

# Talent Agenda 2014

## Talent and Mobility in Africa

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Building a better  
working world

# Overarching themes

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## The war for talent in Africa

- ▶ Global studies and business experience demonstrate that a company's success is directly linked to its ability to attract and retain the right skills. Africa's relative shortage of skills guarantees fierce conflict for the right skills.

## The demand for assignments

- ▶ Due to the shortage of local skills, international companies rely on assignments to fill the skills gap, but also to facilitate skills transfer and build local talent

## Local skills

- ▶ Companies are also showing an increased desire to source skills from other African countries or the returning African diaspora

## Talent management

- ▶ Studies show that organisations in Sub-Saharan Africa are currently weak in talent-management skills, even though they deem it to be a high priority

# Key reasons for assignments to Africa

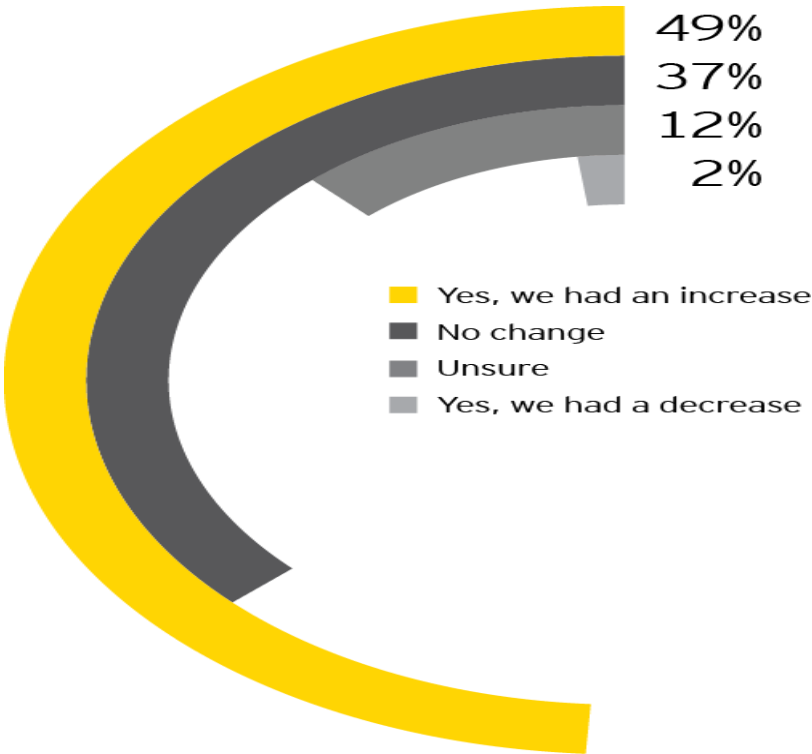
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- ▶ Expanding into new markets
- ▶ Customer demand
- ▶ Local skill shortage
- ▶ Management shortage
- ▶ Talent development

