



STUDENT EMPLOYABILITY 2022 ANNUAL REPORT

HON  RIS

UNITED UNIVERSITIES





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at Honoris United Universities
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“ Acknowledgments by **Dr. Grace Nkansa**, Senior Director of Employability at Honoris United Universities

I would like to sincerely thank all of the contributors to this report from across our pan-African network, and the tremendous effort and dedication to the employability of our students led by our employability leads in our markets, who work tirelessly to provide relevant education for the lifetime success of our students. Further appreciation goes to our many partners and stakeholders, including our 800+ employers across the globe, each are integral to the shared success of our world-class institutions and the impact our students have on their communities. All data shared in this report is delivered through objective survey gathering conducted by the research department at Honoris United Universities. We look forward to continuing our mission of Education for Impact across Africa in the years ahead.

”





Foreword by **Dr. Jonathan Louw**, Group CEO at Honoris United Universities

“

As new technologies and the pace of change in industry continue to accelerate, globally, 63% of CEOs are concerned about the availability of key skills in the talent pipeline, and in our instance, 50% of African employers state that job seekers' skills do not match their needs, with an estimated 62% in sub-Saharan Africa being deemed as undereducated. But what we do have is the opportunity of the largest youth demographic in the world and hence the future of the global workforce. By 2100 nearly half of the world's population below the age of 24 will be Africans. This is our demographic dividend.

We must ensure that graduates entering the workforce are equipped with 21st-century skills- technical, digital, and soft skills- to thrive amidst the Fourth Industrial Revolution.

To achieve this, in 2017, Honoris United Universities was created to be, and is today, the first and largest network of private higher education institutions committed to transforming lives through relevant education for lifetime success.

We champion new methods of delivery and technologies, to develop a relevant academic model designed to address Africa's key educational challenges in this fast-changing and globalized world, whilst building partnerships with both public regulators and pan-African industries.

In 2022, Honoris was recognized as a New Champion by the World Economic Forum and was later awarded the New Champions Award for Excellence in Adaptive Capacity. This award recognizes our agile and transformative approach to higher education in our 15 tertiary education institutions across 10 countries and 32 cities in Africa.

In this inaugural Employability Report, we share our experiences of nurturing employability in Africa. From leveraging partnerships with employers, building state-of-the-art career centers, taking an intentional approach to supporting gender parity, and contributing to Africa's vibrant entrepreneurship ecosystem.

We hope the case studies within this report serve as an open source of inspiration and best practice as we continue our collaborative approach to Education for Impact in Africa.

”

Executive Summary:

The Honoris Approach to Future-Proof Employability

What sets Honoris institutions apart from other universities is our strong emphasis on employability to ensure that all our **71,000** students including the **23,000** we graduated this year, are well prepared for the labor market and the future of work. Overall, our **school leavers** attained an employment rate of **75%** while our **working adults** maintained an employment rate of **88%**.

83%

HONORIS UNITED
UNIVERSITIES OVERALL
EMPLOYABILITY RATE 2021*

88%

WORKING ADULTS
EMPLOYABILITY
RATE 2021*

75%

SCHOOL LEAVERS
EMPLOYABILITY
RATE 2021*

Our report celebrates the success of our institutions across the continent to provide affordable, quality education with a high ROI (Return On Investment) for our students. We spotlight the many initiatives that are underway to develop employability readiness, improve their access to quality jobs and increase the economic empowerment of our students. To date, we have **transformed 770,000+** lives using our diversified network across 10 countries and 32 cities in Africa.

Powered by an intentional and pan-African Employability Mandate, our investments and partnerships are transforming African higher education by turning challenges into new sources of value and sustainable competitive advantage across the continent. We are proud that this mandate now includes:

- **11 innovation centers, makerspaces, and incubators**
- **800+ employer partnerships**
- **38 full-time employees dedicated to student employability**
- **23 career centers both physical and digital****
- **600+ workshops and webinars**
- **33K students on digital portals**

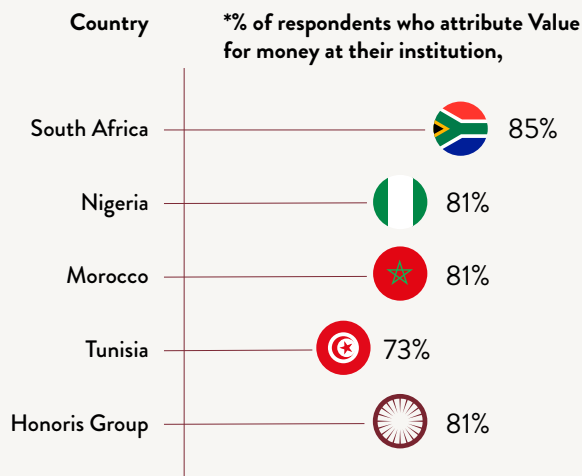
We also cultivate a strong startup ecosystem across our institutions by collaborating with private and public sector partners who support our emerging innovators and entrepreneurs with guidance and funding. One significant partnership is with AfriLabs – the largest and most diverse community of over 350 technology hubs and innovation spaces in the African innovation ecosystem, dedicated to capacity building and support to stimulate economic growth in the continent.

