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SOUTH AFRICA

NEPAD PRESENTATION ON AFRICARECRUIT



BACKGROUND BRIEFING NOTE

"When AfricaRecruit was launched in 2002, I provided an endorsement in the firm belief that its objectives were not only noble but also realizable. Since then, the initiative has performed creditably and become a key part of the NEPAD programme to mobilize quality skills for Africa."

H.E. Chief Olusegun Obasanjo, Chairperson of the African Union

"The numerous current initiatives in Africa require high-level scientific technological and managerial skills. The question is where are the skills going to come from. Our answer is that from Africans in the Diaspora and the rest of the world. The training of new graduates will take at least a generation or longer but the skills are needed now if the further deepening of poverty and marginalisation is to be reversed. This is the rationale for the Africa Recruit project". Prof Wiseman Nkuhlu, Chairman, New Partnership for Africa's Development (NEPAD) Steering Committee March 2005

AfricaRecruit is a programme plan of action to build robust and enduring capacity in Africa using human resources and skills capacity. Launched as a joint project of the Commonwealth Business Council and the New Partnership for Africa's Development. AfricaRecruit, the Commonwealth Secretariat became a project partner in March 2005. AR has been at the forefront of mobilising skills and human resources capacity building in and outside of Africa over the last 3 years, in addition to facilitating the African Diaspora towards capacity building in Africa either through skills or investment in areas such as remittances.

AfricaRecruit was formally launched in 2002, as an offshoot of www.findajobinafrica.com that was established in 1999. AfricaRecruit acts as a platform for debate with the African Diaspora on how to add value to capacity building in Africa with main skills, labour and human resources as the main driver.

AfricaRecruit structure consists of:

- A global database of over 1,500 African Diaspora organisations in the form of national, professional, community and interest groups and a mailing list of over 150,000
- Over 1,300 human resource practitioners within and outside Africa
- Over 500 organisations and institutions with investment interest in Africa
- Extensive database of 269 African universities
- 356 Universities based in Europe, North America and Asia that includes the top management universities, entries on African Diaspora members in Europe and the Americas
- NEPAD partners such as IOM, ILO, UNESCO, UNIDO and many others



What we have done to date and how

Strategically, AfricaRecruit provides this service through:

- a. Inventory (compilation and updating) of the educational and professional skills and competencies of Africans, resulting in databases that are very useful for recruiters in Africa, as well as Diaspora job seekers. The database contains over 45,000 registered users the data can be analysed by nationalities, country of residence, industry, skills and years of experience.
- b. Planned networking events that bring educational institutions, recruiters, entrepreneurs, job seekers and business and political leaders together in face-to-face settings.
- c. Pre-return seminars and workshops that provide both returnees and Africa-based recruiters with pragmatic information and tips on how to be successful in the transition process.
- d. Direct matching or pairing of employment and investment opportunities in Africa with appropriate prospectors in our databases.
- e. Dissemination of pertinent information about opportunities in Africa and prospects in the Diaspora, and about our success stories (best practices), using the web (www.findajobinafrica.com), brochures and flyers, and outlets such as civic and cultural organizational forums and events. Intensive information and educational campaigns

AfricaRecruit's organisational capacity and competency are exemplified by the numerous projects and programs successfully accomplished since it was established in 2002. Among AfricaRecruit's accomplishments, of relevance are:

Mobilisation

Proven track record in organizing several human resources seminars and recruitment fairs in the UK and Africa, in partnership with, or with sponsorship from, major public and corporate entities. As specific examples, AfricaRecruit has organised:

- a. The NEPAD-AfricaRecruit Employment and Human Resource Sharing/Exchange Seminar- Engaging with the African Diaspora - 10/11 March 2005 attended by key dignitaries such as the Rev Jesse Jackson USA Development Business Group. www.africarecruit.com
- b. The first Africa Diaspora Investment Forum under the auspices of the African Business Roundtable and NEPAD business group (see event brochure at www.africadiaspora.com)
- c. Four successful human resource forums and seminar in Africa and the United Kingdom (London, United Kingdom- March 2003; Lagos, Nigeria- December 2003; Nairobi, Kenya- March 2004; and Johannesburg, South Africa- September 04) (see reports at www.africarecruit.com)
- d. The first international career/recruitment fair in Lagos, Nigeria on December 16-17, 2004 (see brochure at www.nigeriarecruit2004.com)
- e. The return of over 250 Africans in the Diaspora for employment in Africa in one year.



