



CONCEPT NOTE FOR THE
EAST AFRICAN
EMPLOYABILITY SUMMIT AND
UONGOZI CAREER
AWARDS 2023

Theme:

Closing the Gap; A Decade of Investing in Youth Employability Skills in East Africa



Sub-theme:

Fostering Inclusive Opportunities: Bridging Employability Disparities through Innovation and Entrepreneurship in TVETS & Higher Education Institutions and Out of School Employment Initiatives



Objective:

Reflecting on the 10 years of the Employability Skills Challenge and transmitting best practices to accelerate on - demand skills transfer to East Africa's Youth for Sustainable Development.



22ND – 23RD
NOV 2023



CATHOLIC UNIVERSITY OF
EASTERN AFRICA (CUEA)

PARTICIPANTS:

5000+



DELEGATES

7 (EAC)



COUNTRIES

150+



EXHIBITORS

50+



AWARDS

100+



SPEAKERS

20+



SESSIONS

Mission



The overarching mission of the East African Employability summit and Uongozi Career awards 2023 is to assess the gains made by stakeholders in the community's higher education sector and out of school ecosystem to close the employability skills gap established a decade ago. This is in a view to deepen the transformation of the sector to facilitate the transition from academia to industry.

Specific Objectives

Specifically, the EA Employability Summit and Uongozi Career Awards seeks to achieve the following;

Evaluate policy and curriculum reforms undertaken by Member States and Institutions to facilitate skills-based learning and employability

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Entrench Ethics, Values and Integrity in skilling East Africa's next public and private sector Leaders;

Process the complementary role of government and development partner-led Employability and entrepreneurship programs in equipping and retooling out of school youth

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Share best practices in the increasing role of offices of Career Services and their residual role in mentoring career ambassadors and students;

Leverage on the disruptive role of Digital Technology, Artificial Intelligence (AI) and Data Science in revolutionizing learning and Employment Creation.

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Recognize the growing demand for on-campus Innovation and Incubation Hubs in facilitating work readiness and entrepreneurship;

Obtain Industry feedback on the adaptability of East African graduates and the role of graduate training programs in complementing higher education;

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Appreciate the integral support of the higher education and employability ecosystem stakeholders;

Assess the impact of mental health menace on students career paths, quality of graduates and overall transition to industry; Curate the invaluable role of peer to peer student support;

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Re-evaluate the strategic Future of Technical and Higher Education in the EA Community in the fight against unemployment in Africa.

Introduction

Africa is under unprecedented pressure to create jobs for her young population characterized by a median age of 19.7 years. The crisis of the youth bulge has seen the continent's skilled workforce miss out on the competitive job market with a decline in formal job opportunities in many countries. On average 60% of the continent's youth are out of work—a phenomenon expected to worsen by 2050 when the continent's youth population is projected to hit the billion mark.

Eastern Africa is part of the macro challenge. By 2020, the region was home to at least 33% of the continent's 1.34 billion dwellers. With the on-boarding of the Democratic Republic of Congo on 11 July 2022, the East African Community became 100 million stronger accounting for 283.7 million Africans dominated by young people under 25 years seeking meaningful opportunities. East African Regional Analysis of Youth Demographics reported in 2018 that 20% of the then 127 million people living in Kenya, Rwanda, Tanzania, and Uganda were aged between 15 and 24. This young population in the region and the continent is under unprecedented pressure pressed from all side to acquire the right skills to secure employment and escape the devastating effects of poverty.



Background

The role of higher education institutions in skilling the workforce for any country cannot be over-emphasized. Amid a growing youth unemployment crisis in Africa, the focus is on universities, colleges, and TVETs to contribute meaningfully to slaying the towering social challenges in Africa. Yet the solution seems not to be fully domiciled in the academic institutions. Out of School (OOS) Youth Employment Initiatives have emerged to complement formal education in skilling and retooling the youth everywhere.

In May 2014 the Inter-University Council for East Africa made public concerning statistics on the quality of the region's graduates. Data pointed at one out of two graduates being deficient in desired skills employers sought such as technical mastery, self-confidence, communication, and other basic work-related competencies.

