



Learning & Development  
Africa Conference  
2024

Theme

Embracing Tomorrow:  
Unlocking Africa's Possibilities



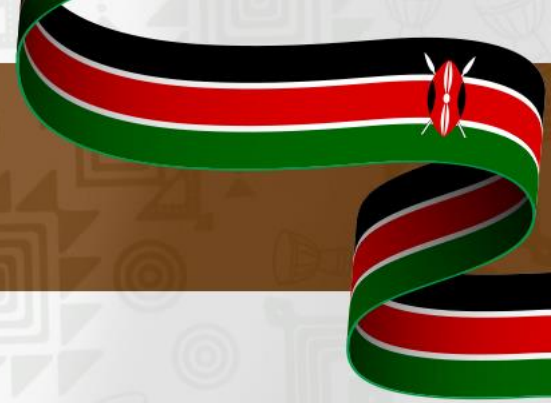
# “Role of African Governments in Fostering Human Human Capital Development For a Better Tomorrow”

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## What is Human Capital Development?



### Improving Skills and Capabilities

Skills enhancement, education, and abilities of people to drive economic growth and social progress.



### Developing Human Potential

Investing in people's health, education, and overall well-being to unlock their full potential and contribute to society.



### Driving Social Development

By cultivating human capital, African countries can accelerate progress towards their development goals outlined in Agenda 2063.





## Importance of Human Capital for Africa's Africa's Future

**Africa's Demographic Dividend:**  
60% under the age of 25 (UN)

**Human Capital and Economic Growth:**  
1% increase in a country's human capital can lead to a 0.3% increase  
in GDP growth

**Education and Skills as Economic Drivers:**  
Increase per capita income by over **25% by 2050** (IMF).



## The Impact of Education and Skills on Development

**40%**

Increased productivity  
(World Bank)

**9.4%**

Sub Saharan Africa's tertiary enrollment rate  
(UNESCO)

**38%**

Global tertiary enrollment average  
(World Bank)

**230M**

Digital skills needed by 2030  
(World Economic Forum)

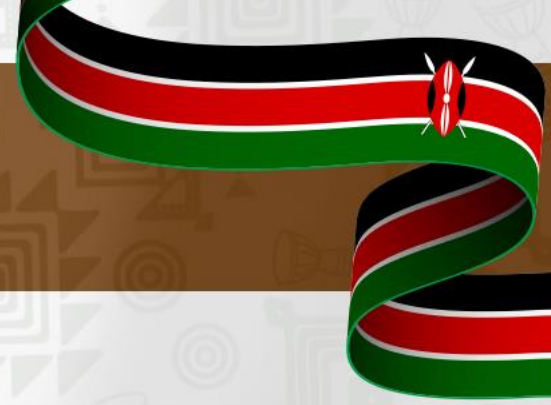




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## **Role of African Governments in Human Capital Development**

Policy Frameworks and Investments

Budget Allocation

Prioritizing Human Capital





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## Key Government Initiatives for Human Capital Development



### Public-Private Partnerships

Ethiopia Higher Education PPP Initiative

Lagos Eko SHS Project Nigeria



### ICT Talent Pipeline

Rwanda's collaboration with Carnegie Mellon University has trained over 1000 graduates in ICT skills since 2012

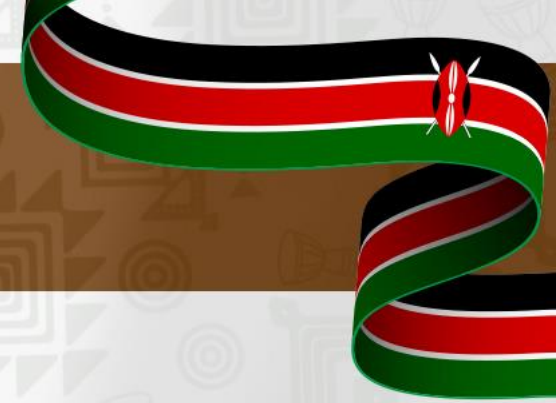


### Government Investments in Youth Employment and TVET

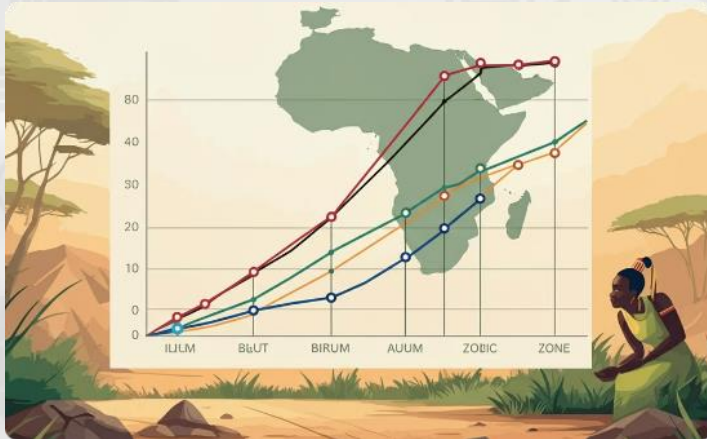
Ghana-Kenya TVET – 300,000 Youth trained annually.

