



# EAST AFRICAN EMPLOYABILITY SUMMIT & UONGOZI CAREER AWARDS

# 2023

# REPORT



## CONFERENCE HIGHLIGHTS



**Hon. Ababu Namwamba**, *EGH-Cabinet Secretary, Ministry of Youth Affairs, Creative Economy & Sports*

“There is no greater agenda for government today than dealing with the challenge of sustainable livelihoods for our young people. Sustainable livelihoods are beyond employment, it is about

skilling, maximizing opportunities in multiple spaces, and being part of the solution. The government (of Kenya) is clear that the priority is the youth being the largest, creative, imaginative, and energetic cohort of the population.”

**Hon. Ezekiel Machogu**, *CBS, Cabinet Secretary, Ministry of Education*

“The wide gap in employability skills is still a great concern. While ten years ago, the deficiency among fresh graduates stood at an adverse of 50+ per cent, the situation is yet to be contained on an absolute scale. Industry feedback still points to a mismatch between the levels of work readiness among young job seekers and employer demands.

There is more to be done! Not just by academia but all sectors combined. The challenge transcends beyond education.”



**Dr. Kipkirui Langat**, *Director General, Technical and Vocational Education Training Authority (TVETA)*

“Everyone wants to go to the university, but where are the jobs? We need career services to redirect interest. Our statistics show that for every university student, we need five learners in TVET institutions. The reason is that the world job market is in dire need of technical skills. The 17% unemployment rate in Kenya is a result of our failure to redirect careers. Therefore, we need to identify career paths and opportunities that are likely to bring employment.”





**Amb. Dr. Christian Fellner,  
Austrian Ambassador to Kenya**

"Africa is becoming the greatest labour supplier of the 21<sup>st</sup> century. In Austria for instance, 20% of the population is an aging population as opposed to Kenya where only 2.9% are above 65 years. We therefore need people to work in different sectors back in Austria for example nurses in the Health Sector. However, these people must have technical skills and requisite qualifications."

**Ms. Lilian Ngala, Human Resource Director, Diamond Trust Bank**

"Graduates and students need to have the ability to interact, acquire soft skills, and take advantage of opportunities available. To facilitate this the Diamond Trust Bank offers students stimulating platforms to hon their skills...From this summit we will offer 100 students an opportunity in our Job Shadowing Program in January 2024."



**Ms. Doroba Hendrina Chalwe, *Division Manager, Education, and Skills Development at the African Development Bank***

"There is an urgent need for young people to acquire the right skills to support development. The bank (AfDB) works with governments and the private sector and has developed an action plan for skills for employability. Further, the AfDB has made a strategic decision to support regional members in the area of Technical, Vocational and Higher Education. Our goal is to support skills development in Africa."





**Mr. Stewart Samkange**, *Higher Education Africa, Central & Eastern Europe, & Southeast Europe Leader, LinkedIn*

"48 million students are active on the platform which is a double growth since 2020. These students come to view and apply for jobs in a ratio of 1: 3. It is important to follow the organizations where you are looking for jobs to see their impact and the skills they are looking for. Further, research the professionals working for the organizations. Most importantly, join LinkedIn to learn. Up to 62 million people visit the platform weekly, with 8 people hired every minute."



**Philip Thigo**, *Executive Director for Africa, Thunderbird School of Global Management*

"We need to rethink and develop agile policy and governance in the era of uncertainty. Policy-making is no longer the role of government alone. Government should create an enabling environment with soft legislation that does not discourage innovation."

**H.E Prof. Hillary Barchok**- *Governor, Bomet County*

"We need to build skill-based solutions by collaborating with industries, enhancing Public-Private Partnerships (PPP) in the education sector, promoting competency-based evaluation, and integrating Information Communication and Technology (ICT) and commitment to papering youth to the technology challenges."





**Very Rev. Prof. Stephen Ngari Mbugua- Vice  
Chancellor, Catholic University of Eastern Africa**

“Universities are becoming more aware that the dissemination of the curriculum should be a stakeholder engagement issue. Any curriculum in Kenya today can only be accredited if there is evidence that it meets the public participation criteria, tied to the national agenda, vision 2030, and the Sustainable Development Goals. We are not learning for just the Kenyan market, but the global workspace. We must focus on meeting the employability needs through innovation.”



**Ms. Jacqueline Mugo, EBS – Executive Director &  
CEO, Federation of Kenya Employers (FKE)**

“East Africa presents a huge disparity considered as a paradox where huge numbers of graduates end up unemployed or underemployed, while at the same time, employers are also lamenting that they are not able to fill opportunities as a result of lack of skills.”

**Ms. Mable Mirembe**– *Career Guidance Manager,*  
*KEPLER College, Rwanda*

“Institutions create interaction between employers and students to create learning on what is required in the labour market. At Kepler College, we provide career choice and guidance, as well as creating opportunities for job shadowing. Most significant is the Job readiness training on how to professionally network in the ever-changing job environment.”



**Mr. Wilfred Muhunza; Dean of Students,**  
**Ndeje University, Uganda and**  
**Chairperson of the Deans of Students**  
**Forum**

“Many factors contribute to mental health which ultimately affects academic performance and transition to industry. There is an urgent need for collaborations to train and equip student peer counsellors and career ambassadors to enhance peer-to-peer support.”



**Arch. Antony Manyara, President East Africa Students Union**  
**(EASU)**

“The government need to nurture and connect graduates and out of school youth to their career path and opportunities to enhance smooth transition. Moreover, it is also important to address the economic hardships students face pre-graduation.”



# Acknowledgements

The Inaugural East African Employability Summit was founded and convened by the Corporate Career Academy from November 22<sup>ND</sup> to 23<sup>RD</sup>, 2023 at the Catholic University of Eastern Africa (CUEA), Nairobi, Kenya. The overarching mission of the conference was to *Reflect on the 10 years of the Employability Skills Challenge and transmit best practices to accelerate on-demand skills transfer to East Africa's Youth for Sustainable Development.*

The host institution and co-convenor, the Catholic University of Eastern Africa played a pivotal role in providing a serene conference environment with ultimate support right from the apex of the faith-based varsity.

Kenya's Ministries of Youth Affairs, Creative Economy and Sports; Education; and Labour and Skills Development played an integral part in curating the summit agenda as well as supporting the actual delivery on the two summit days. The Hon. Ababu Namwamba, EGH, Cabinet Secretary, Hon. Ezekiel Machogu, CBS, Cabinet Secretary and Mr Shadrack Mwadime, Principal Secretary from the respective ministries threw their total weight behind the summit like a government's own initiative. To this, the convenors and the entire ecosystem are deeply thankful.

The first East African Employability Summit received great collaboration from stakeholders, partners and sponsors. Some noteworthy vision anchors include:

KCB Foundation, Austrian Embassy-Nairobi, Harmony Institute, African Development Bank, UNICAF, ISACA, National Industrial Training Authority (NITA), Stem Impact Centre, e-mobilis Institute of Technology, Ajira Digital, Kenya Private Sector Alliance (KEPSA), MasterCard Foundation, Federation of Kenyan Employers, Ethics and Anti-corruption Commission of Kenya (EACC), among others.

Importantly, the summit benefited from the immense endorsement and participation of over 50 higher learning and TVET institutions that sponsored and sent students, staff and delegates to the event.

To the dream team that made this Summit a reality, we are deeply indebted to you. Notably, the Co-team leaders Livingstone Makori, Founder of CCA Philip Pande Co-founder and Executive Director, the CCA capacity team, Elly Mwallo, IT and Graphic design, Alex Ondara, Head of Events and Logistics, Dorothy Anyango and Grace Njoroge, Communications, we thank you.

Importantly, we appreciate our generous host CUEA, under the wise leadership of Very Rev. Prof. Stephen Ngari Mbugua, Vice Chancellor and Rector, Prof. George Kimathi, DVC Academic Affairs & Research, Sr. Rose Mwangi, Director of Career Services, Mrs. Esther Muchiri, Lecturer Faculty of Law, Mr. Festus Musau, Advancement, Security and all our devoted personnel and student volunteers, please accept our unreserved gratitude.

The summit partners carefully selected and invited visionary global minds and sector leaders to dissect the agenda and all the speakers displayed an enormous wealth of experience and grit providing succinct highlights throughout the two days. From the contributions of the incredible personalities, the summit proudly draws precise lessons and way forward for further development of the ecosystem.

This report summarizes the 2-day landmark event brought that together 2000+ delegates, and 100+ speakers from 30+ nationalities who laid a peculiar emphasis on facilitating linkages between training and industry to catalyze economic growth of the EAC region and the African continent.

It was the first of a kind, yet exceedingly successful. We hope that the rest of the content of this report will provide valuable insights to readers and stakeholders on the deliberations and milestones from the summit for further development of the employability ecosystem in the region. Read on!