Uganda and Tanzania indicated the highest severity above sixty percent with 63% and 61% of graduates lacking employability skills respectively. The rest of the neighbors were not spared of the threat to the industry with Burundi (55%), Rwanda (52%), and Kenya (51%) all being above the average mark on the adverse.

A year later, the World Bank Enterprise Surveys, indicated that overcome 25 percent of the formal firms in Sub-Saharan Africa reckoned that inadequacy in education among the workforce was the major impediment to recruitment. Further, the study revealed that over 29 percent of all production workers were unskilled.

Besides being a disaster on its own, the ripple effect of unemployment and inadequate skills is a slowdown in the industrialization agenda of Africa. The transport, energy, manufacturing, agro-processing, and ICT sector are estimated to be grossly affected.

Trigger Action

Post these two reports and wake-up calls, higher education sector stakeholders swang into a series of actions. Government and semi-autonomous agencies pursued policy interventions. Institutions dived into in-house innovation, peer-review of curricula, and restructuring learning delivery to adapt to the compelling need. Development partners, regional bodies, industry, employability-centric foundations designed a myriad of complementary and stop-gap interventions.

Some of the notable responses include peer review of curricula, the establishment of offices of careers, employment of career professionals/advisors to mentor students, and installation of on-campus innovation and incubation hubs among others. Cross-border institutions and formations have also emerged. Such include the East African Skills for Transformation and Regional Integration Project (EASTRIP) traversing Tanzania, Kenya, and Ethiopia with a focus on increasing access and improving the quality of TVET programs in selected flagship institutions.

Governments across the community have partnered with development partners to create and scale out of school youth employment initiatives such as the Kenya Youth Employment Opportunity Project (KYEOP). Governments and partners have deliberately increased investments to TVETs and VCTs to bridge the gap.

The net effect of the multi-stakeholder response is that the clamour for urgent action has kept actors in active pursuit of change as the shape of the conversation. Some significant high-level conversations include the recently concluded 14th IUCEA annual conference that focused on “The Future of Higher Education in the Age of Data Science and Artificial Intelligence.” But the situation is not fully addressed without data and decisive joint action ten years down the line.

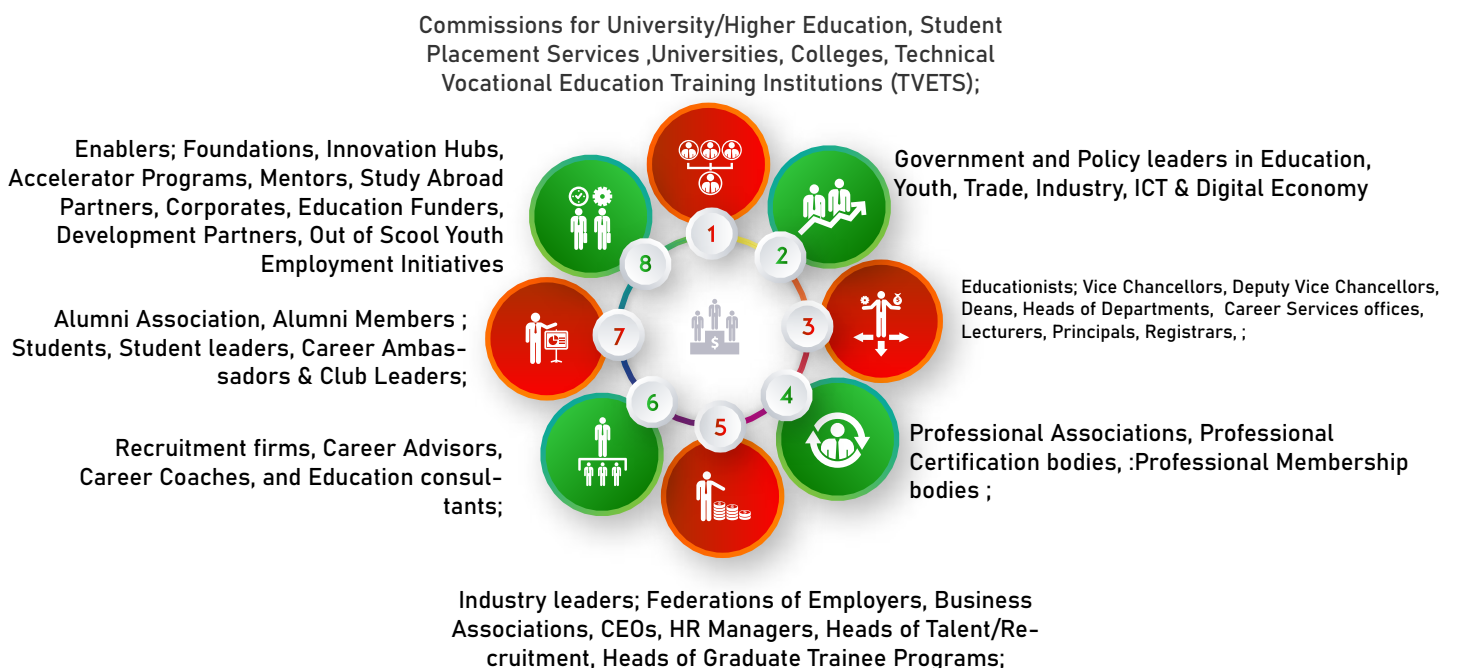
The inaugural East African employability Career Summit is therefore the opportune moment to press pause and reflect on the progress, share best practices, address challenges, and devise a community-wide approach to double efforts in the next decade to achieve 100% employability and transition. It convenes the entire higher education ecosystem alongside out of school employment partners, government and stakeholders keen on transforming the Sub-Saharan employment crisis to cross-pollinate ideas and borrow best practices.

