

*Unemployment and Skills Mismatch; What  
Role for Stakeholders?*

**Innovation and Entrepreneurship as a  
catalyst for reducing Unemployment**

**Public Dialogue**

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**“Youth is wasted on  
the young”**

***“Youth is a period of missed opportunities.”– Cyril Connolly***



# **Innovation 'meaning'**

- **It's the introduction of novelty, in a given market or industry, such as new products, services, methods, sources of supply or organisation.**
- **It is essentially the bringing of new ideas**
- **Innovation is measured by its success in the market 'commercialisation'**

# Entrepreneurship 'meaning'

- **Entrepreneurship is the pursuit of opportunity beyond resources controlled.** Stevenson 1983, 1985, 1990.
- **An entrepreneur is “a person who starts a business and is willing to risk loss in order to make money.”** Marry Webster
- **An entrepreneur is “a person who organises and operates a business or businesses, taking on greater than normal financial risks in order to do so -** Oxford Dictionary.
- **An Entrepreneur “Someone who uses money to start businesses and make business deals”** Macmillan Dictionary



# **Innovations of all time**

- **Fire, wheel, compass, automobile, steam engine, internal combustion engine, concrete, petrol, penicillin, railway, nail, airplane, tools, light bulb, optical lenses, paper, electricity, battery, printing papers, morse code and telegraph, steel, transistor, bow and arrow, antibiotics, contraceptives, x-ray, refrigerator, television, camera, radio, fountain pen, computer, email, internet, world wide web, bank note, credit cards, ATM, telephones and mobile phones, robot, guns, DNA, films and machine learnings.**

# **Innovations of our time**

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- **Social Media**
- **Internet of things**
- **Mobile Operating system**
- **3D Printing**
- **E-Cigarettes**
- **Birth control patch**
- **Blockchain**



# Connected via social media



- 2.27 billion active users who spend an avg of 27+ minutes per day (country = 1<sup>st</sup>)



- 1.5+ billion registered users
- 55 billion messages per day



- 883 million registered users – 326 million active.