# Summit Partners



**Ministry of Education**



**STEM IMPACT CENTER KENYA**



**Harmony Institute**  
Education | Culture | Dialogue | Life



**Ministry of Youth Affairs, Creative Economy and Sports**

# Table Contents

<b>CONFERENCE HIGHLIGHTS</b> .....	2
<b>Acknowledgements</b> .....	7
<b>Abbreviations</b> .....	11
.....	12
The summit Wins .....	14
Key Messages.....	14
Way Forward.....	14
<b>SUMMIT PROCEEDINGS</b> .....	16
<b>WELCOME REMARKS, SUMMIT OPENING, AND KEYNOTE ADDRESS</b> .....	16
<b>OPENING OF THE STUDENT LEADERS’ FORUM &amp; LAUNCH OFCCA MENTORSHIP PROGRAM</b> .....	19
Session Moderator- Mr. Philip Pande .....	19
<b>EMPLOYABILITY SKILLS ECOSYSTEM IN THE EAST AFRICAN COMMUNITY; CO-CREATION WITH DEVELOPMENT PARTNERS</b> .....	20
Session President: Amb. Dr. Christian Fellner, Ambassador of the Republic of Austria to Kenya. ....	20
How can I get a scholarship? .....	21
Does the curriculum meet the requirements of the market? .....	22
<b>FEEDBACK FROM INDUSTRY: EMPLOYABILITY SKILLSDISPARITIES IN EA COUNTRIES (ARE WE MAKING PROGRESS?)</b> .....	23
Setting The Scene: .....	23
Moving forward? .....	24
Some of the reasons for these challenges .....	24
Areas of opportunities .....	24
What are employers looking for? .....	24
What are the specific skills currently in demand in the job market and how are these needs changing? .....	25
<b>OPENING OF THE INDUSTRY AND EMPLOYABILITY POLICY TRACK: TRIPARTITE EMPLOYABILITY POLICY DIALOGUE BETWEEN TRAINING INSTITUTIONS, POLICYMAKERS AND THE DEVELOPMENT PARTNERS</b> .....	27
<b>FUNDING, SKILLING &amp; PARTNERSHIPS FOR HOLISTIC EMPLOYABILITY ECOSYSTEM DEVELOPMENT</b> .....	31
<b>ROLE OF OFFICES OF CAREER SERVICES IN SHAPING STUDENTS’ CAREER PATHS</b> .....	34
<b>CONTRIBUTION OF PROFESSIONAL AND CERTIFICATION BODIES IN COMPLEMENTING HIGHER EDUCATION AND TRAINING</b> .....	37
<b>TRAINING FOR INDUSTRY; FUTURE OF OUT-OF-SCHOOL YOUTH EMPLOYMENT INITIATIVES, TVET &amp; HIGHER EDUCATION IN THE EA COMMUNIT</b> .....	39
<b>MENTAL HEALTH IN WORKPLACE: LECTURE</b> .....	43
<b>ASSESSING THE NET IMPACT OF MENTAL HEALTH ON CAREER PATHS OF STUDENTS AND INDUSTRY TRANSITION OF GRADUATES</b> .....	44
<b>ENTRENCHING ETHICS, VALUES &amp; INTEGRITY IN SKILLING EAST AFRICA’S NEXT GENERATION OF PUBLIC &amp; PRIVATESECTORLEADERS</b> ...46	
<b>UONGOZI CAREER AWARDS 2023</b> .....	52
Awards Ceremony .....	54
Vote of Thanks and Closing.....	60
Gallery .....	61
Cross-section of Institutions Represented .....	62
List of Annexes .....	64

# Abbreviations

AI	- Artificial Intelligence
CBET	- Competency-Based Education and Training
CCA	- Corporate Career Academy
CUEA	- Catholic University of Eastern Africa
EAC	- East African Community
EASU	- East African Students Union
FKE	- Federation of Kenya Employers
ICT	- Information Communication and Technology
IUCEA	- Inter-University Council for East Africa
KENAPCO	- Kenya National Association of Private Colleges
KSH	- Kenyan Shillings
KUSO	- Kenya University Students Organization
KYEOP	- Youth Employment Opportunity Project
PPP	- Public-Private Partnership
PWD	-Persons with Disability
RPL	- Recognition of Prior Learning
STEM	- Science Technology Engineering and Mathematics
TVET	- Technical and Vocational Education and Training
USD	- United States Dollar

# SUMMIT SUMMARY

1. The EA Employability Summit was convened by the Corporate Career Academy with the support of the government of Kenya and Private sector partners. It was hosted by the Catholic University of Eastern Africa in Nairobi Kenya from November 22ND to 23RD, 2023.
2. The High-level segments of the conference were joined by Cabinet Secretaries, Governors, Ambassadors, Deputy Governors, County Ministers, University Vice-chancellors, Professors, Private Sector Leaders, Development Partners, Students other stakeholders from EAC partners facilitating access to quality education and the end users including recruiters, employers, and industry leaders focused on solving Africa's Youth unemployment time bomb.
3. The summit featured stimulating high-level speeches, plenary and panel discussions, presentations, exhibitions, student pitching and networking. The climax of the event was crowned by the second Uongozi Career Awards gala night which saw 200+ change drivers receive various accolades in 4 distinct categories
4. The conference program included seamless sessions under different sub-themes; i) Employability skills ecosystem in the East African community, ii) Feedback from industry: employability skills disparities in EA countries, iii) Opening of the industry and employability policy track, iv) Funding & partnerships for holistic employability ecosystem development, v) Role of offices of career services in shaping students' career paths, vi) Contribution of professional and certification bodies in complementing higher education and training, vii), Training for industry; future of out-of-school youth employment initiatives, viii) Mental health in workplace. ix) Assessing the net impact of mental health on career paths of students and industry transition of graduates, x) Entrenching ethics, values & integrity in skilling East Africa's next generation of public & private sector leaders, xi), Inclusive opportunities for the youth and xii) UONGOZI CAREER AWARDS 2023

## The summit Wins

We are proud to announce the following landmark wins from the summit:

5. 200+ Awards and recognition presented to extra-ordinary sector catalysts and leaders from across the region
6. Over 100 Job Shadowing opportunities were availed to students at the summit by Diamond Trust Bank in January 2024. Beneficiaries are to be awarded certificates and earn a stipend upon successful completion of the immersion program.
7. The East African Employability Policy Brief was launched and shared with stakeholder from public, private, development and training spaces
8. The Emerge Global 2024 Student Leadership Mentorship and Offices of Career Services Strengthening Program launched
9. 500+ Students from the Summit directly referred and cleared to participate in the Africa Youth Connekt Summit, Nairobi December 2023

## Key Messages

10. Revamping linkages between learning and industry by working with partners to solve the biggest challenge in Africa- unemployment.
11. Learning institutions can tailor their curriculum to provide students with employability skills through peer-review, globalization and innovation
12. Entrenching ethics, values & integrity in skilling East Africa's next generation of public & private sector leaders.
13. Being deliberate on the role of Offices of Career Services as a significant and compulsory part of the higher education infrastructure and overall training
14. Fostering inclusive education and training with peculiar attention to the shift of trajectory towards TVET education and skills-based formation to guarantee employability

## Way Forward

15. Building skills-based solutions by collaborating with industries, enhancing Public-Private Partnerships (PPP) in the education sector, promoting competency-based evaluation, and integrating Information Communication and Technology (ICT) and commitment to papering youth to the technology challenges.
16. Developing agile policy and governance in the era of uncertainty. The government should create an enabling environment with soft legislation that does not discourage innovation.
17. Multi-sector research and development to facilitate the transition to Competency-Based Education and Training (CBET) across East Africa
18. Embracing Artificial intelligence in learning and Industry training and collaboration to harness the significant opportunities in the gig economy

19. Addressing Mental Health issues among the youth in learning institutions and out of school initiatives and their potential to jeopardize transition to industry
20. Increasing funding for offices of career services, enhancing the capacity of office bearers through constant training
21. Establishing, equipping and running maker spaces and on-campus innovation hubs to catalyse co-creation, entrepreneurship and start-up culture to spur self-employment
22. Mentoring and building capacities of all carder of student leaders to be able to handle the burdensome role of serving the diversity and unending needs of their peers

# SUMMIT PROCEEDINGS

## SESSION

01



WELCOME REMARKS, SUMMIT OPENING, AND KEYNOTE ADDRESS



**Program Director: Achie Alai- Ojany,  
Former. CECM Tourism, Kisumu County**

The East African Employability Summit and Uongozi Career Awards 2023 drew the curtains on the sides in a spectacular fashion with the Kenya National Anthem and the East Africa Community Anthem. Rev. Fr. Kosgey, the CUEA Chaplain followed with the opening prayers and gratitude as is the norm of the host institution.

In her inaugural remarks, Ms. Achie asserted that Employability Skills and resultant employable youth were the idea behind the summit. Employability requires competency embedded in the education system and put across certain key areas of discussion that stakeholders in the employment space especially those seeking opportunities should look at. She emphasized these themes:

- Employable skills
- Employment readiness
- The power is social media
- Resume building
- The power of artificial intelligence
- Networking





**Mr. Philip Pande, Executive Director, Corporate Career Academy (CCA)**

*Mr. Philip Pande kicked off by appreciating all the delegates, partners and stakeholders;*

He emphasized that the gathering at the first-ever East African Employability Summit followed an agenda central to many stakeholders. For the past ten years, the Corporate Career Academy had participated in discussions and endeavours that culminated in the Summit. There was a need for structured partnerships and unreserved support to enhance this initiative. The core aim of CCA is to link learning to industry, and that is why the Academy works with partners to solve the biggest challenge in Africa- unemployment. It is for this reason that the first Uongozi Awards was birthed in 2022. Statistics from over a decade ago showed that over 50% of graduates were not market-ready. This was a worrying trend that called upon us to network, challenge each other as stakeholders, and cross-pollinate ideas to make this a great platform in the transformation of the EAC. The CCA, in collaboration with partners, intend to make the summit an annual gathering rotating across the EAC member states. This is the time to solve the unemployment challenge. CCA invited all delegates and partners to immerse themselves in the discussions, network, dialogue and propose solutions with a mission to improving the employability skills ecosystem in the region. The Executive Director affirmed that CCA valued their participation without which the summit would not be possible. He applauded the delegates for making it to the inaugural East African Employability Summit.