Policy and Research

Africa Recruit has played a pioneering role in the extensive survey and study of the brain drain phenomenon, especially between the major industrial western countries and African countries, and the uses of the human capital in the destination countries:

- f. AfricaRecruit has been contracted by the government of the United Kingdom to facilitate the dissemination of its Remittances products service to the African Community; and has presented policy and research at strategic meetings organised by the Overseas Development Institute, UK; Royal African Society; and, All Africa Parliamentary Group House of Commons, UK. AfricaRecruit was actively involved in the consultative forums with the Commission for Africa inside and outside Africa.
- g. Arranged presentations on capacity building needs and challenges in Africa, and on the contributions and role of human resource and skills on the socio-economic development of Africa. Specific presentations were given on topics, such as capacity building, brain drain, skills development and the challenges on Africa's human resource development, at numerous events such as:
 - Recruitment of African Professionals
 - Role of Women in the Economy
 - Sharing Skills and Knowledge in a global society
 - Londoners and International Development Seminar
 - Building Science and Technology Capacity with African Partners- An African-Canada-UK Exploration
 - International Conference on migration in Holland.
 - Rebuilding Africa Conference by the African Union.
 - Financing Africa's Development: The role of the African Diaspora, at the Labour Party conference sponsored by Diageo Africa.
 - East African NEPAD business conference in Nairobi, Kenya.
 - British Nigerian Forum in London, United Kingdom.
 - Mayor of London Black History Month.
 - Commission for Africa's deliberations.
 - Commonwealth Heads of Government Lagos Nigeria Dec 2003
 - The Role of the Diaspora- Kenya Club UK
 - Mobilising skills for Africa: Cameroon Diaspora UK
 - Exploring current issues in development: Westminster University UK
 - Presentation at various African Student Associations in the UK
 - Department for International Developments policy formulation on migration, development and remittances.
 - African Union's strategic policy formulation for the African Diaspora.
 - Dutch government capacity building programme for Africa.



AfricaRecruit services include Knowledge management on human resource/skills development in Africa, Diaspora capacity building:

- Building a robust data base of African skills inside and outside Africa to determine what and where these skills are, in addition to identifying the constraints and challenges faced in retaining the skills within Africa
- Enabling the retention of skills in Africa
- Redirecting the skills of the Diaspora to Africa in areas of deficiency and gaps using various outreach tools
- Enhancing remittance capacity using surveys, research, policy formulation and recommendations
- Facilitating the private and public sector engagement with the African Diaspora
- Events on human resources, skills building inside and outside Africa
- Identifying, sharing and disseminating best practices in relation to human resource development
- Mobilising and facilitating Diaspora investments at policy and operational level at governmental and private sector level inside and outside Africa
- Engagement with International governments on policy formulation to ensure benefits of migration are captured by African countries
- Facilitating and enabling human and financial capital with a focus on the African Diaspora
- Establishing and working in partnership with various African communities and Diaspora groups to enable effective engagement with African governments and international organisations this could be in the form of seminars, roundtable events or conferences.
- Establishing a policy group of companies to draw on private sector expertise and experience, and produce research and policy recommendations. The Group will work with African governments to improving the regulatory environment and address the complex social and economic issues involved in meeting the human resource challenges facing African employers in creating jobs and developing the economy.
- Research to inform the developmental and investment potential of the African Diaspora in view of the remittances and current policies by both African and International governments

Next Steps

The outcome of AfricaRecruit's operations has been:

- Facilitating transparency, good governance and best practices in Africa's human resource development resources base
- Engagement with International governments on policy formulation to ensure benefits of migration are captured by African countries as well as hosting countries
- The increasing number of Africans in the Diaspora that have returned back home either permanently or temporarily to use their skills with a cascading impact (AfricaRecruit has directly facilitated the return of over 200 Diaspora-
- Enabled Africans within Africa to secure job opportunities within Africa thereby stemming the brain drain
- The heightened awareness of the African Diaspora of the role they play in capacity building
- The heightened awareness by the various African governments, corporate, institutions on the role their citizens abroad play in capacity building
- The development of booklet on remittance services for the Diaspora by DFID (as result of AfricaRecruit's recommendation to United Kingdom Parliament)





- Increasing investment by the African Diaspora in Africa – (AfricaRecruit facilitated and organised the first ever Africa Diaspora Investment forum in London UK)

Current constraints (internal):

- Replicating AfricaRecruit and the database into French
- Ability to strategically plan and harnesses the massive opportunities
- Conduct feasibility studies and research into some of the ongoing constraints in Africa’s labour market such as comparative salary survey, Pan African skills development agency, unified code of conduct for 3rd party representation of employers outside Africa

Current constraints (external):

- To conduct more outreaches and educational campaigns to the Diaspora with the aim of reducing the pulling power of the West on Africa’s skill base
- To conduct a feasibility studies on the needs assessment of African governments and employers in order to effectively address the root cause