Whilst we continue to adapt and scale our mandate across our pan-African network, we take a measured approach to ensuring this is reflected in the perception of Value for Money for our students. Within this measurement, we found that students score more harshly with their institution during their studies, as Honoris requires strict academic rigor and demands results throughout the student journey. We understand that students have difficulty assessing the value of their education before they enter the workforce. Once they earn their first salaries and enter the world of work, they realize the value of their degree and understand the effort that was required of them as students: that is where we see **the Value For Money at an encouraging rate of 81%**.

*2021 Graduates

**Digital career centers are powered by Graduway, the world's leading alumni community platform

VALUE FOR MONEY (VFM)* ALUMNI 2021 COHORT



*Source: 2022 survey conducted by Honoris Research Department



4

MONTHS OF SALARIES
ARE NEEDED
TO PAY OFF HONORIS
TUITION FEES FOR
WORKING ADULTS

2

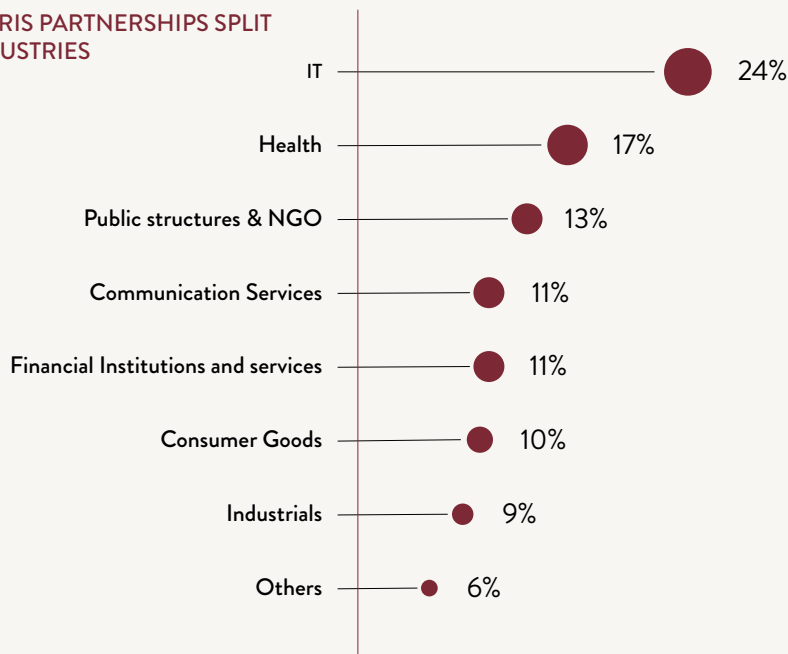
YEARS OF SALARIES
ARE ENOUGH FOR
HONORIS SCHOOL
LEAVERS TO PAY BACK
THEIR TUITION FEES.

The case for university and industry partnerships

Universities are one of the biggest repositories of talent due to the number of students they prepare for the workforce. There is a business imperative to strengthen the relationship between employers and training institutions. The lack of access to or direct lack of talent are material business risks for companies and economies as a whole, according to a recent Harvard Business School report. The report goes on to highlight the fact that training institutions cannot tackle the skills gap issue without the support of industry partners, and that the struggle is getting and keeping employers engaged. Without partnerships with universities, businesses may miss an opportunity to engage directly in the end-to-end process of training, identifying and securing their talent pipeline.

Since the inception of Honoris United Universities, our 15 institutions have cumulatively established over 800 formal partnerships with companies across 12 industries with which we collaborate on several fronts. Our Institutions offer a menu of recruiting, work-integrated learning, and talent-sourcing services to employers, from which students and alumni benefit.

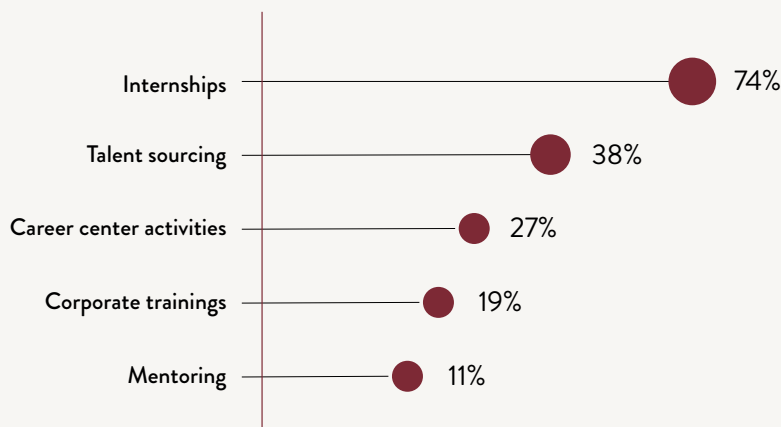
HONORIS PARTNERSHIPS SPLIT BY INDUSTRIES



Source: 2022 survey conducted by Honoris Research Department



TOP AREAS OF COLLABORATION WITH EMPLOYERS



Source: 2022 survey conducted by Honoris Research Department

Partnership investment

As one of our top employability priorities, we ensure dedicated resources are given to employer relations that are fit for the purpose of building the future African workforce and ensuring they are employed. This includes our **23 digital and physical career service centers** and **38 full-time dedicated staff across the continent** who manage employer relationships and provide recruitment support to all partners.