South Africa YES program – 1m jobs in 2030





## Health as a Pillar of Human Capital Development



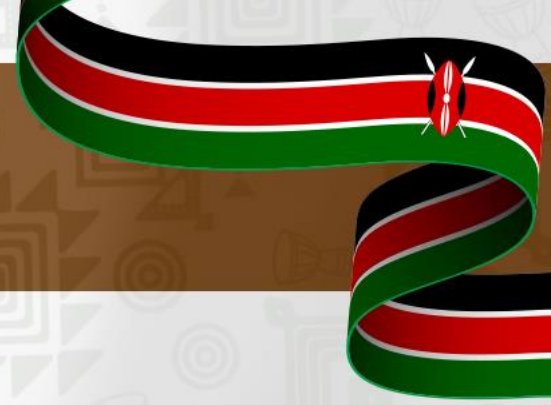
**Health and Economic Productivity**



**Government Healthcare Initiatives**



**Healthy Communities, Thriving Economies**



## The Challenge – Bridging the Skills Gap

### Skills Mismatch:

There is a **52% mismatch** between the skills African graduates have and what employers need (ILO).

### Underfunded Education Systems:

Only **17% of African schools** have internet access, limiting students' ability to develop digital skills (UNICEF).

### • Youth Unemployment:

Over **12 million youth** enter Africa's labor market every year, but only **3 million formal jobs** are created annually (World Bank).

