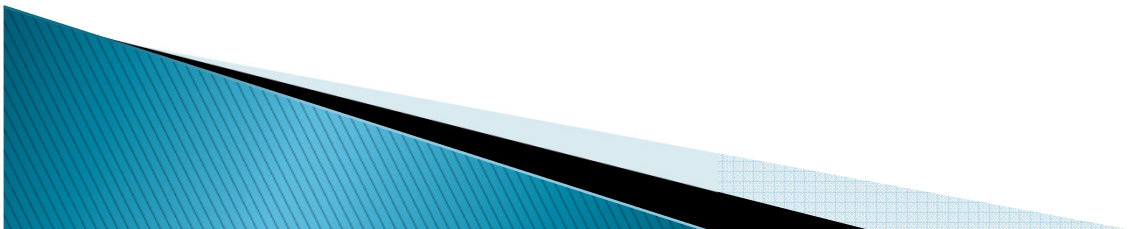


CAREERS IN AFRICA

A Global Career Company Initiative

The Talent Gap: Needs and Challenges

Africa is in the international business spotlight, and with competition and profits at an all-time high, local and internationally-developed African talent is pivotal for businesses to maintain a competitive edge and achieve success. With this come a number of business challenges.



1. What are the challenges that businesses face due to skills shortage, and how do they impact on business success?

- Businesses in Africa now more than ever are in demand of highly skilled employees

- increased search and recruitment of resources that can produce efficiently, more rapidly & more creatively than the competition

- a number of significant challenges are evident due the growing need for a skilled & internationally exposed workforce, I will mention a few;

- ❖Increased cost

- ✓Human resources.

- ✓Other costs to operations

- ❖Limitation to growth

Overall,

The number one success of any business is largely contributed by its people. Businesses are recognizing the importance of investing in their employees now more than ever before.



2. What are the cultural challenges that impact the business process: developing local talent and reintegrating internationally-based talent into the local business culture, whilst maintaining an international perspective?

□ Businesses face the challenge of developing local talent and reintegrating internationally based talent into the local business culture while maintaining an international perspective.

- With a growing integration in the global community,
- increasing demand for better service & product delivery,
- the need to grow businesses cross border to improve bottom line and leverage against competition

- African companies have in recent years sought actively to recruit internationally exposed workforce.
- However, a number of challenges have been evident and some may question as to whether we are yet to see real success to this approach. And I will mention a few of these challenges;

- ✓ Attitude toward work
- ✓ Technology
- ✓ Society relations



3. What are organisations currently doing to address these challenges: first-hand experience and cases?

✓ Induction process

to include a dialogue of cultural differences,

✓ Mentoring

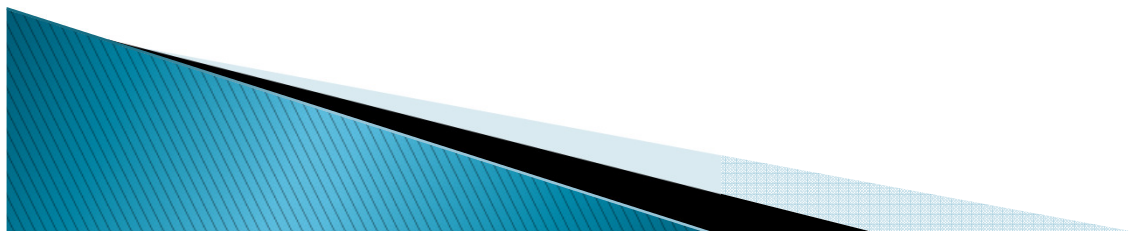
ensure that the supervisors overseeing the units that these new recruits are posted are well equipped to positively deal with the cultural issues

✓ Identifying the need

if one of the key issues organisations are trying to engage is to change culture in the local environment, then a proper change culture program should go in hand with such recruitments,

✓ Understanding

African firms should clearly value this new western exposed workforce, but ensure that they actively seek to promote and value the local workforce, failure to this will ensure to cause a drift between these two parties. And make it even more difficult to bridge the cultural divide



Thank You