Internships, talent partnerships, and career center events are the top 3 areas of collaboration selected by our employer partners. Recruiters and employers work directly with institutional career center staff to identify interns and candidates for job posts within their companies. Career center staff dedicate many hours to these employer-facing services because being responsive and providing quality candidates create trust, and has a direct impact on our institutional employment rates.

Employers help our institutions to close the skills gap through participation in learning partnerships (27%) which include curricular co-design, classroom instruction by industry experts, industry-endorsed certifications, and Industry Research and Development collaborations. These allow industry experts to engage directly with students, to share their real-world experience, share knowledge about industry innovations, and demonstrate new competencies demanded by employers. 19% of employer partners appreciate our institutions' bespoke B2B services that are tailored to their needs and provided through the various online/on-demand and in-person upskilling and reskilling programs available across our network of institutions.

Honoris United Universities stands in the unique position of being one of the few higher education networks that collect, analyze, or exchange relevant data in the university partnership ecosystem. Our pan-African perspective on the focus of industry collaboration for over 800 companies across the continent is a solid base from which to strengthen employability outcomes for our graduates and students.



Hamdi Oueslati,

Director of Human Resources
at Clinique Olivier

said "We look for universities that are oriented towards collaborating on employers demands and recruitment strategy. Some institutions follow a more traditional university partnership which makes recruitment difficult."

Fayssal Rharzouz,

Project Manager at Capgemini

At Capgemini, I had the opportunity to interview various graduates from different schools for IT projects and I can testify that the candidates from EMSI are better suited to our needs. The students are agile and quick learners who are able to develop and improve both their technical and soft skills in the workplace."



Scaling quality employability services: The Université Centrale Group case

INSTITUTION PROFILE

The Université Centrale Group is currently structured into four institutions: Université Centrale; IMSET; UPSAT; and AAC; and extends across seven verticals including Health, Business, Law, Engineering, Architecture and Design, Journalism and Communication, Information and Telecommunication, and an Executive Training Center. As such, UCG has succeeded in building the largest post-secondary education platform in

Tunisia, spanning five cities: Tunis, Nabeul, Sousse, Sfax and Gabes. The group boasts a network of international partners and several collaboration agreements signed with prestigious universities in Europe, MENA, sub-Saharan Africa, the United States, Brazil and Australia. UCG is a distinguished leader in the North Africa region, that embraces 21st-century learning environments which include 64 labs & 10 campuses.

Scaling employability services across institutions

As an incredibly diverse network of post-secondary institutions, Honoris understands its responsibility to provide exceptional levels of support to the employability of all students. Common thread initiatives and a suite of employability services are scaled across the continent, whilst being adapted and tailored to local needs.

Our unique network gives us the opportunity to take best practice learnings from one institution or market, and apply these to another, continually building on the synergies of our world-class institutions and fostering collaboration at all levels.

Physical and digital career services

Université Centrale Group established its state-of-the-art **Honoris Career Center** in 2021 to serve students and alumni from Université Centrale, UPSAT, IMSET and AAC as well as employers and recruiters. The new-age career center is a seamless blend of digital and physical services, all in support of our partnership with Graduway, serving as a digital career center for every institution in the Honoris network.

At Université Centrale, the student career development journey starts with registration to MyU, its centralized digital portal used by its 7,000+ students and wider faculty. MyU allows the community to follow news and school events and is linked directly to the digital career services platform, UC Community, a multipurpose career services platform with a user-base of 2,000+ students and 700+ alumni. UC Community also supports a structured mentoring program that uses algorithms to match students and alumni with volunteer professionals who want to support upcoming junior professionals through career-focused coaching.

Talent management and sourcing

Université Centrale has added a CV generator to its menu of services as talent sourcing emerges as one of the top services demanded by employers. The CV generator is a customized institution-specific branded solution, created to optimize the time to create or revise a CV, and to improve its readability. Over 2,000 CVs have been processed since its launch in 2021. The uploaded revised and verified CVs form part of a searchable database that is accessible to career center staff and reduces the response time to employers who request shortlists of candidates for various jobs at their companies.

Career-ready graduates

The highlight of the year was the Annual Career Fair hosted by the Honoris Career Center and attended by close to 2,000 participants including employers and recruiters. Various career advancement programs that UC has on offer include language proficiency training courses as 42% of alumni reported working with multinational companies.

Employer Partnerships

Trust and reliability are the cornerstone of UC's employer partnerships. Companies like Leoni, Keejob, and Boosteno make on-demand candidate sourcing service requests to Honoris Career Center staff to drive their talent strategy. Staff have developed a total of 218 partnerships across the Université Centrale Group of institutions. Feedback from employers reference the value placed on the reputation and performance of prior graduate hires from UC as one factor for the continued engagement with the institution.



Abir Medini,

HR Global Development

at Kromberg and Schubert, Tunisia:

"We are more than satisfied with our partnership with UC. Our partnership has saved us money because UC graduates come prepared with technical skills but also with critical soft skills that we highly value."



83%

OF UC ALUMNI ARE
EMPLOYED LESS THAN
6 MONTHS AFTER
GRADUATING.