## Summit Opening

**Dr Kipkirui Langat, Director General, Technical and Vocational Education Training Authority (TVETA)-Representing the Cabinet Secretary for Education, Hon. Ezekiel Machogu, CBS**

*Dr. Langat before reading the CS's message started by appreciating the organizers of the summit.*

The youth form the biggest percentage of the population and therefore a cornerstone of both social and economic development. "We, therefore, must invest in the youth through quality education and training. The interface that makes the transition from education to employment is critical, and a priority of the Ministry of Education. While statistics show that many graduates lack the right skills for employment, there is a need to question what the education and training institutions are providing. We must remember that the world is looking at sub-Saharan Africa and the Eastern Bloc, in particular, to provide the labour force currently needed in the West. This however requires the skills and readiness on the part of our young people. Additionally, the EAC market has expanded to about 300 million people giving room to many opportunities and the midst of the unemployment challenges. Everyone wants to go to the university, but where are the jobs? We need career services to redirect interest. Our statistics show that for every university student, we

need five learners in TVET institutions. The reason is that the world job market is in dire need of technical skills. The 17% unemployment rate in Kenya is a result of our failure to redirect careers. Therefore, we need to identify career paths and opportunities that are likely to bring employment.”

**Keynote Address: Speech from Hon. Ezekiel Machogu, CBS – Cabinet Secretary, Ministry of Education Kenya**

- {Addendum}

## SESSION

02



OPENING OF THE STUDENT LEADERS’ FORUM & LAUNCH OFCCA MENTORSHIP PROGRAM IN PARTNERSHIP WITH EDU MILESTONES.

**Session Moderator– Mr. Philip Pande**

*Mr. Philip Pande Led the ceremonial launch and handover of the Student Leaders Mentorship Program (Emerge Global 2024) with a brief highlight.*

“The CCA developed the Emerge Leaders Global Program and trained a section of student leaders both virtually and in person to empower them with leadership skills and improve their capacities to serve their peers better. In this light, we hope to partner with the Ministry of Education to enhance mentorship programs among upcoming leaders, career ambassadors, and club leaders in both universities and TVET institutions across Kenya and the East African Region. The program which is delivered by experts certified by the European Mentorship Coaching Council (EMCC), Edu milestone and National Industrial Training Authority (NITA) further trains Deans of Students, Directors of Career Services, Campus Innovation Hub Managers and frontline staff involved in Career and Personal development of students in learning institutions.”

Mr Pande, on behalf of the CCA, officially handed over The ***Emerge Global Mentorship Program*** to Dr Kipkirui Langat, Director General, TVETA.

Acknowledgement of the program.

While receiving and accepting the program on behalf of the cabinet secretary, Dr. Kipkirui Langat, Director General, TVETA appreciated efforts made in coming up with such a

meticulous initiative that he sighted as a game changer in the student leadership and career services landscape of the program. He noted that this capacity will empower the student leaders to become better versions of leaders within and without the institutions and to better understand humanity as they assume national leadership responsibility. In his words, the CCA has a big role and opportunity to shape education and training in this country working together with Deans, Offices of Career Services and the TVET Authority.

## SESSION

03



**EMPLOYABILITY SKILLS ECOSYSTEM IN THE EAST AFRICAN COMMUNITY; CO-CREATION WITH DEVELOPMENT PARTNERS**  
in partnership with the Austrian Embassy, Nairobi.



**Session President: Amb. Dr. Christian Fellner, Ambassador of the Republic of Austria to Kenya.**

“We are dealing with young people who are the future, and they need to have well-paying jobs. Africa is becoming the greatest labour supplier of the 21<sup>st</sup> century. In Austria for instance, 20% of the population is an aging population as opposed to Kenya where only 2.9% are above 65 years. We therefore, we need people to work in different sectors back in Austria. However, these people must have technical skills. More nurses are needed

for example. TVETs, therefore, are the best way to modern day Job opportunities. It is important to note that one cannot plan a career from beginning to end, and therefore young people should try to be flexible in their ideas. Predictors of a student's success are IQ and consciousness. While both interest and ability are critical predictors of success and satisfaction in the job, the latter is the strongest predictor. therefore, the embassy is working to establish a cooperation between African universities and their European counterparts to create quality a reciprocity framework to deepen skills transfer and ease of labour migration."

### **How can I get a scholarship?**

This is the wrong question! Students and graduates need to focus on their abilities, skills, and what they want to do in the future rather than asking how they can get scholarships. Having graduated or ready to graduate is already a great job and hard work. While there are opportunities in the West, going to Europe will be a big struggle. If one must, it must be worth the effort and there is a need for a plan. We will however help students in this struggle. Look at the options and discuss with supervisors and professors to see how best it can be done.



### **Very Rev. Prof. Stephen Mbugua Ngari, Vice Chancellor, CUEA**

The Vice-Chancellor took the opportunity to welcome all participants to the Catholic University of Eastern Africa (CUEA).

It is extremely important to talk about employability and students should take advantage of the experience from various speakers.

### **Does the curriculum meet the requirements of the market?**

“Universities are becoming more aware that the dissemination of the curriculum should be a stakeholder engagement issue. Therefore, the Commission for University Education has taken up this matter and made stakeholder engagement paramount. Any curriculum can only be accredited if there is evidence that it meets the public participation criteria, tied to the national agenda, vision 2030, and the Sustainable Development Goals. We are not learning for just the Kenyan market, but the global workspace. This is why, we are harmonizing our Curriculum with other universities in the European Union zone through bilateral engagements for curriculum harmonization and student exchange programs. These are ideas in motion to be responsive to the demands of more than 30 countries that send their student here at the Catholic University of Eastern Africa. We must focus on meeting the employability needs through innovation and service delivery.”

## SESSION

04



**FEEDBACK FROM INDUSTRY: EMPLOYABILITY SKILLS DISPARITIES IN EA COUNTRIES (ARE WE MAKING PROGRESS?)** in partnership with the National Industrial Training Authority (NITA) and Federation of Kenyan Employers (FKE)



### Setting The Scene:

**Session President: Ms Jacqueline Mugo, EBS – Executive Director & CEO, Federation of Kenya Employers (FKE); Represented by Ms. Grace Kaome.**

Ms. Grace Kaome discussed the role played by the FKE in addressing the issue of employability through collaboration with employers across the county.

- FKE is the most representative employer body in Kenya, with its membership forming up to 70% of formal employers. The institution helps employers build their capacity through global representation and awareness creation.
- East Africa presents a huge disparity considered as a paradox where huge numbers of graduates end up unemployed or underemployed, while at the same time, employers are also crying that they are not able to fill opportunities as a result of lack of skills.
- The unemployment rate in Kenya increasing by the day as close to one million come into the labor market annually. There is a need to create more jobs in the informal sector.

- The FKE has specific programs such as empowering girls through mentorship in Science Technology Engineering and Mathematics (STEM) subjects, women leadership program, TVET programs to help them review curriculum and adapt, capacity building and training programs, Consulting services as well as surveys and research

### **Moving forward?**

While our institutions should offer demand-driven training, there is a need for enhanced collaborations and partnerships. Moreover, we must embrace technology, innovation, and creativity to fit in well within the changing space. The most important is to develop favourable policies. The idea is to create jobs that are also sustainable

### **Some of the reasons for these challenges**

- Technology reduces the requirement for human labor
- Skyrocketing Inflation, cost of living

### **Areas of opportunities**

- Young, increasing population.
- Africa Continental Free Trade Area Agreement, opening a wider job market across the continent.
- innovative entrepreneurship

### **What are employers looking for?**

- Careers in finance, business management, engineering transport, logistics
- Employers struggling to fill positions in mining, quarrying, and service sectors,
- First Degree Associated with good Foundation and Content
- TVETS (Transport, building, etc.)
- Soft skills – interpersonal skills
- IT, AI,
- Productivity, innovation, creativity
- Culture fit,
- Ethics and trust

### **Panel Session**

**Session Moderators:** Martin M. Mwebia; Education Support Manager, Association of Chartered Certified Accountants

### **Panelists**

1. Ms. Grace Kaome – Human Resource & Administration Manager, FKE
2. Jane Gikonyo – HR Practitioner, Certified Career Analyst, and Coach
3. Mable Mirembe– Career Guidance Manager, KEPLER College, Rwanda
4. Susan Makau – MD, International School of Advertising
5. Cecilia M. Waihenya– East Africa Regional Manager, INTO University Partnerships



What are the specific skills currently in demand in the job market and how are these needs changing?



**Jane Gikonyo**

“Indeed, the work environment is changing and many careers that made a lot of sense in the last decade are becoming different. Start working on certain competencies now because 49% of employers are looking out to softer skills. therefore, you need to position your value to the employer by being a problem solver able to collaborate with transboundary teams. Emotional intelligence and people management skills are also important. Let

us have conversations regarding what is changing and what we can do differently to see what is available for the future. overall, keep learning and look for mentorships.”

- ***How are the training institutions adapting their programs to align with current and future employability needs?***

**Mable Mirembe – Career Guidance Manager, KEPLER College, Rwanda**

“Institutions create interaction between employers and students to create learning on what is required in the labour market. At Kepler College, we provide career choice and guidance, as well as creating opportunities for job shadowing. Most significant is the Job readiness training on how to professionally network in the ever-changing job environment.”