- 562 million users in 200+ countries & territories

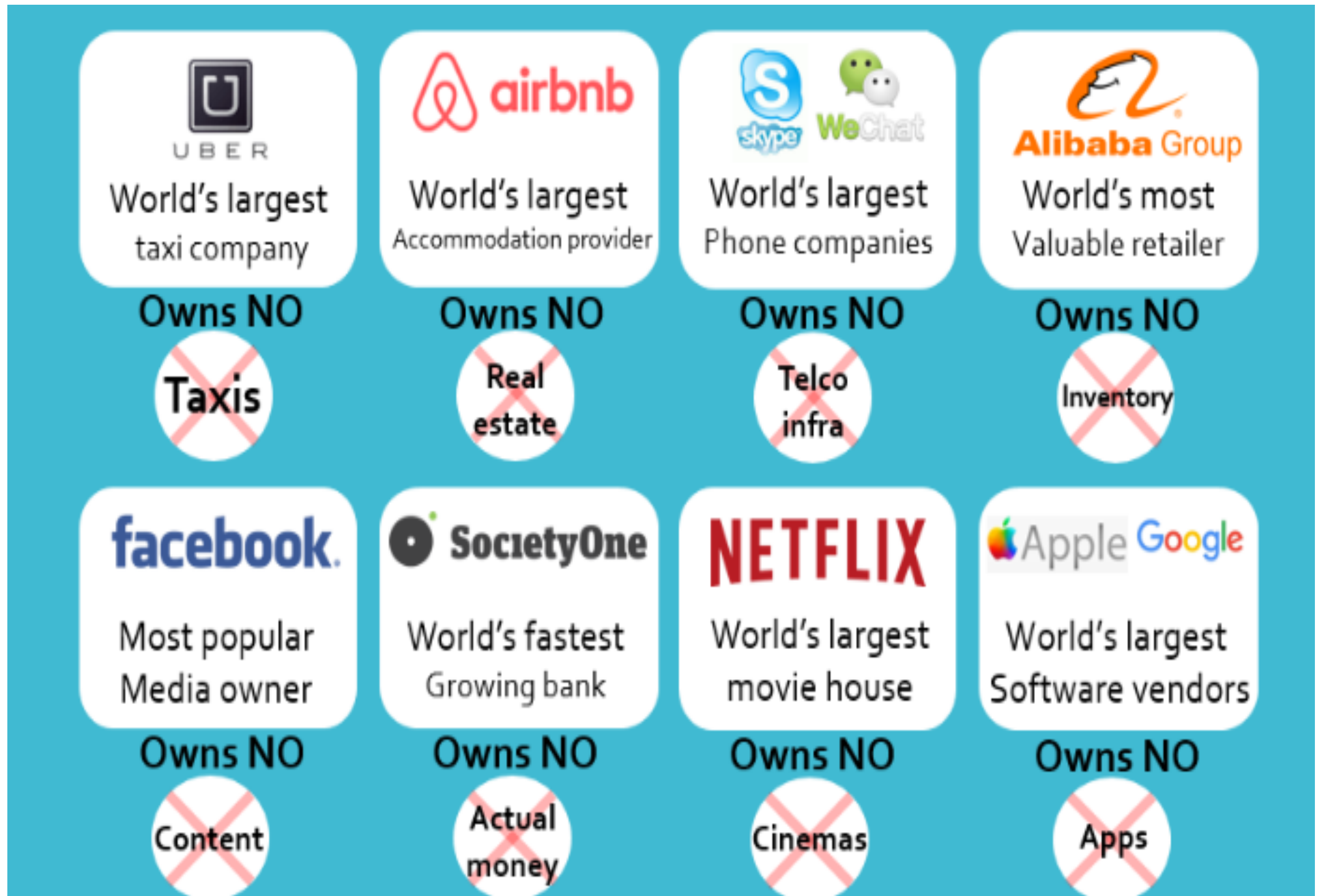


- 1.3 billion users
- 42 million video streams every hour