Target Audience

The summit is designed for a diverse audience involved in the higher education sector, government, and non-government partners facilitating access to quality education and the end users including recruiters, employers, and industry leaders.

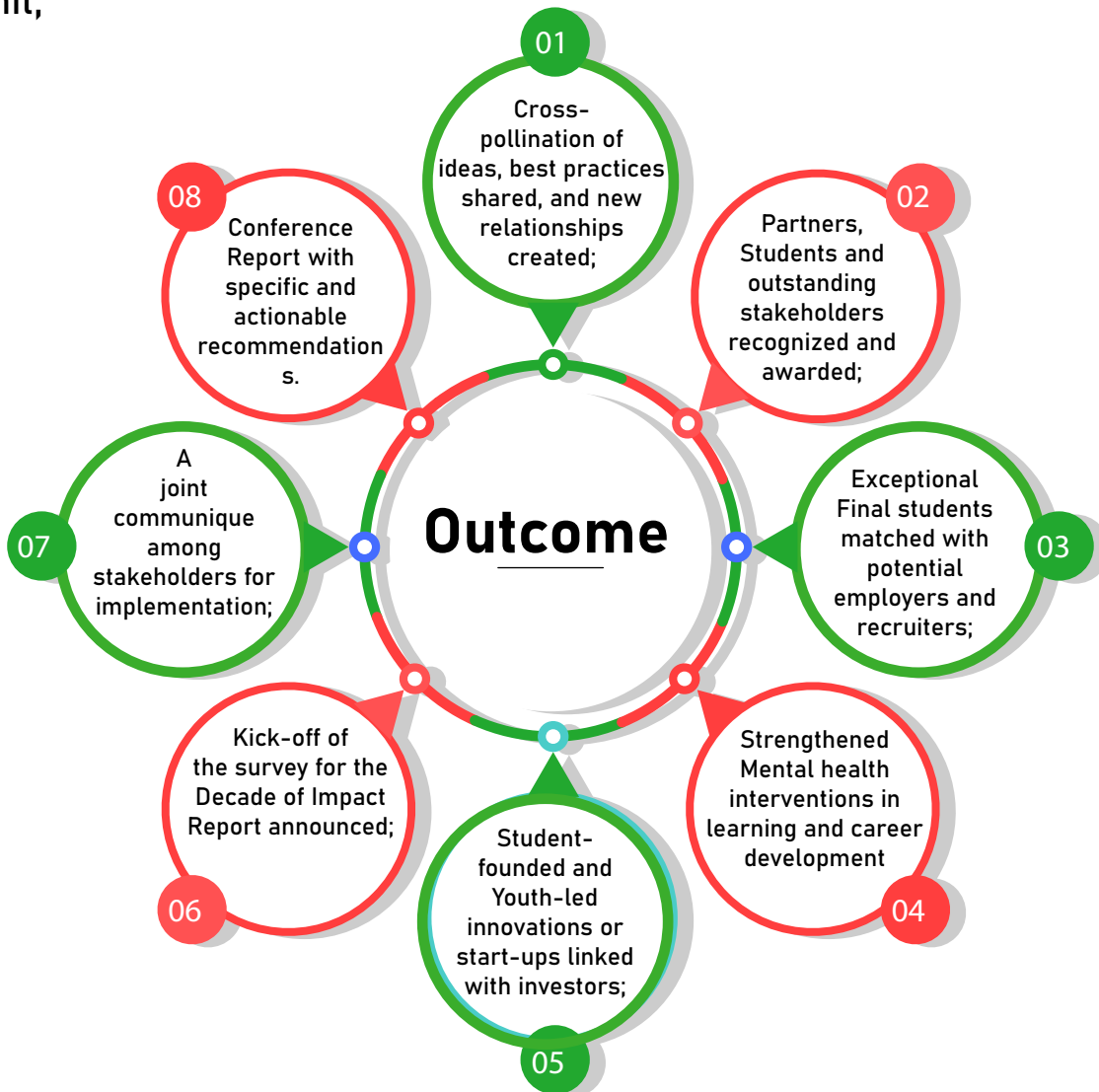
The converging interest is solving Africa’s Youth unemployment time bomb with a peculiar gross emphasis on facilitating industrialization and economic growth of the continent.