**Susan Makau**

“Let us not focus on seeking jobs and embrace online innovation. Our approach is industry collaboration to harness the many opportunities in the gig economy, which is expected to create about 100, 000 jobs in Kenya. Therefore, there is a need for proper gig economy training to professionalize businesses.”

**Cecilia M. Waihenya**

“Curriculum alignment with industry standards driven by the career services office is core. We provide career service enhancement opportunities. Students and graduates need

micro-credentials by picking up other certifications. The idea is to get exposed to global learning opportunities and experiential learning.”

- ***In what ways can policies be adjusted to better support the development of skills in high-demand sectors?***

### **Grace Kaome**

“There is a clarion call to introduce a policy on dual training together with the government to allow students to learn from industry. Internships have not been result-driven, hence, the quest to introduce apprentice programs. Much of these should be initiated by the learning institutions as they knock on doors in industries.”

### **Plenary Questions**

1. The panel discussion is a road map and a journey, yet on the ground things are different. Corporate organizations tend to shy away from young people. How can we bridge the Gap?

2. How can fresh graduates deal with the issue of work experience?

Jane Gikonyi HR Practitioner

Start with entry-level jobs, package all the experience you get, embrace internships, strategically position yourself to be resilient push a little harder, and knock many other times

3. What is the role of FKE in promoting ethical standards among employers?

Ms. Grace Kaome

Training our members on ethics, corporate governance

4. How do we make these programs inclusive, to bridge the gap between rural and urban, Persons with Disabilities (PWDs)?

Ms. Grace Kaome

We are running a program called Recognition of Prior Learning (RPL), working with refugees and helping them get placement in job markets

## SESSION

05



**OPENING OF THE INDUSTRY AND EMPLOYABILITY POLICY TRACK:  
TRIPARTITE EMPLOYABILITY POLICY DIALOGUE BETWEEN TRAINING  
INSTITUTIONS, POLICYMAKERS AND THE DEVELOPMENT PARTNERS**  
in partnership with the British High Commission & Thunderbird School of  
Global Management



### **Setting the Scene.**

**Session President: H.E. Prof. Hillary Barchok-  
Governor, Bomet County**

Governor Barchok addressed the need to explore solutions to upscale employability at both national and sub-national levels as a way of addressing the increasing unemployment rate in Kenya.

- The unemployment rate in Kenya is worrying. There is certainly a mismatch between employers' expectations and those of the employees'. Today,

employers require Degrees to be added with Technical training. This is a great area for policy and curriculum reform.

- The constitution mandates the government to provide technical education. It is time to promote innovative thinking by leveraging on the SDGs as we actualize our role as government. Bomet County has initiated mentorship and internship programs to promote equity and employability skills
- We need to build skills-based solutions by collaborating with industries, enhancing Public-Private Partnerships (PPP) in the education sector, promoting competency-based evaluation, and integrating Information Communication and Technology (ICT) and commitment to papering youth to the technology challenges.
- The County government is also focused on policy making to factoring technology and align programs to digital innovation. We seek to bridge the gap by aligning curriculum with industry needs to provide platforms for entrepreneurial exploration. In this light, the county is developing an ICT hub which will be the first in counties with a view of facilitating grassroots innovation, manufacturing and stimulating ICT service provision for the local and global markets.

### **Panel Session**

**Session Moderators:** Philip Pande, Executive Director, CCA

“We need a candid discussion on what is working and what is not to help develop policies entrenched in education as a great enabler of programs.”

Questions from Moderator:

### Panelists

1. H.E. Prof. Hillary Barchok- Governor Bomet County
2. Philip Thigo - Executive Director for Africa, Thunderbird School of Global Management
3. Very Rev. Prof. Stephen Mbugua Ngari, Vice Chancellor, CUEA
4. Enos Weswa- Deputy Director, UK -Kenya Tech Hub
5. Dr. Ekrah Ndungu- Chairperson, KENAPCO (Kenya National Association of Private Colleges)

- **The scare is that AI is taking out jobs from young people and that there is no strong policy on AI. How do we balance the opportunity creation in the advent of**

**AI?**

Philip Thigo

“We need to rethink and develop agile policy and governance in the era of uncertainty. Policymaking is no longer the role of government alone. The government should create an enabling environment with soft legislation that does not discourage innovation.”

What opportunities are there at Thunderbird for the Youth?

“We lead as the number one school of innovation and trade by offering academic knowledge and as an enterprise where we offer lifelong learning. Thunderbird is innovating learning by allowing younger learners to taste higher learning experiences. We are a knowledge enterprise that also provides scholarship programs.”

- The focus is on learning, knowledge, and academic enterprise
- Kenya has a powerful role in shaping global policy and we seek to strengthen that capacity
- We need to build infrastructure, policy, talent, skills, innovation, entrepreneurship, all collectively

- **How is the British High Commission tapping into the innovation space?**





Enos Weswa

“We help governments address the skill gap needed for digital jobs even as we work with universities throughout East Africa supporting research and innovation to empower students across the region to convert research into viable businesses. Additionally, we have a strong department on cyber security leveraging this knowledge to create jobs and inclusive opportunities.”

- **What is happening to our curriculum in terms of embedding it into the Kenyan agenda and catalyzing innovation with technology**

Very Rev. Prof. Stephen Mbugua Ngari, Vice Chancellor, CUEA

“The need for legal frameworks and policies that demand that learning institutions provide knowledge to meet market need cannot be overemphasized. Through multi-sectoral engagements, institutions must drive innovation and entrepreneurship that solve the market demands. Further, there is an opportunity for a legal framework to ensure compliance with university regulations.”



- **The shift is towards TVET education, how are colleges and training institutions responding to the demands of employers**

Dr. Ekrah Ndungu

“There is a clarion call for multi-sector research to help the transition to Competency-Based Education and Training (CBET). Also, we are working together with industries to prepare graduates for the global market by improving their employability skills. Students need to learn at least a foreign language.”

*What is the Space of TVETS and Vocational Learning in Innovation?*

“There is demand for more skills and technicians to achieve Vision 2030. KENAPCO is implementing CBET fully which is key in developing technical professionals in all areas of the labour market.”



What is the future of Policy and Training?

“We need to collaborate and extend funding to the private sector to ensure our policies do not kill the private sector.”

- **How are sub-national governments able to go ahead of the national government in dealing with local skills and employability issues?**

H.E. Prof. Hillary Barchok- Governor Bomet County

“We are moving away from traditional methods and allowing learners to drive the teaching. The learner is at the centre of teaching and training. Bomet County has embraced public participation, and listening to the needs of the public in skills development. There is a need for close working relations between institutions of higher learning and job providers which the county government is pursuing.”

What is the future of Policy and Training?

“The government has no monopoly on policy formulation and needs to collaborate and encourage the framing of policies. An inclusive approach to policy development will enhance skill-based training.”

- **How are development partners helping young people attain skills?**

Enos Weswa

“UK-Kenya Tech Hub is assisting startups to build validated solutions through co-creation and financial support.”

What is the future of Policy and Training?

“The future is promising. Donors are evidence-driven, and we have evidence funds that can help policy reforms. There is cross-donor and cross-hub collaboration which portends better results.”

- **Are on-campus innovation hubs and maker spaces part of co-creation?**

Very Rev. Prof. Stephen Mbugua Ngari, Vice Chancellor, CUEA

“The on-campus innovation hubs help innovative young people to incubate their ideas and while we do not talk more about them publicly due to ownership issues, there is great work going on facilitated by universities and TVET institutions. We are pushing for disruptive learning and this is certainly a key component of that.”

What is the future of Policy and Training?

“Money follows innovation, therefore, as we fill the job market, we must also expand the job skills through innovation and policy frameworks that support enterprise development. Institutions of higher learning should take risks and lead from the front.”

Session 6:

## SESSION

06



FUNDING, SKILLING & PARTNERSHIPS FOR HOLISTIC  
EMPLOYABILITY ECOSYSTEM DEVELOPMENT in partnership with  
African Development Bank



### **Setting the Scene:**

**Session President: Ms. Doroba Hendrina Chalwe,  
Division Manager, Education, and Skills  
Development at the African Development Bank**

“The African Development Bank is concerned about human capital development within the continent. There is an urgent need for young people to acquire the right skills to support development. The bank works with governments

and the private sector and has developed an action plan for skills for employability. The AfDB has made a strategic decision to support regional members in the area of Technical, Vocational and Higher Education. Our goal is to support skills development in Africa (Skills for Employability and Productivity in Africa Action Plan 2023). The action plan focuses on improving the quality of life through an innovative, productive workforce, the right infrastructure, and policy development. therefore, there is a need for strong collaboration.”

**Arch. Antony Manyara- President EASU**

“University students face a lot of challenges especially when the government fails to deliver particular promises in funding and facilitating students to stay in institutions. It is the responsibility of students to follow up on available opportunities. Even though TVETS are critical training institutions, a lot of stigma is associated with them. The government need to nurture and connect graduates and out of school youth to their career path and opportunities to enhance smooth transition. Moreover, it is also important to address the economic hardships students face pre-graduation. While KUSO is committed to representing and providing opportunities, the government should provide incentives to organizations taking up graduates for paid internships.”