- 5 billion+ views per day



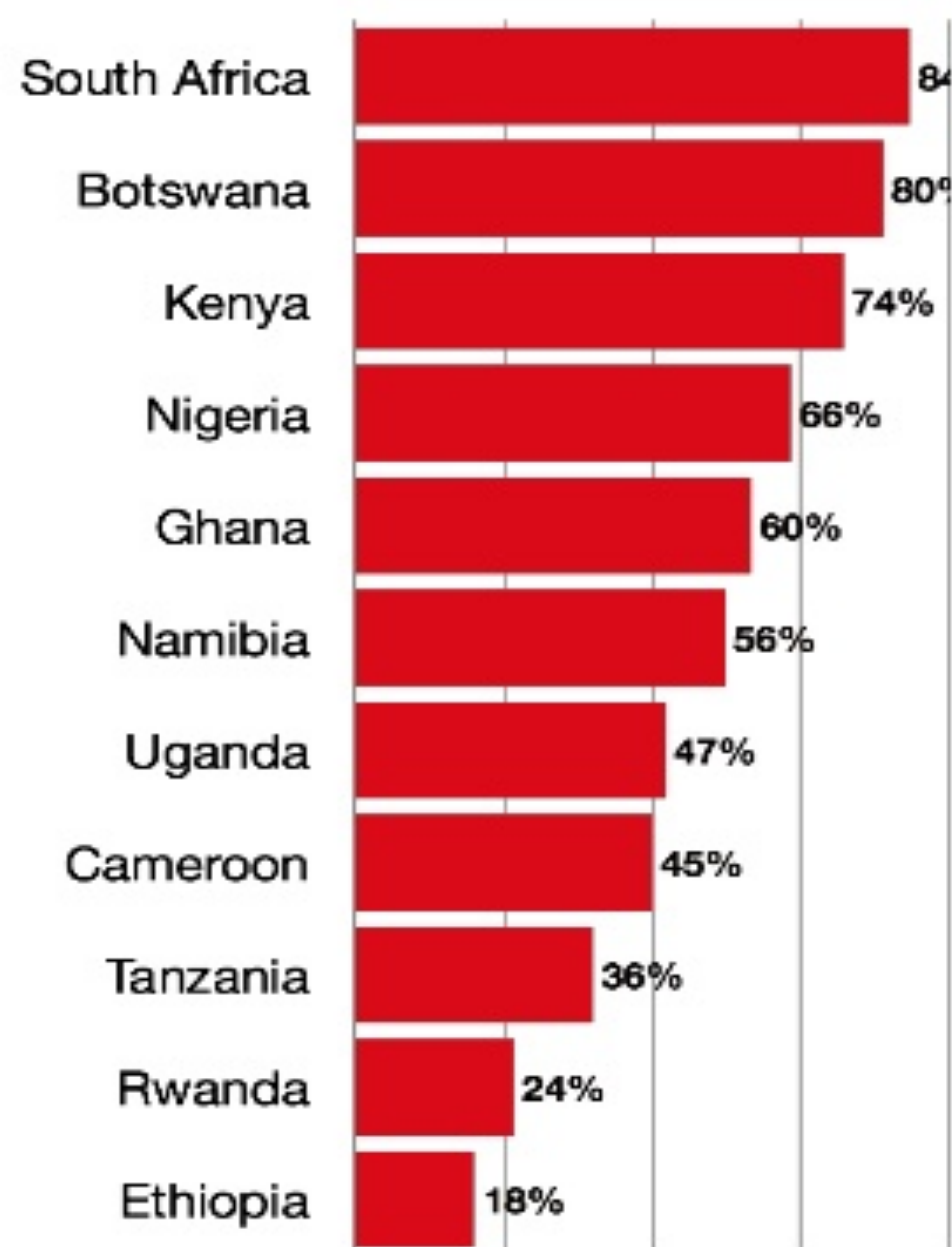
- 1 billion active users pm
- Hosts 50 Billion photos
- 100+ million images uploaded per day