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Se former autrement





BUILDING INDUSTRY PARTNERSHIPS ACROSS AFRICA



Industry leaders shaping the curriculum: the Red & Yellow Creative School of Business case

INSTITUTION PROFILE

Founded in 1994, Red and Yellow (R+Y) is a CHE and SETA accredited Private Higher Education Institution headquartered in Cape Town, with specialized academic degrees in digital & creative arts, marketing, design, and content creation and a wide range of popular online short courses and certificates. Its highly regarded corporate training team delivers innovative & customized programs with key references such as Absa, Vodacom, Sanlam, and Unilever, in

addition to longstanding ties with industry including companies like Ogilvy, TBWA, and DYDX. Multiple students are nominees & winners at local and international awards ceremonies, including the Loeries, Pendorings, and D&ADs. R+Y is the publisher of the world-renowned textbook 'eMarketing: The Essential Guide to Marketing in a Digital World' which has been downloaded over 1,000,000 times.

Industry collaborations

Red & Yellow graduates attained an **employment rate of 93% in 2021**. Red & Yellow believes its students' success is due to its deep and longstanding ties within the industry as they continue to work with leading brands and agencies throughout Africa. No other African higher education institution has such high levels of commitment to marketing and advertising, leading students to regularly be nominated or win local and international awards and ceremonies such as the Loeries, Pendorings, and D&ADs. The collaborations and partnerships of Red & Yellow make them the institution of choice for its students.

TOP REASONS ALUMNI CHOSE R&Y



Red & Yellow leveraged industry partnerships for a total of 384 internships and masterclasses. Red & Yellow regularly collaborates with UK-based D&AD, New Blood, and L'Oreal Brandstorm in various skills building activities including competitions such as brand challenges. Students are encouraged to solve problems defined by the industry in different challenges. Project briefs are set by clients and students are judged and awarded by top industry creatives for their ability to solve problems. Students are placed into cross-disciplinary teams and given five weeks to solve the challenge. This is an ideal opportunity to emulate the roles in a marketing company, such as strategist, designer, and researcher, that go into solving problems.

A skills gap survey with IAB SA in 2020 and 2021 revealed that employers value **communication, adaptability, motivation, self-management, and teamwork** as soft skills. These are the skills that students are expected to demonstrate during the team challenges.

Dorcas Phakoe,
Senior Resourcing Consultant
at ABSA

said "We are highly impressed with the Red and Yellow team; they're proactive, professional, organized and their turnaround time is always good. No request that is too big or too small for the team. Every time I've dealt with them they have exceeded my expectations."



R&Y's BCom Marketing degree is offered in association with Unilever. With the industry-leading expertise and experience that Unilever will bring to the collaboration, the students of R&Y will experience invaluable training by guest lecturers and interactive workshops, and unique experience in projects and work readiness programs with global conglomerate.

"A massive thank you to the incredible work and effort put into the brand challenge at Red & Yellow - we were blown away by the quality of work presented by the students! Truly one of the best reverts I've seen."

Bontle Modiselle, Brand Manager, Axe (Unilever)

Red & Yellow's dedicated industry partners and collaborators are actively engaged in assisting graduates to shaping their future. As a result, 70% of graduates go on to work for mid-size to large corporations, and 38% gain work with multinational companies.

STUDENT OUTCOMES

93%

RED AND YELLOW
OUTSTANDING
EMPLOYABILITY
RATE IN 2021



Work-ready partnerships to support vocational training: the IMSET case

INSTITUTION PROFILE

Founded in 1993, IMSET is home to campuses in Tunis, Sousse, Gabes, and Nabeul, and is the first and largest private technical and vocational institute in Tunisia. Over 57 programs in five verticals: Health & Agri-food, Customs Management & Services, Art & Design, and Computer & Multimedia Technology. More than

250 agreements with local and international academic and professional partnerships support its students, in addition to a unique employability unit, Entreprise d'entraînement, in collaboration with Swisscontact, with the purpose of training students to ensure their professional integration.

Harnessing TVET excellence for employability

In 2021, IMSET partnered with the International Finance Corporation (IFC, part of the World Bank Group) to conduct the Vitae 360 Assessment to evaluate the employability of its students. IFC administered its Vitae Employability Tool which benchmarks institutional processes that support student employability outcomes. The tool has been deployed for, and internationally benchmarked on higher education institutions in Asia, Africa, the Middle East, Latin America, and the Caribbean. Institutional performance is based on 72 measurable elements across five (5) dimensions of employability:

- **Strategy for Employability**
- **Career Services**
- **Employer Engagement**
- **Relevance of Learning**
- **Retention, Completion & Alumni**

IFC TOP SIX TVET EMPLOYABILITY PERFORMERS IN AFRICA



The Vitae 360 Assessment sampled over 1,200 IMSET students and alumni. The report identified institutional successes that were having an impact on student outcomes, and also provided recommendations to expand IMSET brand recognition with top employers in the Tunisian market. Findings from the report show that IMSET scores high on four out of five of IFC's dimensions of employability. **With an overall score of 71% on employability, IMSET is competitive with IFC's top five employability performers in Africa and MENA which scored an average of 75%.** IMSET also had the highest score on employability amongst TVETs in Africa and MENA assessed by IFC, thus making it a top class TVET institution on the continent.