# Assignee numbers deployed to growth markets

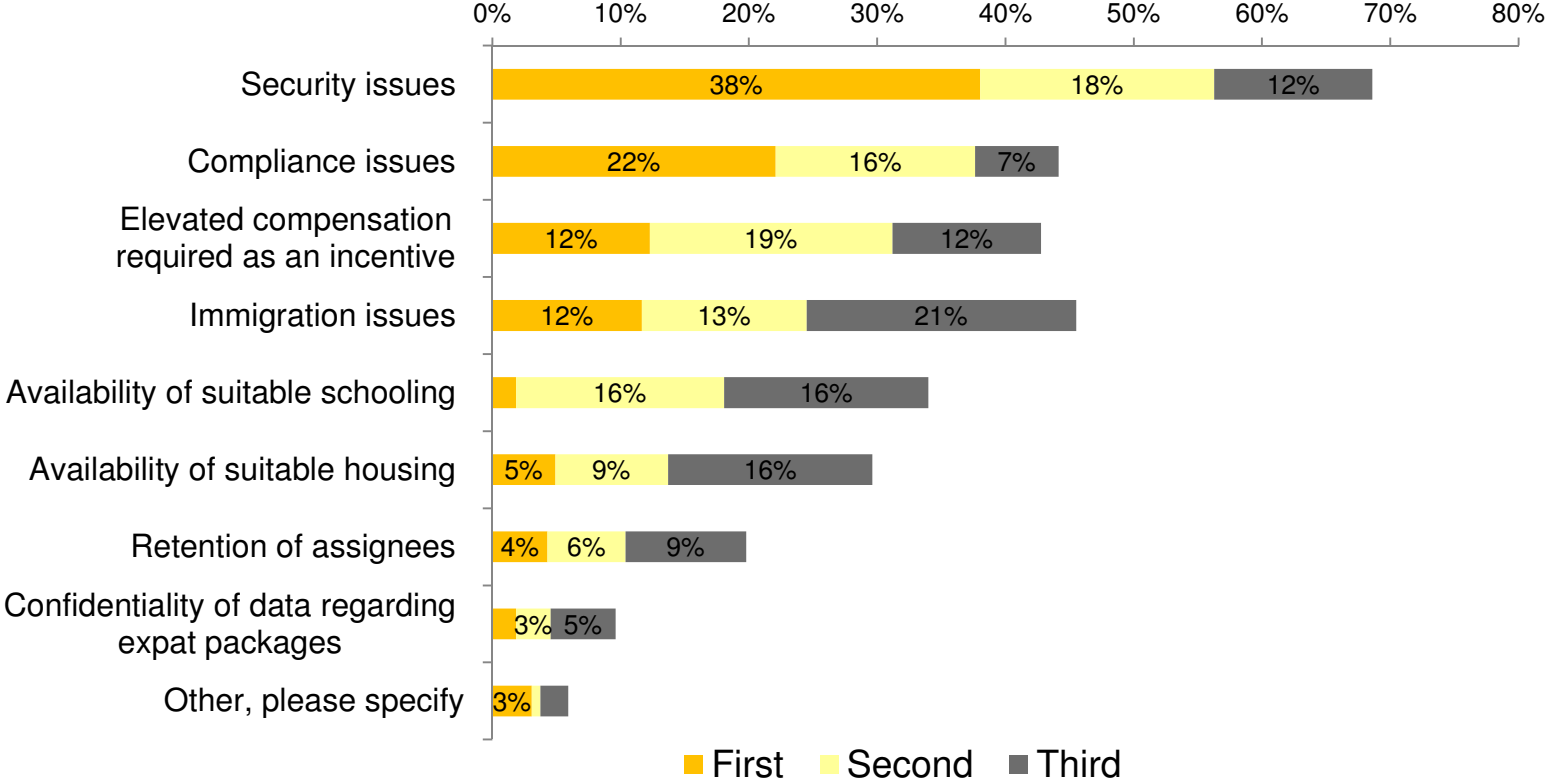
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Did your company change the number of assignees deployed into growth market countries in comparison to other locations in 2012?



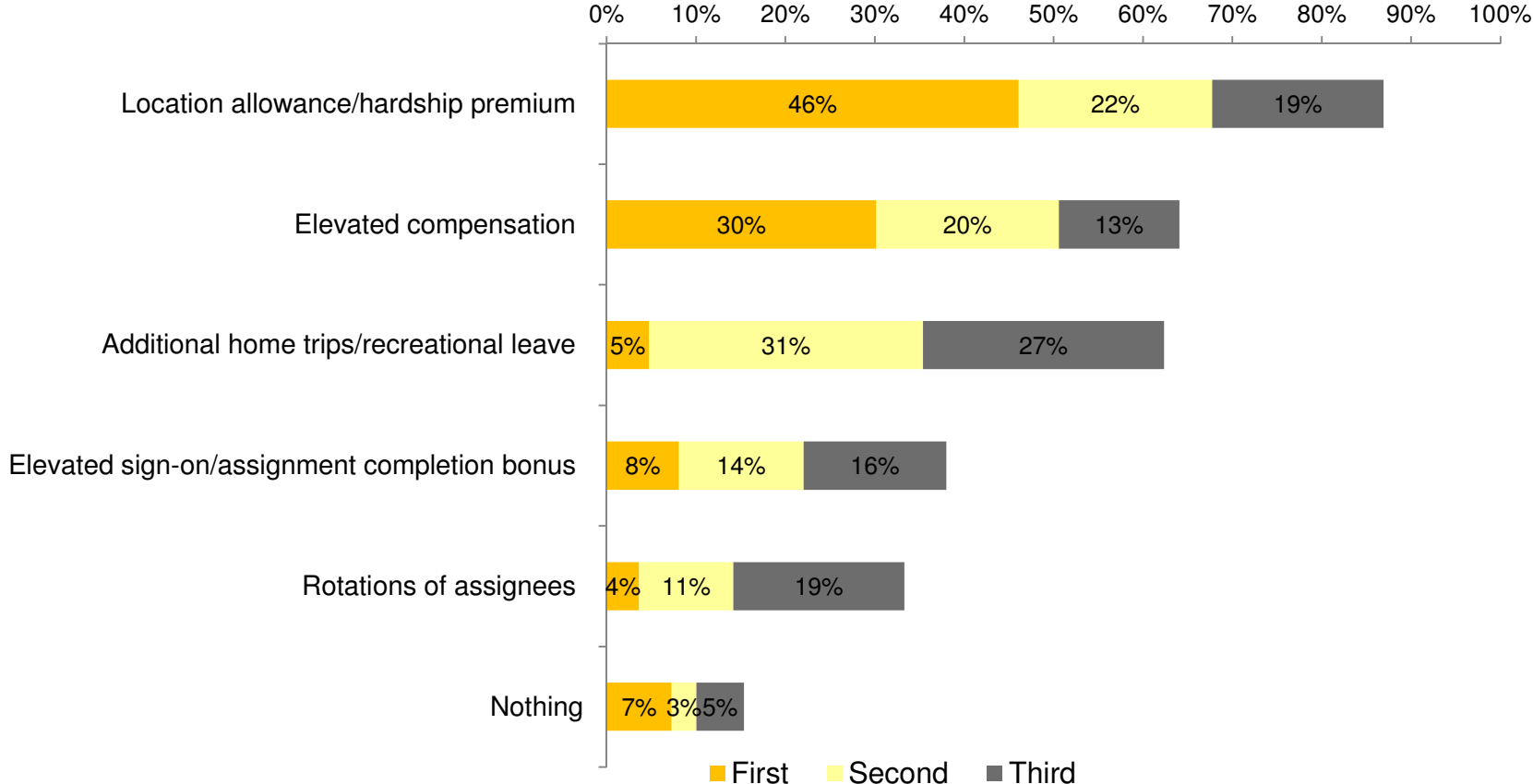
Source: EY Global Mobility Effectiveness Survey 2013