### **Panel Session**

**Moderators: George Abwajo, Board Member County Budget and Economic Forum (CBEF) Nairobi City County**

Panelists

1. Ms. Doroba Hendrina Chalwe, Division Manager, Education and Skills, Africa Development Bank
2. Kevin Tuei, Cloud Consultant, Data Alma; Coordinator, OdeL, Tharaka University
3. Xaviour Aluku – CEO, African Centre for Data Science & Analytics Ltd.
4. Simon Murimi- Training & Jobs Resource Manager- Ajira Digital Program- Mobilis Technology Training Institute
5. Dennis Kevogo, Data Science Manager-East Africa Region, SankuPHC



- **How is the workforce being prepared for AI employment opportunities?**

Kevin Tuei

‘Should we be fearful about AI? No, there is nothing to fear. AI impacts our lives and provides a lot of content required to prepare the workforce. AI is removing the heavy lift in learning, and users must be good at prompt engineering.’

- **Hiring model, practice, or papers, and what partnership opportunities are available**

Xaviour Aluku



'When hiring, we look at the skills before the papers. Papers may not be a justification for capacity. Funding is always available when the product is viable and makes business sense. Therefore, your product must be capable of solving real-life problems. AI is hyped because it is applicable in all fields. There is a need for a consultative forum to come up with a plan for AI adoption and implementation in Kenya and economies in East Africa.'



- **What is the market like for the digital economy?**



Simon Murimi

"The government is working hard to build the digital economy to create the necessary digital infrastructure to create skills and jobs. There is a need for personal profile creation. The balance is accepting the reality and realigning with the development. Overall, we have an opportunity to keep on up-scaling. AI is an enabler and not a competition for human intellect. The digital economy is a nascent one that has unlimited opportunities."

- **Is there a handicap you are facing when conducting projects in terms of Skill availability?**

Doroba Hendrina Chalwe

'As a bank, we don't have a project in Kenya, but we support projects in Kenya. We bring partners where there are gaps. Public universities should be hopeful for more partnerships.'

- **How can AI impact traditional roles and are we ready for innovation funding?**

Dennis Kevogo

'We need distinctive thoughts about AI. In Kenya AI is not at the point of replacing jobs, it is largely complementary. Data protection and privacy only touch on one angle of AI. Let us do as much as we can with AI and embrace it in learning and preparing our graduates for the changing market.'

Plenary Questions

- **How do we bridge the gap between embracing AI and over-reliance on AI, and are we data protected?**

Kevin Twei

Embrace human checks and balances

- **What is the future role of AI in creating new jobs? Are there emerging trends that Employers need graduates to have regarding AI?**

Kevin Twei

There is a need to regulate AI to ensure we have a human touch. Focus on AI ethics

## SESSION

07

ROLE OF OFFICES OF CAREER SERVICES IN SHAPING STUDENTS' CAREER PATHS in Partnership with LinkedIn and Office of Career Services, CUEA



**Setting the Scene: Mr. Stewart Samkange, Higher Education Africa, Central & Eastern Europe, & Southeast Europe Leader, LinkedIn**

Mr Samkange delved into how LinkedIn is working in partnership with academic institutions to create opportunities for students and graduates.

- Unlike other social media, LinkedIn is a professional social platform – the fastest growing environment, with members working with over 59 million organizations. Organizations use LinkedIn to

market, hire talented persons, and connect within themselves. Up to 62 million people visit the platform weekly, with 8 people hired every minute. LinkedIn offers free AI courses which is a critical tool in this new age. When creating an effective **LinkedIn profile**, one must show soft skills, behavioural intelligence, and hot skills

### **What makes LinkedIn different?**

- Real-time, continuous, global.
- We provide the largest professional network
- Provide employment opportunities
- It is more than having a profile but sharing and teaching

## Students on LinkedIn

“48 million students are active on the platform which is a double growth since 2020. these students come to view and apply for jobs in a ratio of 1: 3. it is important to follow the organizations where you are looking for jobs to see their impact and the skills they are looking for. further, research the professionals working for the organizations. most importantly, join LinkedIn to learn.”

## Factors that Determine One's Employability

- Employer connection 64%. It is important to connect with people in the areas of your career journey
- Work experience 62%. Rethink and repackage all your engagements to work experience, it is easier to look for a job, within a job.
- Assessment 39%. LinkedIn offers such assessment opportunities.
- Digital skills 38%

## Take Away

- We are in a skill-based economy
- Skills and certificates on your profile increase your chances of being notified by employers by 9%
- Skills assessment increases chances of shortlisting, interview, and hiring by 20%
- Continuously invest in gaining critical skills, relevant to the fields of work to remain relevant

- Seek certifications and soft skills



Maasai Mara University

## PANEL DISCUSSION

**Moderator: Jane Gikonyo: HR Practitioner, Certified Career Analyst and Coach**

### Panelists

1. Mr. Stewart Samkange, Higher Education Africa, Central & Eastern Europe, & Southeast Europe Leader, LinkedIn
2. Sr. Rose Mwangi- Director of Career Services, CUEA
3. Dr. Patrick Guda- Director, Center for Career Services,

- **How Are Career Offices Instrumental in Developing Industry Ready Students?**

### Stewart Samkange

“Career offices are underfunded across the globe and there is a need to empower them financially and with real-time insight into available opportunities.”

### **The role of career officers is to ensure students take courses they are suited for**

- Let the student know of the gaps and opportunities
  - Career officers partner with faculty to highlight opportunities related to what students learn
  - Help them identify the courses that help them fill the gaps
  - Help them understand how to create profiles and prepare CVs
  - Help graduating students align their pathways with available opportunities
- **What are some of the successes you have had as an institution?**

Sr. Rose Mwangi

“The office of career is the heart of any university. We help students identify their careers at a time when career paths have become diversified based on advancing technology. One needs digital skills and to be all-rounded. We also provide entrepreneurship opportunities through partnerships.”

- **How is the career office supporting students at Massai Mara University?**

Dr. Patrick Guda

“We work with curriculum reviewers to align them with opportunities. On top of that, we run mentorship programs, identify innovative solutions, and leverage alumni support to link with partners to place students for internships and identify opportunities for job placement. going forward, there is a need to strengthen career services offices.”

- **How are career offices working with faculties to empower lecturers?**

Dr. Patrick Guda

“Faculty members can volunteer to mentorship programs, then attach students to volunteer lecturer mentors.”

Stewart Samkange

### **Weighed on success stories of working with Alumni**

“We need to support Alumni, to be able to come back and study, get gainful employment, and come back to support the institution through, volunteering, fundraising, mentorship.”

## SESSION

08



CONTRIBUTION OF PROFESSIONAL AND CERTIFICATION BODIES  
IN COMPLEMENTING HIGHER EDUCATION AND TRAINING in  
partnership with ISACA & Harmony Institute



### **Panel Session: Contribution of professional and certification bodies to employability**

Moderator: **Eileen Montet Shollei**, Co-Founder & Chief Executive Officer at Learnly Africa

Panelists

1. Preston Odera - CEO, ISACA, Kenya Chapter
2. Irene Muraguri - National Industrial Training Authority
3. Nita Kihiru - Career services office, Daystar University
4. Kevin Tuei - Cloud Consultant, Data Alma; Coordinator, OdeL, Tharaka University
5. Mr. Paul Nalo - Career Counsellor, Light Group of Schools

- **How does the certification body ensure that the certifications are aligned with the current and future needs of the market?**

Preston Odera

"Through feedback, we keep revising certifications as needs change even as we introduce new certifications such as the Emerging technologies certification. The idea is to harmonize certifications globally."

- **Are you able to track the success stories?**

Preston Odera

"Yes, we conduct annual renewals of these certifications. We recommend that students join mentorship programs and professional associations. We provide scholarship opportunities."

- **How does NITA collaborate with learning institutions to give feedback from the industry?**

Irene Muraguri

“We give feedback and collaborate with other organizations to take students from institutions to learn skills.”

- **Are you able to track the transition to employment?**

Irene Muraguri

“Yes, and No: For those who fill out the forms, we can have the data, some disappear when they get opportunities.”

- **How do you ensure that certificates are globally recognized?**

Nita Kihiru

“We are an international university and all our courses are nationally and internationally accredited. We offer problem-based learning that is Learner-centered.”

- **The transition from walking from university and certification**

Kevin Twei

“Not the academic certificate is enough, you need professional certification and professional associations.”

- **What should students know about certification?**

Paul Nalo

“Having a skill helps you make income without having to go through the full education system. There is no age threshold, therefore, go for certification as early as possible.”

### **Plenary Questions**

1. Available partnerships with ISACA
2. Way forward for People with Visual impairment in technology, computer science
3. Collaboration with the Ministry of Labor to discourage international discrimination

### **Take Aways**

- ISACA Provide scholarships
- look for something you are passionate about doing, and focus your career on that line

## SESSION

09

TRAINING FOR INDUSTRY; FUTURE OF OUT-OF-SCHOOL YOUTH EMPLOYMENT INITIATIVES, TVET & HIGHER EDUCATION IN THE EA COMMUNITY in partnership with Ministry of Youth Affairs, the Arts & Sports LAUNCH OF THE EAST AFRICAN YOUTH



**Session Moderator: Philip Pande Executive Director, CCA**

“We are called upon to deepen the transition from learning to earning and bridge the employability gap.”