Alumni's responses on why they chose IMSET was almost evenly spread across the board with the top ranked responses being the quality of the campus and facilities, the quality of faculty, the school's reputation and opportunities for self-improvement.

93% of IMSET alumni state that they were satisfied with their experience at the institution whilst 90% would recommend it to others.

Partnerships

Partnerships with multi-national businesses such as Biat, MSH, Ooredoo, Orange and local companies like Jelebi, Amadeus and La Poste Tunisienne amongst others, increase access to internships and job offers for IMSET students.

Training companies adding value to student practice

One element of IMSET's comparative advantage over other local and regional TVETs is the creation of its H2E institution. H2E is the 7th Tunisian training institution created through the Network of Training Companies of Tunisia (ReeT). ReeT is attached to a global network of more than 7,000 global private sector companies that work directly with student trainees on various real-world market operations in order to improve students' skills and competencies in a variety of industries. As part of the H2E program, students earn professional certifications and work experience they can leverage for jobs. IMSET's ReeT program is funded by Swiss Contact.

With more than 2,000 students and 15,000 Alumni since its inception, an extensive network of partners, training, and standards, IMSET is a model of TVET excellence for Africa. It offers a unique platform and provides international quality education. IMSET is groundbreaking in its mission of implementing vocational training programs holistically adapted to labor-market needs.

Dhouha Gaaya,
Deputy General Manager,
MSH International, France

We have interactive exchanges with IMSET, which understands our recruitment needs very well, and we have a constantly growing number of recruits. The quality of the soft skills of these recruits is up to our prerequisites. A rich and lasting partnership!



Nour KHEDHIRI

Accounting and
Finance Student IMSET Tunis

"Working at the H2E practice company is an excellent opportunity for my professional career, as a student in accounting and finance, the practice is very important to quickly get a job and that is what H2E offered us, it is to experience the real tasks, learn to communicate well with collaborators, be punctual, learn to respect employment contracts, to work in a team and to learn how to develop your technical and behavioral skills."



Using job fair events to connect students and employers: the EMSI case

INSTITUTION PROFILE

Founded in 1986, EMSI holds 16 urban campuses across Morocco in Casablanca, Rabat, Marrakech, and Tangiers, and is the leading engineering school in Morocco with diplomas recognized as equivalent to public schools' diplomas. Ranked as the top private engineering school by employers two years in a row, EMSI offers three research laboratories in the fields of academic scientific research, innovation, & invention with 200+ research teachers with 360+ publications & scientific contributions.

SmartiLab, EMSI's Innovation Center, is accredited as a FabLab by the Massachusetts Institute of Technology (MIT). EMSI has over 90 international awards over the last 10 years at worldwide prestigious affairs & competitions, including International Invention and Trade Expo London, ICAN Canada, and the Arab Innovation network. More than 140 employer partnerships including CapGemini, AXA, and Sanlam are supported by over six Career Centers for EMSI students.

Inviting a network of industry partners for job fair visibility

EMSI organizes one of the most reputable career fairs in Morocco, with its most recent held in three locations with a total of close to 5,000 participants and notable companies promoting the event and raising awareness with their audiences such as Renault, Capgemini, Deloitte, and TGCC.

	Job fair participants	Recruiters	Signed partnerships
Casablanca	2,000+	250	15
Rabat	2,000+	225	10
Marrakech	600+	130	12
Total	4600+	605	37

Student and graduate outcomes

EMSI's 2021 alumni survey results show an employment rate for IT students of 92% with an average annual salary of \$11K, at least 10% higher competitors.

EMSI students excel in different global forums and platforms where students demonstrate their innovative inventions and participate in cutting-edge industry research. In 2020, EMSI was awarded a bronze medal at AsianInvent, two silver medals, two bronze medals at Istanbul Corona VS Invention, and a gold medal at the Eurolevent.

In recognition of this excellence, EMSI was ranked as the best private engineering school by Campus Magazine.

These strong student outcomes reflect EMSI's commitment to excellence and providing value to their students.



Kenza Akli,

Senior Human Resources Manager
at Deloitte Morocco,

said "EMSI is amongst our top talent sourcing university partners based on our past experience with their graduates. 100% of students who complete internships with us from EMSI are offered long term jobs."





Enriching the student journey through work-integrated learning: the Université Mundiapolis de Casablanca case

INSTITUTION PROFILE

Established in 1996, Mundiapolis has two campuses in Casablanca (residential & urban), and is the leading private multi-disciplinary university with diplomas recognized as equivalent to public schools' diplomas, and includes four faculties: Business, Political Sciences & Law, Engineering, and Health and Executive Education. 27 programs in initial training and six programs in international

dual-degree pathways support its student-centric pedagogical approach that encourages “learning by doing” through project-based learning and an entrepreneurial culture from 1st-year soft skills development. With a large community of international students (21 nationalities), Mundiapolis is proud to have over 30 employer partnerships including IBM, Attijariwafa Bank, and Deloitte.

Graduates from the 2021 alumni survey realized an overall employment rate of 71% - 49% of alumni are working for multinational companies.