Some of the participants include:



Outcome

The summit is necessitated by the continuous need to find pragmatic solutions to the employability needs and solving for Africa's most pressing youth bulge challenge. In particular, we will seek to generate the following results from the summit;



Proposed Summit Format

Pre-Summit Activities: Corporate Career Academy envisages the following activities to be undertaken as a precursor to the main Summit:

- (a) Stakeholders Breakfast; to be held on 20th September 2023. This will help sector stakeholders to align with the theme of the East African Career Summit and avail an early opportunity for the stakeholders from across the region to participate in crystallizing the agenda for the actual summit.
- (b) Pre-Summit Networking Cocktail; This shall be hosted by a partner in this year's summit on the eve of the event in Nairobi on Tuesday 21st November 2023

High-level Panel discussions: The EA Career Summit seeks to adopt a dialogue approach convened in panel discussions preceded by a keynote address and succeeded by moderated plenary to deepen participation and participant engagements. The panels will bring together carefully selected Global, Regional, and National Experts, Ministry and University Officials, Employment Initiative, Development partners, the Industry, and exceptional recent alumni.

Main Plenum discussions: All the participants have an inalienable leverage to attend the main plenum which will be officially opened by the President of the Republic of Kenya and graced by visiting East African Community Heads of State, Minister, the Diplomatic core, education, skills and youth development partners.

Sub-sector Breakaway Sessions: On each of the two days, there will be separate breakout rooms for the sub-sector in the higher education ecosystem to reflect on specific issues and proposed actionable outcomes for further escalation in the region.

Student Pitching & Deal Room: CCA has interacted firsthand with innovative and scaleable ideas founded by students and their lecturers. With pre-seed and seed investments these transformative ideas, prototypes, and MVP-stage solutions can be accelerated to launch and scale while generating the much-needed jobs. We thus will convene the most patient and enthusiastic impact investors to consider a few successful pitches and sign perhaps the most hidden yet lucrative deals in the region.

Uongozi Career Awards: CCA launched the Uongozi Career Awards in 2022 to recognize impact ecosystem leaders in Kenya. In this second edition, we expand the reach to the rest of the member states in the East African Community to participate. We will award the most outstanding contributions in the Career space in the last decade.

Registration and Exhibition Booth Booking: The Participants attending the Summit will register and pay a conservative registration fee to participate. Students will pay half the delegate fees while group tickets will also be available. Due to limited slots of 5,000 delegates from the vast community of 7 nations, participants are advised to pre-book and earn their sets ahead of the event. The Summit shall set aside a rare platform to showcase products, and projects, exchange experiences, and network for posterity. There will be limited strategic booths provided and will be available to only 200 exhibitors on a first come first served basis.