**Bridging the gap between out-of-school youth regarding employability**

**Chief Guest & Session President: Hon. Ababu Namwamba, EGH-CS Youth Affairs & Sports**

“There is no greater agenda for government today than dealing with the challenge of sustainable livelihoods for our young people. Sustainable livelihoods are beyond employment, it is about, skilling, maximizing opportunities in multiple spaces, and being part of the solution. The government is clear that the priority is the youth being the largest, creative, imaginative, and energetic cohort of the population. The youth bulge should be considered an advantage and a resource. However, we must be deliberate in employing the bulge Otherwise, it can be a time bomb. We need to invest in transforming this bulge. The government is committed to empowering the youth through skilling and providing opportunities.”

## Talanta Hela initiative

“This is a Flagship initiative and a collective effort to turn the innovation, creativity, and energy of youth into sustainable livelihoods. The goal is to monetize ideas and talents by targeting innovation and embracing AI as a driver of economic development. Additionally, the presidential innovation challenge launched in Eldoret, in October under the (Kenya National Innovation Agency), incubates ideas and provides start-up funds. Other initiatives include

- Kenya Innovation Week, 5 million KSH as a startup fund for innovative ideas.
- One Million Green Youth Army for climate adaptation in collaboration with Nairobi University and others
- The Youth Connekt Africa Summit to be hosted at KICC Nairobi Dec 8-12, 2023

Imagine solutions and the government will hold your hand because there are opportunities beyond the white-collar job. ”







**H.E Martin M. Moshisho – Deputy Governor Kajiado County, Chairperson of the Deputy Governor’s Forum**

“Most young people are just learning to pass exams. Yes, the score will be considered, but will not guarantee a job. Institutions should, model, mould, and nurture wholesome students. We need to take into account, skills, creativity, problem solving and leadership. All these prepare you to fit for jobs in Kenya and beyond. In the context of county governments, ECDE, and Technical education are devolved. Students who don't join universities still can improve their employability skills and create jobs through technical training.”

**Dr. Peter Koros: CUEA**

“Universities, especially in the case of CUEA shifting focus to the competence and skill-based curriculum.”

**Lillian Ngala, Human Resources Director, Diamond Trust Bank, Kenya:**

“Graduates and students need to have the ability to interact, acquire soft skills, and take advantage of opportunities available.”

**Issues Emerging from the Plenary**

1. Personal banding

2. Programs for Maturing Leadership Mentorship
3. How is the university solving the skill gap?
4. Supporting young entrepreneurs financially
5. Free movement of people
6. Improving the state of market infrastructures
7. Underemployment

### **Reactions from Panel**

#### Lillian Ngala

“DTB provide job shadowing, for continuing student for two weeks for Ksh. 5,000, three-month internship programs for Ksh. 20,000 monthly and graduate management training for young professionals. Employers should open their doors, and give graduates opportunities to learn.”

#### Dr. Peter Koros: CUEA

“Universities shifting to CBS, skills training, a complete change of curriculum to enhance reskilling and integrating technology, and well as flexibility in the learning model.”

#### H.E Martin M. Moshisho

“Form groups and ask for support by approaching the county government. Counties have technical institutions to support young people.”

#### Hon. Ababu Namwamba, EGH

“We have put in place programs with other corporations to plug in young entrepreneurs and Talanta Hela embraces all talents. Government is keen on making Kenya open to the whole of Africa and the future of Africa is to allow free movement. Personal branding is about values, being true, being honest, and Taking the route that is least taken.”

## SESSION

10



### MENTAL HEALTH IN WORKPLACE: LECTURE



**Prof. Dr. Bernard Batinic- Work, Organizational, and Media Psychology Expert at JKU Linz.**

“While there is a lot of mental ill health associated with workplaces, research also shows that unemployment leads to mental stress. The idea is that there is a strong connection between unemployment and depression and lower mental health.”

**Plenary Questions**

- **What are the best practices that we can borrow amid mental health and technology?**
  - Embrace AI, and test student knowledge of using AI
  - Do not lower the goals, make them higher
  - Transforming stress into motivation by working with teams
- **How can one balance between a Job for financial benefit and career growth?**
  - Your job should earn money that meets your basic financial needs
  - Financial benefits are not the only considerations, finding more meaning and satisfaction
- **Can finding purpose, and designing your work around the purpose alleviate work-related stress?**
  - Yes, but not entirely. Think about family careers and put them alongside work

## SESSION

# 11

### ASSESSING THE NET IMPACT OF MENTAL HEALTH ON CAREER PATHS OF STUDENTS AND INDUSTRY TRANSITION OF GRADUATES in Partnership with Chiromo Mental Health Hospital

#### **Setting the scene: Dr. Rose Ngondi, Head of Training & Research Chiromo Hospital**

“There is no health without mental health, which is a key tripartite component of health being physical, social, and mental well-being. We need to constantly ask ourselves whether we are mentally healthy. Achieving one’s potential as well as productivity are some of the parameters of assessing mental health. Mental disorders make up 16 % of all mental health cases and include stress, depression, anxiety, and drugs. these elements greatly Influence physical health and academic performance and affect future employment potential.”

#### **Depression**

“This condition is associated with, poor performance and dropout without graduation and if untreated, affects social relationships and impedes social capital. Most people do not seek treatment for depression because of the fear of stigma and discrimination which is still high. going forward, there is a need to increase the availability of mental health services and to embrace proactive and preventive ways.”

#### **Strategies**

- Financial support
- Favorable Policy
- Data centred decisions
- Skill training intervention
- Routine screening
- Peer health education and support program
- Wellness champions

## Panel session

**Moderator: Achie Alai- Ojany, Former. County Executive Committee Member, Tourism , Youth and Sports, Kisumu County**

### Panelists

1. Dr. Rose Ngondi, Head of Training & Research Chiromo Hospital
2. Ms. Maryann Omollo: Transformative Speaker, CEO of Maryben Foundation
3. Mr. Wilfred Muhunza; Dean of Students, Ndeje University, Uganda and Chairperson of the Deans of Students Forum

- **Who comes to see you, how do they get to you?**

#### Maryann Omollo

"I was inspired by a personal experience. Everyone sees us, cutting from individual corporations. There is an urgency for students to get a mentor, a coach, and a therapist. The main cause of depression is a lack of confidence and peer pressure."

- **How do you know you are not okay?**

#### Maryann Omollo

- Isolation
- Reduced appetite
- Self-hatred

**Way forward:** Understand yourself, your vision, and where you are coming from. We should not normalize depression

- **Experience with mental health**

#### Wilfred Muhunza

"Many factors contribute to mental health and there is a need for collaborations to train peer counselors. At our institution, we train the university councillors to help handle student cases because mental health is here and it is real. Institutions need to collaborate."

### ***Impact of social media on the young mind, and what the Uganda Government is doing?***

Embrace positive areas of social media and attend orientation programs. We take enough time with new students to create awareness.

- **How can institutions pull students in early on before the cases worsen?**

#### Dr. Rose Ngondi

"Most students are mentally ill but unaware. Institutions should create awareness, especially the signs. They should work with student leaders to normalize the conversation."

Mental health is more than the absence of a mental disorder. The red flag is behavior change and it is important to be self-aware.”

### Plenary questions

1. How to identify the suffering students?
2. What ways are you partnering with youth to address mental health
3. Approaching friends who are not okay
4. Boy child inclusion in mental health awareness
5. Can daily routine help mental health
6. Strategies to reach the forgotten
7. Expense of therapy, and support young people financially.

### Reactions

- Local champions to reach out
- Peer guidance
- Psycho-social support
- Create awareness, and peer educators to identify the suffering students.
- Men need to come up and mentor each other

## SESSION

12



ENTRENCHING ETHICS, VALUES & INTEGRITY IN SKILLING EAST AFRICA'S NEXT GENERATION OF PUBLIC & PRIVATE SECTOR LEADERS in Partnership with Ethics and Anti-Corruption Commission, EACC- Kenya



**Moderator: Mr Samuel Otieno, Managing Director & Principal Officer NCBA Bancassurance (E.A), NCBA Group and Ordained Pastor**

“Ethics is knowing what you have a right to do and what you ought to do, it goes beyond character. Would you prefer being the richest or most ethical? There is a price and an opportunity cost. The dilemma of whether to prioritize ethics or riches is a key concern in our society.”

## Setting the scene

### **Session President: CPA John Lolkoloi, Director, Ethics & Leadership, Ethics & Anti-Corruption Commission (EACC), Kenya, Representing the CEO**

“EACC is the institution mandated to fight corruption in Kenya. The commission has programs to enable youth to inculcate values and integrity to shun corruption. We train teachers, university student leaders, and other professionals to be champions of integrity through Integrity Club conferences. While milestones are made, more needs to be done.”

## Panel Session

### **Panelists**

1. CPA John Lolkoloi, Director, Ethics & Leadership, Ethics & Anti-Corruption Commission (EACC), Kenya, Representing the CEO
  2. Rev. Prof. Clement Chinkambako Abenguuni Majawa Ecclesiastical Faculty of Theology; Innovator of Patristic Education & Senior Researcher at CUEA; Prolific Author; Consultant of Theological and Religious Formation in Eastern Africa.
  3. Ms. Esther Muchiri, Vice-Chair, CPSB, Kirinyaga, Legal Advisor to the 47 CPSBS in Kenya, Lecturer of Laws at CUEA
  4. Sr. Dr Veronica Jemanyur Rop, ASE Senior Lecturer at CUEA-Nairobi-Centre for Social Justice and Ethics
- **What is your understanding of ethical leadership?**

#### CPA John Lolkoloi

“Ethical leadership relates to selfless service where one stands firm with the truth and sees what can change.”