Embedding partnerships across various fields of study

With more than 30 partnerships within the Health, Engineering and Business industries, UM offers a variety of opportunities for students to enrich their practical experiences both locally in Morocco and overseas.

Business students can participate in internships at banks such as Attijariwafa Bank Group where they receive 4 months training and the opportunity to participate in the Start-Up Business competition, where two Finance Masters students placed first in 2021. Engineering students benefit from UX/UI design training led by telecommunications multinational, Orange Maroc, alongside tailored training for tomorrow's 'change makers' and supporting innovative entrepreneurship. AKKA Technologies organizes conferences on how to succeed in internships with the addition of an impactful final year project with the School of Engineering. Its staff also support students by organizing informational sessions on new technology and preparing students for job interviews.

Université Mundiapolis further utilizes its career center to hold speed-hiring events with partners like Renault that provides advice to those wishing to join the automotive industry, or Logigroup, a computer engineering service company often holding competitions to hire interns on campus.

Thanks to this diverse approach to partnerships across industries, UM found that 47% of alumni attribute finding a job to the professional and personal networks formed during their studies.



72%

EMPLOYABILITY
RATE IN BUSINESS,
ACCOUNTING
AND FINANCE

50%

OF MUNDIAPOLIS
GRADUATES WORK
FOR MULTINATIONAL
COMPANIES

30+

EMPLOYER
PARTNERSHIPS



esprit
Se former autrement
HONORIS UNITED UNIVERSITIES

Leveraging industry partnerships for pedagogy: the **ESPRIT** case

INSTITUTION PROFILE

Founded in 2003, ESPRIT is one of the largest engineering schools in Francophone Africa with programs in Engineering, IT, Telecommunications, Electromechanics, Civil Engineering, and 16 specializations such as AI, Data Science, IoT, Mobile IS. Its engineering programs are accredited by French agency « *Commission des Titres d'Ingénieurs* » (CTI) & part of the prestigious Conférence des Grandes Écoles. A world best practice in project-based learning recognized by the UN as a center for excellence and an active member of the CDIO initiative

(Conceive Design Implement Operate). ESPRIT holds seven research labs in AI, Cyber Security, Mobile Systems, and Industrial machinery alongside a dedicated School of Business, founded in 2016, with 3 Bachelor's and 6 Master's degrees in business and management, supported by more than 50 corporate partnerships. With a total of 14,000 students enrolled in Engineering and Business-related courses, the fundamental goal of Esprit is to ensure the success of its students by providing a world class education.

Excellence in academic innovation: the Project-Based Learning approach

ESPRIT faculty are progressive thinkers who challenge traditional models of education. To achieve the caliber of engineering, business management, and entrepreneurial graduates, ESPRIT faculty employ innovative pedagogical approaches that incorporate problem-based learning. This approach allows students to use technology to collaborate and find solutions to real-world issues. For its success and recognition as a center of excellence in this approach, ESPRIT was selected as best practice by the UNESCO Chair in PBL in Engineering.

Onboarding and induction for all students of ESPRIT starts with one PBL task to complete, further encouraging the Honoris collaborative intelligence vision.

The hallmark of an ESPRIT education is collaboration with students, teachers and industry to discover how various job functions require different combinations of skills and knowledge. This is exemplified in the co-curriculum design approaches utilized by the ESPRIT School of Engineering (ESE), and the participation of industry experts as classroom instructors and guest speakers to share industry and professional insights.

Employer-certified training and partnerships

Esprit signed an agreement with Siemens to collaborate on integrated inter-departmental projects using different Siemens' technologies like 3D printers; this collaboration leads to certifications. Esprit students participated in an AI-Applications training program certified by the Nvidia Deep Learning Institute. At the end of their training they were able to build, and deploy a complete scalable AI application. Esprit is a member of the Huawei ICT Academy which offers its members' students Huawei ICT technologies training, encourages students to get Huawei certification, and develops talent with practical skills for the ICT industry and the community.

Work-study programs with Vermeg, PWC, Capgemini, Vneuron, Inetum and Sofrecom are among 30+ business that employ ESPRIT students on work-integrated learning (WIL) at the employer partner's office several days in a week while still attending school.

The Research, Development and Innovation (RD&I) department alongside The Learning Factory also implements the ESPRIT-Tech program where several teams work on a variety of research projects related to cutting-edge technology in collaboration with industry partners and driving the employability of ESPRIT students.

Industry collaboration has proved to be a crucial element in distinguishing ESPRIT from its competitors, earning a reputation for excellence, innovation, and pedagogy that emphasizes employability. Employers see ESPRIT graduates as a quality talent pool from which to source interns and employees.

Lamjed Bettaieb,

Deputy General Manager of ESPRIT Group, commented, "The main goal of PBL at ESPRIT is to facilitate the students' learning process and support their acquisition of complex technical competencies. The projects engage students in the problem definition, design process, contextual understanding and implementation approaches, whilst they learn to work in teams, and to plan and carry out different tasks that are required during the different projects. Students are expected to draw information from a variety of sources and be able to filter, analyze and interpret the relevant points, and communicate effectively to different audiences in oral, visual, and written forms."