# Disruptive technology examples

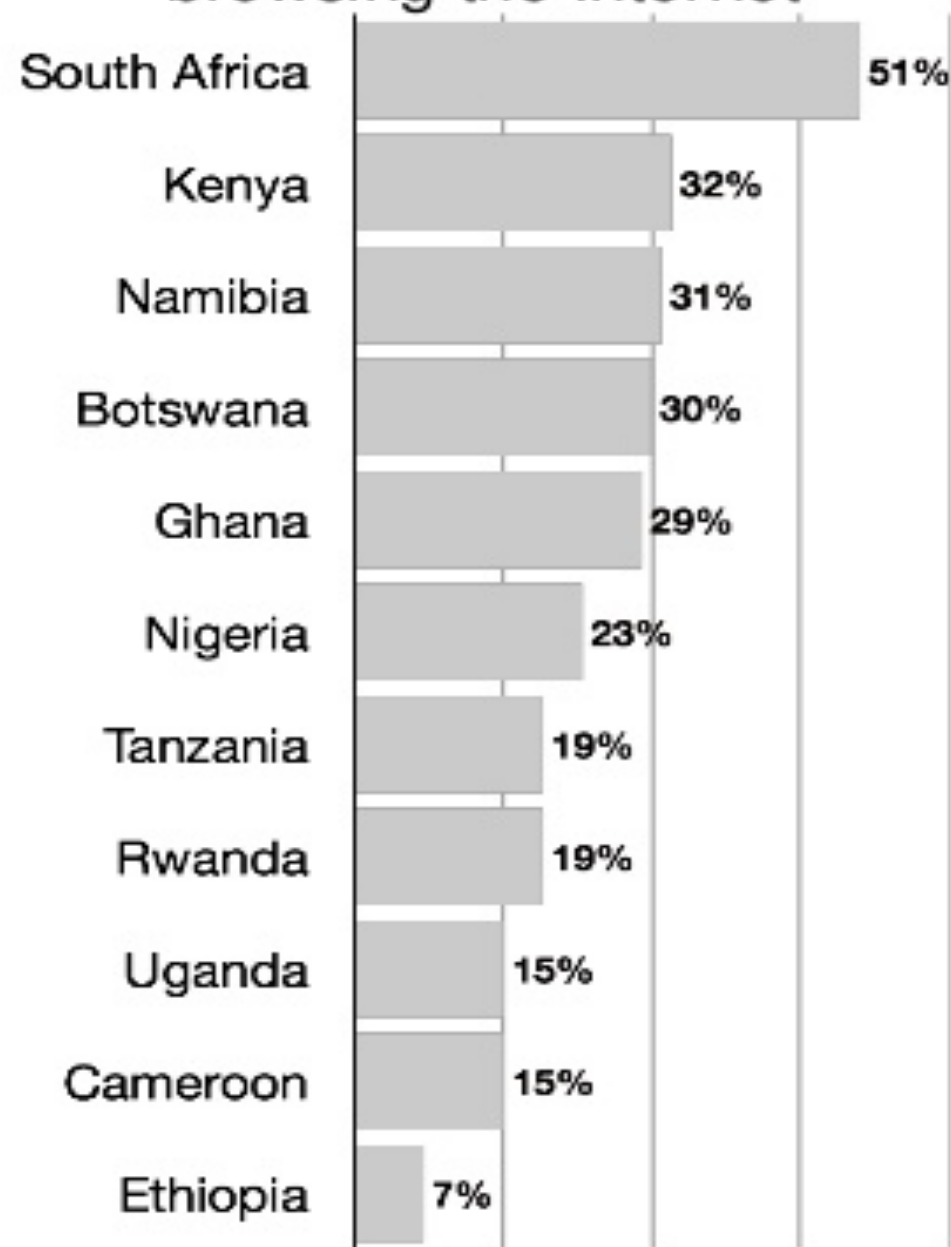




## 15+ Owning a mobile



## Share of those with a mobile that own one that is capable of browsing the Internet







# Facts: Population

## Countries of EAC

1. Tanzania: 59M
  2. Kenya: 50M
  3. Uganda: 44M
  4. Rwanda: 12.9M
  5. Burundi: 11M
  6. South Sudan: 12M
- Total Population: 176.9M + 12M

## Tanzania Case

- 0-14 years: 23M (44%)
- 15-24 years: 11M (20%)
- 25-54 years: 16M (30%)
- 55-64 years: 2M (3.5%)
- Over 64 years: 2M (2.5%)

Source (UN. WB, NBS, UKAid)

# Challenges

- **Business Environment (policy, laws/Acts)**
- **Entrepreneurship ecosystem**
- **Skills set**
  - **Hard (technical) and soft Skills**
  - **Entrepreneurial Skills**
- **Attitude**
- **Level of Technological advancement**
- **Unemployment (largely attributed to lack of skills)**
- **Education system**



# **Entrepreneurship and Society**

- **Entrepreneurship flourishes in communities where resources are mobile.**
- **Entrepreneurship is greater when successful members of a community reinvest excess capital in the projects of other community members.**
- **Entrepreneurship flourishes in communities in which the success of other community members is celebrated rather than derided.**
- **Entrepreneurship is greater in communities that see change as positive rather than negative.**

# The Jobs Landscape in 2022

emerging  
roles,  
global  
change  
by 2022

133  
Million

## Top 10 Emerging

1. Data Analysts and Scientists
2. AI and Machine Learning Specialists
3. General and Operations Managers
4. Software and Applications Developers and Analysts
5. Sales and Marketing Professionals
6. Big Data Specialists
7. Digital Transformation Specialists
8. New Technology Specialists
9. Organisational Development Specialists
10. Information Technology Services

declining  
roles,  
global  
change  
by 2022

75  
Million

## Top 10 Declining

1. Data Entry Clerks
2. Accounting, Bookkeeping and Payroll Clerks
3. Administrative and Executive Secretaries
4. Assembly and Factory Workers
5. Client Information and Customer Service Workers
6. Business Services and Administration Managers
7. Accountants and Auditors
8. Material-Recording and Stock-Keeping Clerks
9. General and Operations Managers
10. Postal Service Clerks



# **Opportunities for innovations in Tanzania**

## **Business Opportunities**

- **Fashion & Design**
  - **tailoring, merchandising, franchising**
- **Real Estate**
- **Transportation**
- **Food Industry**
  - **restaurants, catering, franchise, packaging, online stores, etc**
- **Technology and innovation**

# **Opportunities for innovations in Tanzania**

## **Business Opportunities cont...**

- **Car Parking (a 2bn industry)**
- **Travel Agents**
- **Insurance Agents**
- **Property Management**
- **Business Development**
- **Off-takers (middlemen traders)**
- **Personalised car service**



# **Local Challenges/ Problems**

**innovation vacuum...**

- **Household waste/ Takataka za nyumbani**
- **Chips Mayai/ Zege**
- **Perishables -nyanya, hoho, vitunguu carrots..**
- **Cereals/ Nafaka - unga, mchele, maharage...**
- **Maji ya kunywa majumbani/ .....**
- **Spices**
- **Creative Industry - Talent, Music, movie, football**
- **Ujenzi**





SCORCHED RICE  
누룽지

INGREDIENTS: RICE

SELL BY

FEB. 28. 20

PACKED ON

\$/LB

NET WT. LB

5.99

1.265

7626

TOTAL PRICE

\$7.58



2 07626 20758 9

New Grand  
GRAND-MADE

6255 LITTLE RIVER TURNPIKE ALEXANDRIA, VA 22312



# **Entrepreneurship and Skills**

- **Training ground, fail often, win quickly.**
- **Every improvement is a mistake or error documented.**
- **Treat every endeavour as a fundamentally an experimental, and should be managed that way**