- **How do we bridge the gap between personal and institutional values?**

#### Rev. Prof. Clement Chinkambako Abenguuni Majawa Information

“We need transformational and ethical leadership. Let us do things that are in line with natural law and common good.”

- **Are we doing enough as far as education is concerned to address ethical issues?**

#### Rev. Prof. Clement Chinkambako Abenguuni Majawa Information

“A lot is being done, but more can be done through informative education. Education Curriculum must pay attention to ethics and values.”

#### Ms. Esther Muchiri

“Organizations should collaborate when developing values and learning institutions should actualize provisions of the law. There is a lot of exposure to corruption and we

should be most concerned about our character, values, and principles and ask whether God would be proud of our decisions. We must act on conscience.”

- **Do ethically sound people have a chance of making it?**

CPA John Lolkoloji

“Yes, Success does not only mean money. Let us discourage the primitive accumulation of wealth and strive to change society many have become successful without corruption.”

Ms. Esther Muchiri

“It is possible, to present yourself and your credibility. Stand with ethics and demonstrate higher values and standards.”

Sr. Dr. Veronica Jemanyur Rop

“Laws are there to help, not to punish us. Ethics is about choosing the right we can use our intellect and free will to do the right thing. Ethics is everything, it is African and depends on character. Students must embrace ethics as part of their formation for industry.”

### **Session 13: Setting the scene: Session President: Samson Kithika – Business Development Manager, UNICAF**

“Employability discussions are paramount within institutions of learning. At UNICAF, we provide courses that are focused on skills, and problem-solving innovation. We prepare students for the market demand of the professional world through mentorships and internships. Additionally, we provide affordability and flexibility in fee payment and study. UNICAF courses are not only accessible but also credible being licensed by the commission for university admission. Our programs are flexible and designed to allow students to learn while handling other work opportunities. We intend to collaborate with CCA to give an 80% fee discount to empower youth with skills for employability.”

### **Panel Discussion**

Moderator: Mr. Fredrick Ang’ienda, Founder & CEOBAYE

Panelists

1. Alvin Wanyoike – Small Businesses Development Centres, Strathmore University
2. Grace Mathu; Image and etiquette coach, HR Advisor- AAR
3. Alex Magu: CEO STEM Impact Center Kenya



#### 4. Festus Mutua: Lead HR and CV expert at JAYCVS

##### Remarks

###### Alvin Wanyoike

“On-campus innovation hubs focus on advisory sessions, training, and consultancy we work with startups across six counties with our centre at Strathmore University. We have a gender perspective that focuses on youth, the majority of women, and PWDs. Also, we leverage off-campus innovation hubs and collaborate for consultancy to provide advisory value propositions at no cost.”

###### Grace Mathu

“One must constantly ask oneself what they are known for that will make their name pop up in a house of opportunities. Stand out, be different, and articulate your value proposition through image and exposure. You need to package yourself for the job market. CV, dressing, personal brand statement, elevator speech, or pitches are critical areas of consideration.”

- How do we get to branding?

###### Grace Mathu

“Branding is within one’s self. Networking with people who can connect you with opportunities. Pitch who you are, what you do, and what makes you different.”

- **How do innovators within campus get opportunities?**

###### Alex Magu

“Startup incubation and financing to put ideas into practical business solutions. together with development partners, we walk with them throughout the journey of deliverables and milestones.”

- **How can one be part of this process?**

###### Alex Magu

“One must be of legal age, done with high school, and must present a viable innovative idea. Calls for applications, annually. Follow on social media for updates.”

- What does it take to make an impressive CV?

Festus Mutua

“We have occasionally failed to get to the shortlists folder as a result of not having good CVs. Today, employers have applicant tracking systems that allow them to scan CVs against the job descriptions. So a good CV must contain the following.”

- Name
- Contact details
- Professional Summary
- Major headlights (Projects led)
- Academic qualifications
- Areas of expertise
- Technical skills
- Work experience (First three, well explored)
- Notable training, workshops, summits,
- Referees

“Use the CV to apply for jobs within your area. Effectively name your CV and provide page numbers and footnotes. Ensure your CV is compressed to an average of 4 pages. Focus on the first three roles and focus on key activities.”

- **Tell us more about studying abroad and opportunities at UNICAF**

### **Samson Kithika**

“UNICAF creates access to affordable education by bringing the opportunity where you are, (study online) but attend actual graduation at the actual university. We also partner to provide scholarships.”

### **Plenary questions**

1. How do we get university students involved with incubation hubs?
2. Protecting innovators, and making them benefit directly once the innovations are fully-fledged
3. Experience for fresh graduates
4. How do we get funds for innovative ideas?
5. Rewriting CVs to suit the job description.

### **Reactions**

- Partnerships with universities are ongoing to connect learning and field realities
- There is a need to spread knowledge and work with universities through job collaborations to design or implement innovative ideas. We need a community of practice on innovation
- Hubs only help accelerate programs, but innovators get the maximum benefit from their funding
- Intellectual property and patenting

- Career transition is a process
  - ✓ Volunteer in the area of new interest

## SESSION

13



UONGOZI CAREER AWARDS 2023  
Second Edition

### **Master of Ceremony: Don Nyachio**

“Mr. Nyachio kicked off the session with zeal to usher in the Climax of the summit paving way for Ms. Frida Kemunto, Vice President of CUEA School of Law, who led the enthusiastic audience in the opening prayer. The Kenya National anthem and the East African Community Anthem followed to set the event rolling.”

### **Pitching Pre-Awards by the Youth in Agribusiness supported by KCB Foundation**

#### **Sheila Karimi, Beneficiary of KCB FOUNDATION**

##### **Team**

1. Alice Ayuma
2. Helen Nderi
3. Derick Mboya
4. Antony

##### **KCB Foundation**

KCB Foundation is at the forefront of combating youth unemployment, particularly among out-of-school individuals, through its innovative Young Africa Works and 2Jijiri programs. In collaboration with MasterCard, the Foundation not only addresses the skills gap but also offers targeted business management training in critical sectors, including plumbing, beauty, manufacturing, construction, electrical, catering, and Asset Finance. Moreover, KCB Foundation extends its support by providing scholarships for short course training, specifically designed to foster business innovation among the youth.

A notable success story within this framework is the KCB Foundation's intervention in hydroponics farming. Taking charge of over 200 young farmers, the Foundation provided specialized training in hydroponic farming and facilitated the establishment of the Kibiko farm alongside their existing ventures. Operating under the Afriponics cooperative



umbrella, these empowered farmers are now equipped to train others in essential skills such as record-keeping and innovative farming models. Additionally, the cooperative serves as a platform for these farmers to purchase produce from various sources, fostering a collaborative and sustainable ecosystem within the agricultural community.

This comprehensive model not only aligns seamlessly with KCB Foundation's mission to address youth unemployment but also underscores the organization's commitment to equipping the next generation with diverse skills. The Corporate Career Academy, as an integral part of this initiative, plays a crucial role in shaping future leaders who possess not only industry-specific expertise but also entrepreneurial acumen. Through strategic partnerships, targeted training, and practical initiatives like hydroponics farming, KCB Foundation is making significant strides in creating a skilled, empowered, and innovative workforce for the future.

**Host Remarks: Livingstone Makori, Founder Corporate Career Academy**

Mr. Makori welcomed everyone to the second Uongozi Career Awards with a brief story of what the CCA does and thanked all the partners.



“Choosing the right career is the main challenge that students face. At CCA, we walk with students to help them choose the right career. The purpose of the Uongozi Career Awards is to see that the men, women, institutions and initiatives that are supporting young people as celebrated. The first event in 2022 was a great success. We work with young volunteers who are willing to support us, and these awards are an endorsement that the winners can do something better.” The awards were categorized as.

- i. Volunteers Awards
- ii. Special category Awards
- iii. Student Awards
- iv. Individual awards
- v. Institution Awards



**Keynote Speaker - Njeri Jomo, Chief Principal and Chief Executive Officer, Jubilee Insurance**

Njeri started her keynote address by appreciating the CCA for the amazing work;

- Knowing one's self is the key to choosing the right career. earn your title a make them impactful. One also has to demonstrate value and stand out from the rest to be successful in their career. you need to keep the right company and engage people

who inspire you. Remember that everything you do, and the way you dress communicates your personality. Always use the path of least resistance from the decision-makers. Always understand organizational politics and its role in the work environment. growth and success are intentional efforts. Always desire more.