Ange Michelle Nyankam Tchoutouo ESPRIT School of Engineering Student

"I took part in the workshop on collective intelligence and I really appreciated this workshop because the work was done in groups and the interventions of each person were taken into account. Also, the communication between participants and with the supervisor was very fluid and the atmosphere in general was superb."

83%

ESPRIT EMPLOYABILITY
RATE IN IT IN 2021

65%

OF ESPRIT
GRADUATES WORK
FOR MULTINATIONAL
COMPANIES

45%

OF ALUMNI ATTRIBUTE
THEIR EMPLOYMENT
TO INTERNSHIPS
ORGANIZED BY ESPRIT.



fedisa
FASHION SCHOOL
HONORIS UNITED UNIVERSITIES
Cape Town • Sandton

Leading fashion through industry collaboration: the FEDISA case

INSTITUTION PROFILE

Established in 2005, FEDISA has two campuses - Cape Town and Sandton, and is South Africa's leading higher education provider in Fashion Education. Highly regarded for its premium academic offering in the fields of fashion, design, and retail, FEDISA has state-of-the-art learning environments including

computer labs, versatile fashion studios, photographic studios, technology labs, and a research library. It holds a network of strong partnerships with fashion industry leaders including several annual collaborations including The Foschini Group, Truworths, South Africa Fashion Week, Cape Union Mart, Markhams, and K-way.

FEDISA worked with The Foschini Group (TFG) to create a specialized denim teaching & learning module for future graduates. The Concept Denim Module consists of both product development (BA: Fashion) and visual merchandising elements (Diploma). The culmination of that collaboration was the FEDISA Fashion Flash Event & VM Exhibition which was attended by fashion enthusiasts.

FEDISA has been in an 8-year partnership with Cape Union Mart and K-Way to create new athleisure sub-brands within Cape Union Mart's broader lifestyle categories. It was also recently recognized by The Vanguard's Net-a-Porter as one of the prestigious fashion institutes in Africa. One of FEDISA's final year students, Courtney Mardon was shortlisted as one of the international finalists.

Student outcomes

FEDISA is recognized as a preferred partner for industry talent due to its implementation of industry standards and its employability rate of 76%.

Several factors contribute to making FEDISA one of South Africa's prestigious fashion institutes. Aside from industry collaborations, FEDISA students and alumni benefit from a state-of-the-art facility with all the standard and innovative equipment, and teaching approaches.

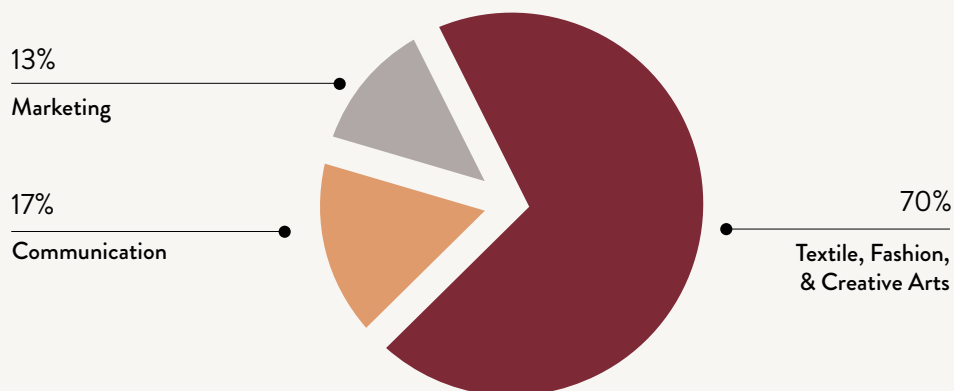
In 2018, FEDISA launched a state-of-the-art technology lab alongside The Foschini Group (TFG) for its aspiring designers, providing access to some of the most globally advanced machinery and giving students a head start and a competitive advantage upon joining the workforce.

These experiences help students to understand what it takes to succeed in fashion. Graduates gain experience in diverse stages of the fashion value chain starting from creating a brand, marketing, labeling, garment design, production, merchandizing, and retail.

The top three reasons for choosing FEDISA among recent graduates are job opportunities (41%); reputation (35%) and a tie for curriculum, and to start my own business (29%). All 100% of recent graduates agreed that the curriculum content was relevant to the fashion industry and its current labor market. FEDISA graduates have diverse careers in various industries, serving in different roles, with an average time to find employment currently at two months.



Manie Maritz,
CEO, Fashion,
Home and Beauty at Woolworths,
said "We highly recommend
FEDISA Fashion School.
It's the best fashion school
in South Africa and certainly
one of the top five in the world."





FACULTÉ DES SCIENCES
DE LA SANTÉ
SOUSSE · TUNIS · SFAX
HONORIS UNITED UNIVERSITIES

Fostering partnerships in healthcare regionally and globally: **the UPSAT case**

INSTITUTION PROFILE

Founded in 2002, UPSAT spans three cities in Sousse, Tunis, and Sfax, and is the first pioneering paramedical school in Tunisia to be recognized by the Ministry of Higher Education and Scientific Research, & the Ministry of Health. UPSAT is recognized for the excellence of its academic training & the high qualification

level of its graduates, with six programs in nursing, anesthesia, optometry, physiotherapy, optics, & radiotherapy. High-performance pedagogical equipment enables students to have opportunities to integrate other specialties or university degrees in Tunisia and abroad, supported by 89 academic partnerships.