Agenda

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Employability skills ecosystem in the East African Community and Employment Initiatives;

Careers Development Landscape in East Africa; Checklist for successful transition;

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Industry Feedback; Are we making progress?

Academia and Industry Collaboration's Role in Career Development: Office of Career Services' Impact on Student Paths, Challenges, and Best Practices.

iv

v

The Place of Ethics, values and integrity in skilling the next East Africa's Public and Private Sector Leaders

Role of Professional bodies, certifications in complementing Higher Education and Training;

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AI & Career Opportunity; Blessing or Curse;

Emerging Skills and Evolving careers; CBC and Future Careers;

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The Impact of On-campus Innovation Hubs;

Funding for Holistic Career Development;

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Soft skills, Entrepreneurship, and out of school programs facilitating Employment and Career growth;

Studying Abroad (Opportunities, application, and funding) Education funding in the EA community;

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Lessons from the IUCEA:

The Role of Alumni and Industry Mentorship;

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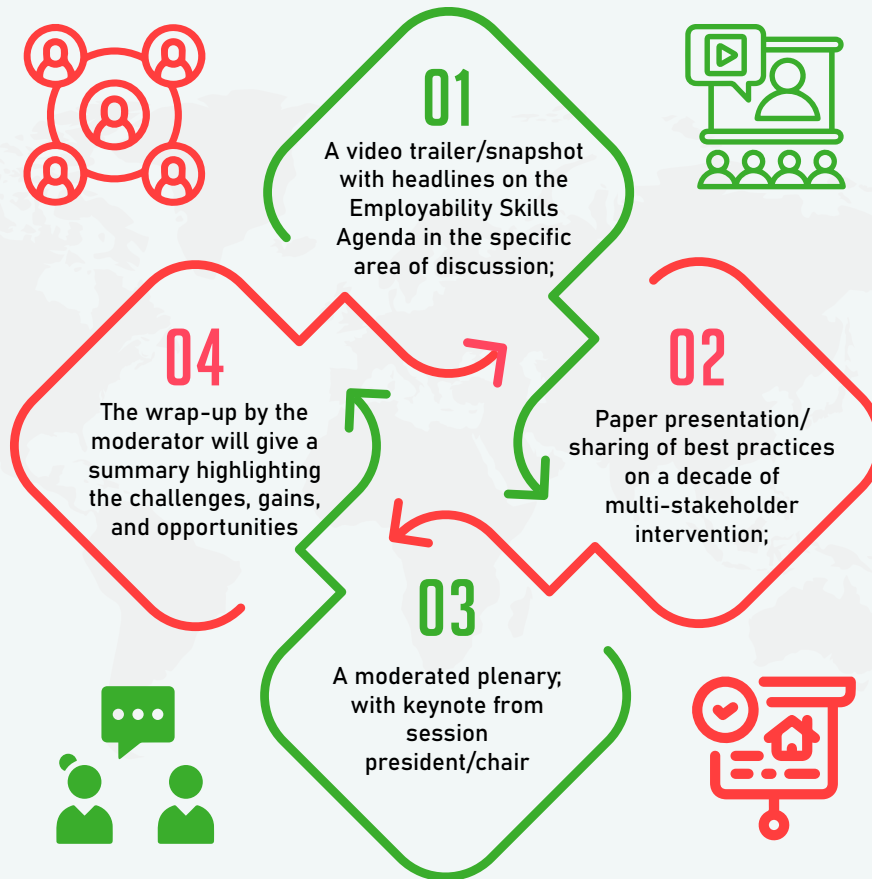
The role of Careers Offices and Deans of Students in EA Universities;

Speed Dating with Recruiters, CEOs, HR Managers.