## Awards Ceremony

### 1. First Category: Student Volunteers

All certificates were handed over to Nicole Adebbe, Student leader at CUEA

### 2. Second Category: Special Category Award

Name	Award
Elly Mwalo	Creative Maverick
Dorothy Anyango	Recent Treasure
Grace Njoroge	The Rising Star
Alex Ondara:	The Star Player of the Academy
Kimberly Teka:	International Volunteer of the Year 2023
Daniel Kiptanui	Emerging Leader of the Year 2023
Kepler College, Rwanda	Inclusive Higher Learning Institution of the Year 2023
Harmony Institute	Emerging Youth Partner of the Year 2023

### 3. Third Category: Institutional Awards

#### a. Kenya Employability Skills Partner of the Year 2023

WINNER	KCB Foundation
FIRST RUNNERS UP	National Industrial Training Authority, RPL Program
SECOND RUNNERS UP	Youth For Sustainable Development

#### b. Education Foundation of the Year 2023

WINNER	Equity Group Foundation
FIRST RUNNERS UP	New Generation Leadership
SECOND RUNNERS UP	OPTIVEN Foundation

#### c. Professional Certification Body of the Year 2023

WINNER	The College of Human Resources
FIRST RUNNERS UP	African Center for Data Science and Analytic
SECOND RUNNERS UP	KASNEB

#### d. Recruitment Firm of the Year 2023

WINNER	Sheer Logic Group
FIRST RUNNERS UP	Brighter Monday
SECOND RUNNERS UP	Corporate Staffing

#### e. Employment and Entrepreneurship Initiative of the Year 2023

WINNER	Ajira Digital Program
FIRST RUNNERS UP	KEYOP/NYOTA Ministry of Youth Affairs & Sports
SECOND RUNNERS UP	Sustainable Economic Development Employment and Digitization

#### f. Professions Membership Board of the year 2023

WINNER	ISACA Kenya
FIRST RUNNERS UP	Institute of Certified Public Accountants
SECOND RUNNERS UP	Institute of Human Resource Management

#### g. Most preferred higher learning Institution of the Year 2023

WINNER	Daystar University
FIRST RUNNERS UP	Strathmore University
SECOND RUNNERS UP	KCA University

#### **h. Employer of the Year 2023**

WINNER	Safaricom Limited
FIRST RUNNERS UP	Equity Bank Kenya
SECOND RUNNERS UP	OPTIVEN Limited

#### **i. Alumni Association of the year 2023**

WINNER	USIU Alumni Association
FIRST RUNNERS UP	University of Nairobi Alumni Association
SECOND RUNNERS UP	Kenyatta University Alumni Association

#### **j. Career Office of the Year**

WINNER	Catholic University of Eastern Africa
FIRST RUNNERS UP	University of Nairobi
SECOND RUNNERS UP	KCA University and The University of Nairobi

#### **k. Study Abroad Partner of the Year 2023**

WINNER	UNICAF
FIRST RUNNERS UP	Education Hungary
SECOND RUNNERS UP	Uniserve Education

### **4. Fourth Category: Individual Awards**

#### **a. Education Philanthropist of the Year 2023**

WINNER	Dr. James Mwangi, Founder Equity Wings to Fly
FIRST RUNNERS UP	Dr. Manu Chandaria , Manu Chandaria Foundation
SECOND RUNNERS UP	Raphael Obonyo, Raphael Obonyo Foundation

#### **b. Student Career Ambassador of the year 2023**

WINNER	Caleb Mukhwana , USIU
FIRST RUNNERS UP	Kenneth Gitonga , Chuka University
SECOND RUNNERS UP	Moses Ndege, Maasai Mara University

#### **c. Career Mentor of the Year 2023**

WINNER	Jay walembe, Jay CVs
FIRST RUNNERS UP	Jane Gikonyo , Freelancer Mentor & Career Coach
SECOND RUNNERS UP	Grace Kaome , Human Resource & Administration FKE



**d. Career Social Media Influencer of the Year 2023**

WINNER	Joan Thuo
FIRST RUNNERS UP	Leah Awiti Omil
SECOND RUNNERS UP	Maryann Omollo

**e. Young lecturer of the year 2023**

WINNER	Mr. Denver Walter, JKUAT
FIRST RUNNERS UP	Dr. Purity Ngina , Strathmore
SECOND RUNNERS UP	Mr. Kefas Masinde , Lukenya University

**f. CEO of the Year 2023**

WINNER	Jackline Mugo , FKE
FIRST RUNNERS UP	Peter Ndegwa , Safaricom
SECOND RUNNERS UP	Joshua Oigara , Stanbic Bank

**g. Vice Chancellor of the Year 2023**

WINNER	Prof. Laban Ayiro , Daystar University
FIRST RUNNERSUP	Prof. Romanus Odhiambo , Meru University
SECOND RUNNERS UP	Very Rev. Prof. Stephen Mbugua Ngari, CUEA

**h. Principal of the Year 2023**

WINNER	David Mwangi , Nyeri National Polytechnic
FIRST RUNNERS UP	Catherine Kalonye , Kisumu National Polytechnic
SECOND RUNNERS UP	Akolo John Otieno ,

**i. Dean of Students of the Year 2023**

WINNER	Wilfred Muhunza, Ndejje University , Uganda
FIRST RUNNERS UP	Mr. Johnson Kinywa, UoN
SECOND RUNNERS UP	Dr Japhet Mburugu Muthamia,

**j. Director of Career Services for the year 2023**

WINNER	Sis. Rose Mwangi, CUEA
FIRST RUNNERS UP	Dr. Theresa Akinyi, MMUST
SECOND RUNNERS UP	Nita Kihiro, Dayster University

**k. Industry Icon of the Year 2023**

WINNER	Lilian Ngala , HR Director Diamond Trust Bank
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**l. Most innovative and industry-oriented Lecturer of the year 2023**

WINNER	Ms. Esther Muchiri, CUEA
FIRST RUNNERS UP	Ms. Milka Wairimu , KCA University
SECOND RUNNERS UP	Dr. George Ooko , Lukenya University

**m. Alumni of the Year 2023**

WINNER	Peter Nguka, UON
FIRST RUNNERS UP	Caroline Kathure , Embu University
SECOND RUNNERS UP	Joseph Philip ,

**n. HR Leader of the Year 2023**

WINNER	Mrs.Jane Mutisya
FIRST RUNNERS UP	Mr.Paul Kassim
SECOND RUNNERS UP	Ms. Lilian Ngala

**5. Fifth Category: Student Awards**

**a. Student Mental Health Champion of the Year 2023**

WINNER	Lina Achieng, Machakos University
FIRST RUNNERS UP	Sheila Chelangat, KU
SECOND RUNNERS UP	Clear Akoth, Maseno university

**b. Female student leader of the year 2023**

WINNER	Esther Odipo – UON
FIRST RUNNERS UP	Karen Birech – Kabarack University
SECOND RUNNERS UP	Cynthia Wanini – Egerton University

**c. Student Academic Secretary of the year 2023**

WINNER	Cynthia Watata, CUEA
FIRST RUNNERS UP	Kevin Emapus, TVETSA
SECOND RUNNERS UP	Victoria Mueni, Machakos University

**d. Male student leader of the year 2023**

WINNER	Brian Okoth, Kenya Coast National Polytechnic
FIRST RUNNERS UP	Henry Muriuki , CUEA
SECOND RUNNERS UP	Teddy Odhiambo Osano

**e. President/Chairperson of the year 2023**

WINNER	Jamleck Murimi , Kenya School of TVET
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FIRST RUNNERS UP	Monica Nyareng , UON
SECOND RUNNERS UP	Levy Obame, Tangaza University College

**f. Secretary General of the Year 2023**

WINNER	Ibrahim Koech , CUEA
FIRST RUNNERS UP	James Nyakoi , JKUAT
SECOND RUNNERS UP	Peter Ogutu , TUK,

**g. Student Innovation of the Year 2023**

WINNER	Faith Wandia , Kabarack University
FIRST RUNNERS UP	Sulwe Odongo, CUEA
SECOND RUNNERS UP	Festus Andai

**h. Secretary of Entertainment/Sports of the year 2023**

WINNER	Mr.Wanakwa Kevin Sinyura, UON
FIRST RUNNERS UP	Tara Kadenyi, Strathmore
SECOND RUNNERS UP	Leteipe Ngoboi

**i. Student entrepreneur of the year 2023**

WINNER	David Oloo, MMU
FIRST RUNNERS UP	Faith Bore , CUEA
SECOND RUNNERS UP	Leah Laibuta , MKU

## Vote of Thanks and Closing **Philip Pande**



To mark the end of the awards clouded with pomp and colour, Mr Pande congratulated all the 2023 award winners. He once again, conveyed deep gratitude to the students, partners, sponsors, universities, colleges, the private sector, and all stakeholders who made the summit a success. In the end he exuded confidence that CCA's objective to bridge the skills and transition gap for all young people gained overwhelming progress at the first East African Employability Summit with more to follow in the subsequent events and programs.

# Gallery





# Cross-section of Institutions Represented



# List of Annexes

[Summit Concept Note](#)

[Summit Speakers](#)

[Uongozi Career Awards Concept](#)

[Summit Program](#)

[Summit Speeches Program](#)

Cabinet Secretary, Ministry of Education, Kenya

Cabinet Secretary, Ministry of Youth Affairs, Creative Economy & Sports, Kenya

CEO Ethics and Anti Corruption Commission (EACC)

CEO Federation of Kenyan Employers (FKE)

[Summit Presentations](#)

[LinkedIn- East African Employability Summit Toolkit](#)

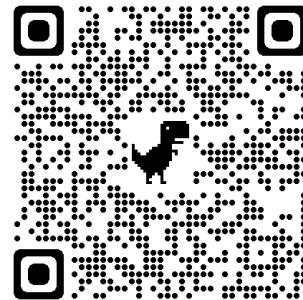
The presentation used in the session

What factors influence employability

How to get hired as a graduate

How LinkedIn enables higher education institutions

Free resources and how to connect with LinkedIn



[East African Employability Policy Brief](#)

[Pictorials Day 1](#)

[Pictorials Day 2](#)

[Videos Day 1](#)

[Videos Day 2](#)





**EAST AFRICAN** 2023  
**EMPLOYABILITY SUMMIT &**  
**UONGOZI CAREER AWARDS**



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