Kennedy

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The population of the African continent will increase by about 1 billion by 2050. This represents a real resource but concurrently a real time bomb.

In this respect, Africa is today seen as the continent of the future of the planet, which will be the relay of growth of the world economy (5.8% observed over the decade 2000-2010). The African economy must create 20 million jobs every year for 30 years (3-4 million today) to enable the continent to cope with this economic and societal tsunami.

However, the real reason for concern about the sustainability of this situation (governance, political instability, insecurity and terrorism, climatic hazards) is raising the fear that Africa will lose the race against the clock. For the first time on the planet, a region of the world has thirty years to complete its economic and social change.

What are the key trends?

Training

We note a shortage of vocational training which results in the fact that "Africa does not produce enough technicians".

There is a real need for the creation of vocational training centres in partnership with the private sector (e.g. reopening of the electrical trades training centre in Bingerville, Ivory Coast, etc.).

There is a need to revive the principle of "companionship" by drawing inspiration from the German model of vocational training.

There is a need to provide a professional training framework adapted to the informal sector where more than 80% of employees learn on the job.

The lack of a constraining device coupled with the scarcity of regulation of private education and the shortage of budget force to take advantage of the tremendous digital leap that the continent knows to put digital at the service of practical training using mobile devices (700 million in Africa, one of the world's strongest penetrations) by initiating and promoting lifelong learning systems.

Poor knowledge of local realities

Because too often, the "A" of the word EMEA lacks reality and pragmatism, it will be appropriate to be pedagogue among decision-makers of Western multinationals present in Africa often headquartered in major European cities.

Coaching them in the identification of African Executive profiles able to sit and bring their knowledge of local realities to Boards

Diasporas

No less than 20,000 senior executives leave Africa each year, so Talent Acquisition's strategy must be also to think and organize methodically the transfer of expertise and experience in management, technology, organization necessary to achieve this quantitative and qualitative leap.

This involves (1) the valorisation and the exculpation of the African diaspora around the world (2) The support to small and medium businesses, the ones capable of creating added value in order to free Africa from dependence on raw materials and the economy of rent in their growth.

This is an absolute emergency that requires more than a mindset change, this is survival surgery.

In this general positive move for the future of Africa, keeping in mind that « when the sun is shining, it's time to repair the roof of the house”