# Top three challenges regarding sending assignees into Africa



Source: Global Mobility Effectiveness Survey 2012

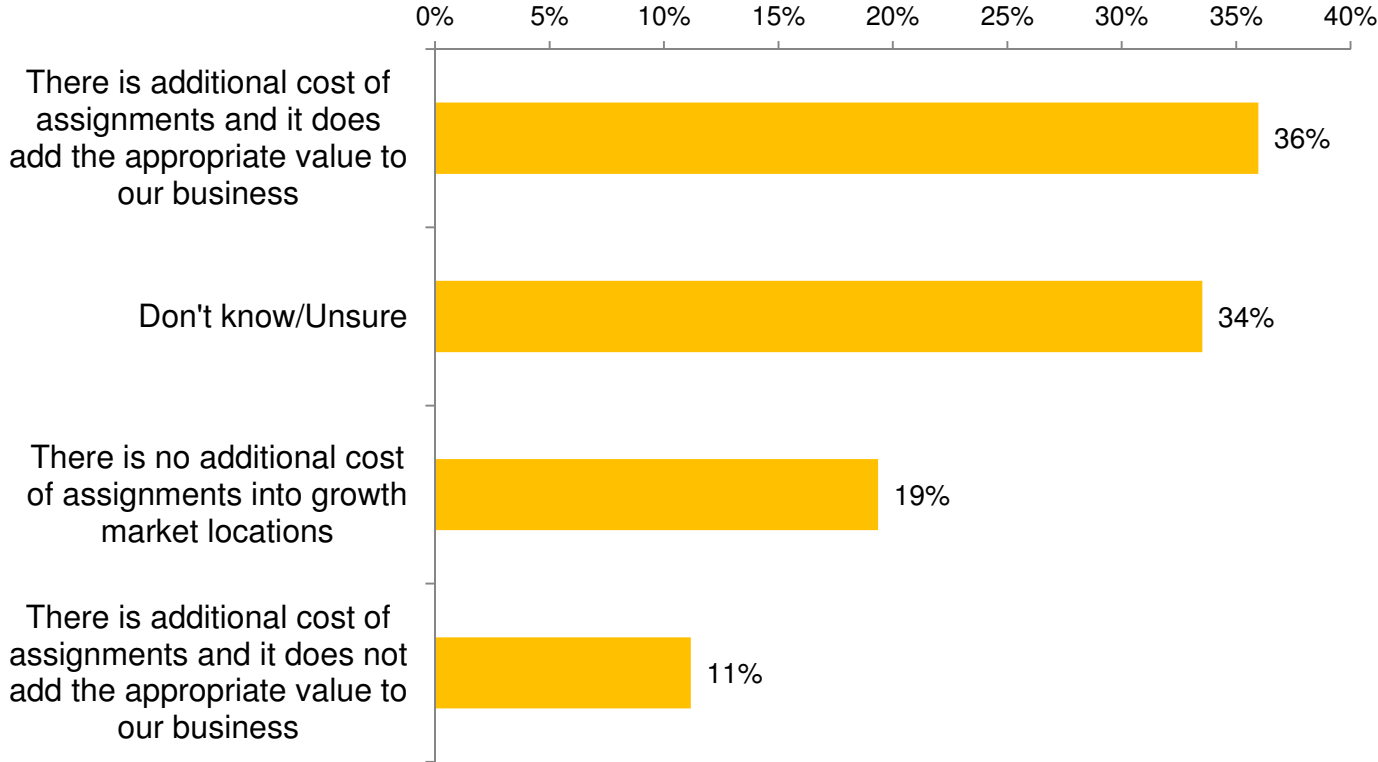
# Top three incentives to attract assignees to growth market locations