# **Innovation and Skills**

- **Attitude**
- **Problem solving skills**
- **Digital Skills**
- **Creative Leadership**
- **Initiative**
- **Flexibility**
- **Embrace innovations, be unpredictable**



***“Wisdom is wasted on  
the old’, ‘Have Courage.’”***

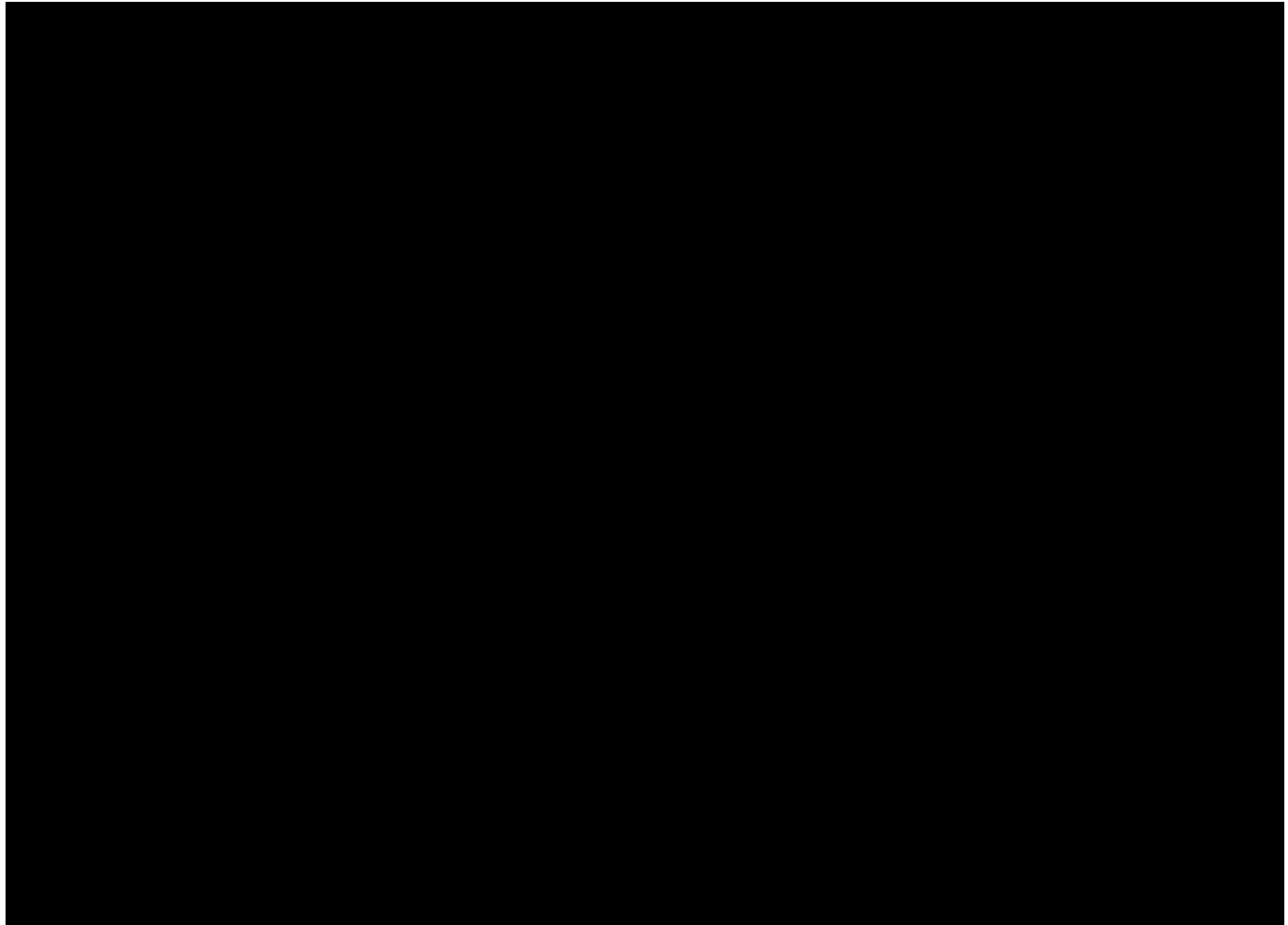


# Biggest Challenge

*Moving a graveyard - you get no help from the people inside.*



**The only question:  
Are you bold enough to act?**





*“There is only one thing that you need to do.”*

**Speak the Language!**



**Thank You**