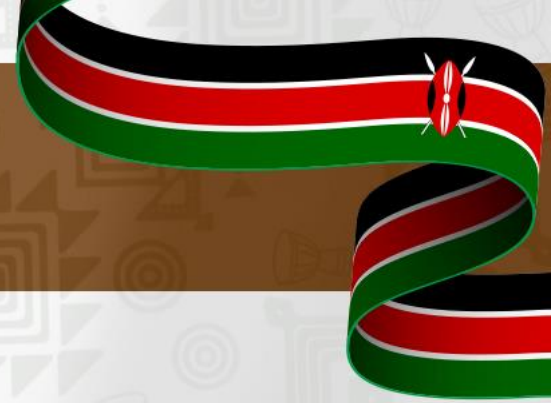




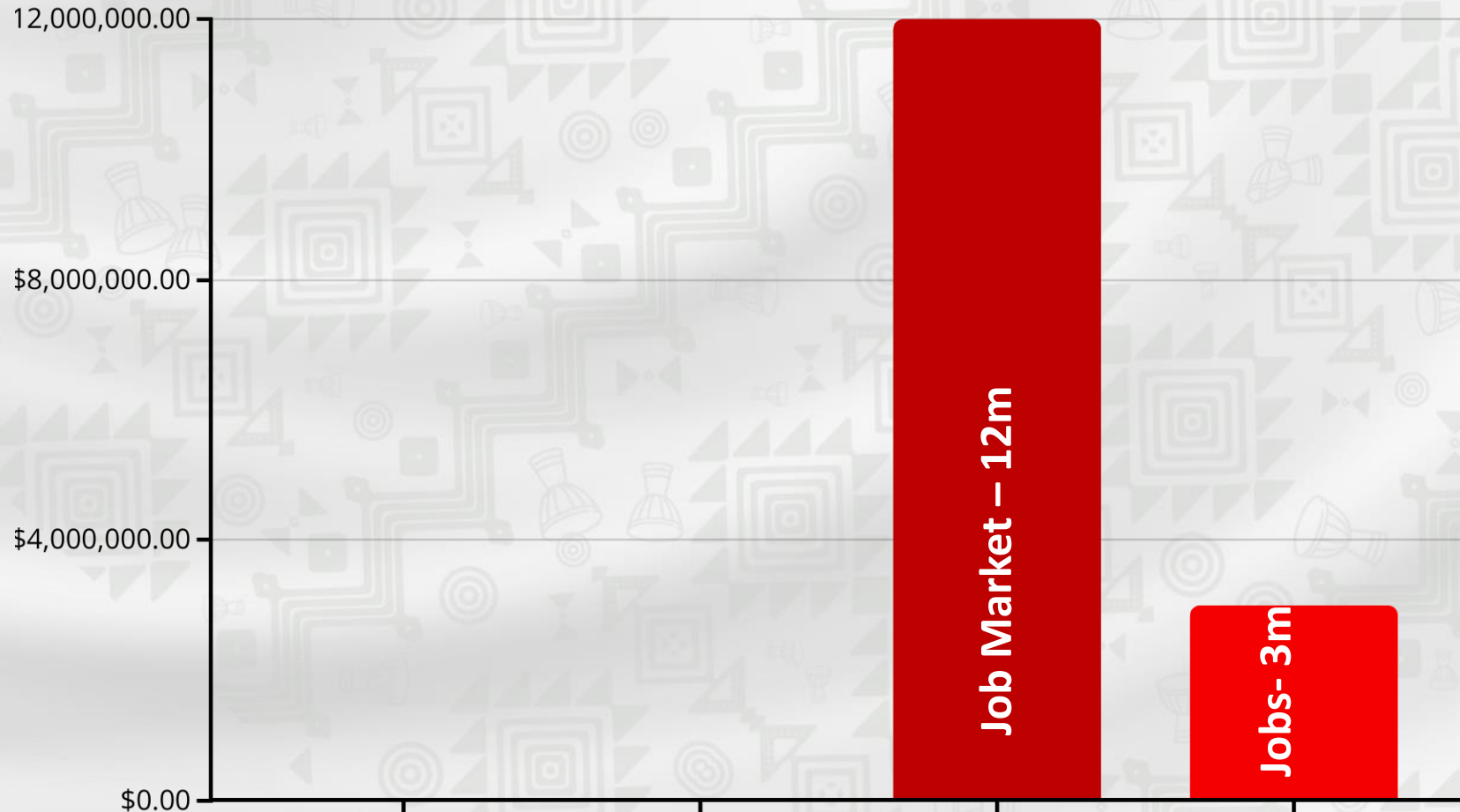
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## The Challenge – Youth Unemployment

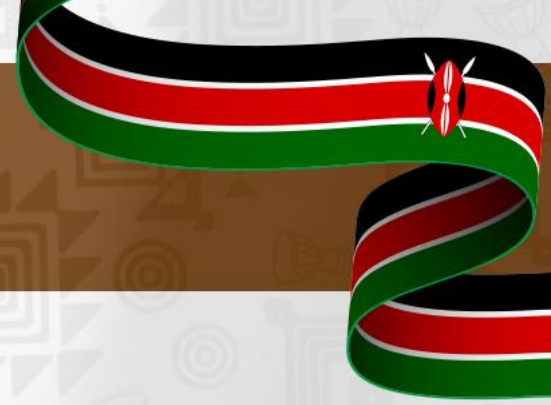




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## Investment in Digital Infrastructure

### The Future of Digital Jobs

\$180 billion to Africa's economy by 2025, according to the IFC

### Connectivity as a Priority

37% of Africans have internet access (ITU, Facts & Figures report, 2023)

### Case Study -Kenya's Konza Technopolis

Create 17,000 high-tech jobs by 2025

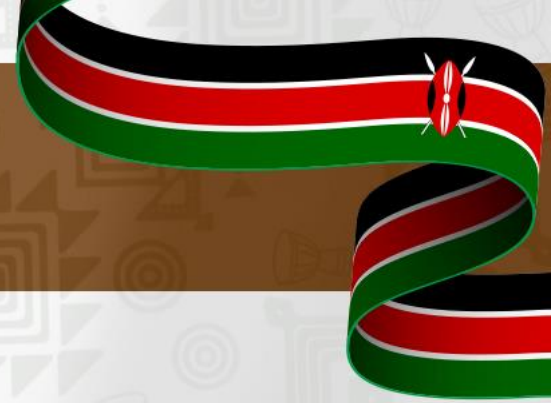




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# Recommendations

**Increase Education and  
Healthcare Budgets**

**Foster more PPP's**

**Financial literacy for Youth  
to Understand business**

**Leverage on the skills of  
professionals in the diaspora**

**Create hubs within various  
various African countries  
countries**

**Emphasis on good work  
work ethics and Positive  
Positive Attitude**



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# Thank You

We appreciate your time and attention today.  
Let's work together to build a brighter future for Africa  
Africa through sustainable human capital development.  
development.