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Panel Setting

All panel settings are designed to include the following:



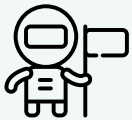
Resourcing the Summit

CCA is in consultation with possible partners from the region including, the EAC, IUCEA, Governments, and out of school programs facilitating Employment and Career growth, Development partners, Private sector, and state actors showing interest in the summit. These engagements shall continue until the requisite budget and support are realized to stage this very important gathering. CCA plans to complement these efforts by holding donor round table meetings with foundations, philanthropy, grant-making institutions, and education funders to strengthen participation and involvement in the best way feasible to realize independent goals by institutions. Diverse sets of sponsorship packages will be provided for partners, exhibitors, and all stakeholders.

About the 2nd Uongozi Career Awards 2023

Why the award

Uongozi Career Awards is a platform launched in 2022 to Recognize ,Celebrate and amplify efforts of Individuals and Institutions Championing Career Development, Employability Skills ,Leadership, and Initiatives in Advancing the Career and Job Readiness among the In-school and Out-school Youth around the East Africa Community



Mission

Our mission is to acknowledge outstanding leadership, innovation, and efforts promoting career advancement, employability Skills, and young peoples welfare. We focus on in-school and out-school youth facing challenges in transitioning from academia and out of school employment initiatives to industry. Recognizing multistake holders Collaborations in employment creation.

Uongozi Career Awards honor those driving career development, employability, and leadership for the youth. This event unites professionals, academia, Employers, government and development partners various sectors to celebrate the journey from learning to earning.

- 1** Mainstream mental health and the Youth's welfare in the higher education sector
- 2** Identify and award exemplary student leaders standing in the gap for their vulnerable peers
- 3** Recognize award-supportive higher learning administrations including deans, career offices and vice chancellors/Principals, and Directors

SPECIFIC OBJECTIVES



- 4** Single out and appreciate government agencies and development partners supporting student life and young people seeking employment opportunities
- 5** Identify and recognize the role of Employers, HR Managers and recruitment firms in managing transition of fresh graduates to industry
- 6** Reward innovative and enterprising youth employment initiatives, Skilling job seekers with requisite 21st century skills for the future of work

Success in 2022



Number of categories:



Number Nominees:



Number of Awardees



Number of Entries:



Number of Institutions

What to Expect 2023
Diverse and Lucrative Awards
New Categories:

- 1.**Career Social Media Influencer of the Year
- 2.**Student entrepreneur of the year
- 3.**Student innovation of the year
- 4.**Government Employment initiative



- 5.**Education Philanthropist of the year
- 6.**TVET Institution of the year
- 7.**Employability Skills Partner of the Year
- 8.**Youth Employment Initiative of the Year

Important Dates

The EA Career Summit and Awards shall be held from 22nd-23rd November 2023 in Kenya at the Catholic University of Eastern Africa (CUEA) main auditorium.



About the Partners

Corporate Career Academy (CCA),

CCA in collaboration with partners has provided support to over 500,000 students in the region with over 8 years of solution and design thinking, Career mentorship, Career fairs, strategic capacity building, networking, internships, industry linkages, access to direct jobs and provide access to life-improving opportunities and skills. We link Career Mentors, Subject-matter Experts, Professionals, Professional bodies, learning institutions, Corporates, and Skills to Students and fresh graduates. Our goal is to nurture Career-aware, Career-ready, and well-rounded emerging public and private sector leaders passionate about their responsibilities, rooted in ethos and values, and sustainability-minded leading to increased productivity for institutions and global collaboration.



The Catholic University of Eastern Africa (CUEA)

CUEA is a premier private international university whose mission is to produce authentic leaders and upright members of the Church and Society capable of contributing to sustainable development according to God's plan. It is located in the serene suburbs of Karen away from Nairobi's Central Business District hustles. The LRC auditorium is historic for hosting continental for a, Kenya's presidential debates among other progressive regional meetings.



We're also delighted to share that the Employability Summit and Uongozi Career Awards is partnering with the Ministry of Education and other line ministries to create inclusive opportunities for the youth.

Conclusion

With the support of the right partners, the Corporate Career Academy (CCA) and collaborators will convene and develop the best stakeholder-led and solution-driven Career Summit in the East African Community with the shared vision of solving Africa's youth unemployment and skills gaps. Ultimately, we will create a thriving sector agenda where stakeholders can use 21st-century skills, emulate best practices, and collaborate with government, industry, and development partners to rebrand the face of higher education in the community to unleash their the desired impact.





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