Source: Global Mobility Effectiveness Survey 2012

# Additional cost of assignments into growth markets and added value

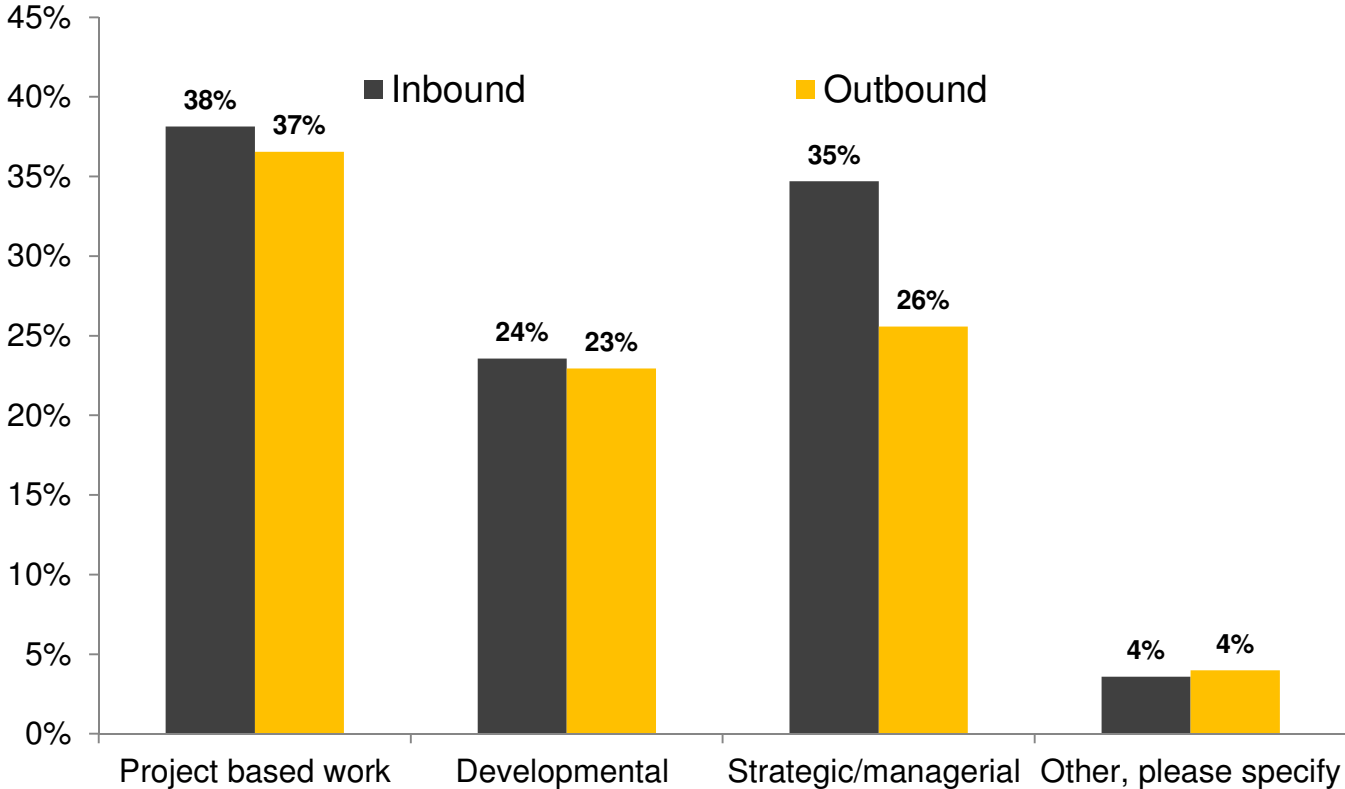
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Source: Global Mobility Effectiveness Survey 2012

# Inbound and outbound assignment drivers to and from Africa

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Source: Global Mobility Effectiveness Survey 2012



# Questions