Health care partnerships

A talent sourcing ecosystem is developing in Tunisia around healthcare training programs, especially for job functions with known labor shortages such as nursing. Both public and private sector organizations and companies have signed agreements with UPSAT to secure their healthcare talent pipelines. These partnerships represent a cross-section of local and international companies and organizations in the pharmaceutical, healthcare service, equipment, biotechnology, and insurance industries. These include top employers like healthcare organization Sanofi, Tunisian pharmaceutical company Teriak, Caisse Nationale de Sécurité Sociale (CNSS), Sousse-based Clinique Olivier and Clinique Carthagène amongst others.

International partnerships include French university hospital Amiens Pircardies, Collège d'Enseignement en Thérapies Manuelles Appliquées (ETMA) focusing on physical therapy in Belgium and Germany, as well as MSH and Nextcare, both health insurers in France. Partnerships such as these increase students' exposure to international employers with the opportunity to apply for entry-level positions or where applicable, further study.

As Tunisia continues to reinforce its status as a talent outsourcing hub for the world, this is beneficial for both parties given UPSAT graduates' internationally-recognized qualifications and global-ready mindsets.

Hamdi Oueslati,

Director of Human Resources Director
at Clinique Olivier, Tunisia:

"Our partnering strategy is comprehensive. We visit institutions, talk to professors, students, we got to classrooms to understand the quality of the health programs. UPSAT remains one of our top talent partners because they support employers' recruitment strategy."



Career-ready graduates

UPSAT alumni have a 73% employment rate and find jobs within 6 months of graduation on average. UPSAT health science program graduates are not only sought after by local Tunisian companies, but they are also in demand by foreign companies. A total of 45% of UPSAT alumni work for multinational companies.



80%

OF UPSAT EMPLOYED
ALUMNI ARE WOMEN

92%

OF UPSAT EMPLOYED
ALUMNI ARE WORKING
IN TUNISIA



Lifelong learning is fundamental to lifelong employability: **the MANCOSA case**

INSTITUTION PROFILE

Founded in 1995, MANCOSA holds campuses and learning centers in major cities Durban, Johannesburg, Pretoria, and Cape Town, and is the leading Southern African distance education institution & most trusted educator with more than 25 years of experience in distance & online higher education. It offers 50+ accredited programs and its renowned MBA which is ranked among 10 of the best MBAs in Africa. Dedicated schools for IT, Education, and Healthcare Management are available to its students, in addition to Executive Education Short Learning Programs 'MANCOSA skillME' – 100% self-paced

to upskill the workforce and meet the 21st-century business environment requirements. A STEAM lab, and the iTEACHlab encourage teachers to embrace 21st-century technology in teaching, in addition to a Center for Innovation, as a central hub driving fit-for-purpose education. MANCOSA launched its Million Books Project in 2017 to promote access to books & reading in previously disadvantaged schools. Its Infinity Green sustainable gardening initiative continues to create an impact with several additional projects under the institution's Corporate Social Responsibility pillar.

Online and continuing education

The School of Information and Digital Technology (SIDT) is MANCOSA's response to the overwhelming demand for contemporary, fit-for-purpose digital and IT continuing education by its working adult student population. The SIDT attracts students seeking to advance their skills and qualifications as technology professionals, whilst also catering to students who may work in a variety of other industries. Online short learning programs offered by SIDT enable students to learn a new skill, at their own pace and convenience, in the comfort and security of their home,

and at affordable prices. Partners like Nedbank work with MANCOSA to fulfill their employee continuing education and professional development goals. Nedbank works closely with RBS to tailor the MANCOSA programs to its 172 staff who are enrolled in courses to advance their careers in law, digital marketing and other areas.

In 2021 MANCOSA launched SkillMe which is a short course option program that fast-tracks students' employability goals. Programs are interactive and leverage gamification methods to keep students engaged in learning. Program content is structured to test students' knowledge through simulated real-world problem scenarios based on various industry work functions and roles. Students who complete the program have the option to request for blockchain certificates.

Another addition to MANCOSA's programs is the School of Healthcare (SOH) which was created to respond to the continuous professional development needs of healthcare workers in the Southern Africa. Upskilling, reskilling and continuous professional development is necessary across all healthcare functions. Consequently, the SOH program will contribute to the development of a future-ready healthcare workforce initially through a range of futuristic short learning programs covering a wide range of healthcare-related topics. MANCOSA is currently in the process of rolling out healthcare-related formal learning programs such as the Higher Certificate in Healthcare Management.



Dr. Abdulla Kader,

Senior Manager at Nedbank, said MANCOSA's bespoke approach to continuing education is industry and working adult friendly – no endless application process, designed for convenience, and relevance for our staff. MANCOSA staff are easily accessible.

BREAKDOWN OF MANCOSA 2021 EMPLOYMENT RATE



As of the 2021 alumni survey, **Mancosa's combined working adult and school leavers' employment rate was 88%**. Alumni were working in five (5) main industries in order of ranking: Financials, Industrials, Communications and Healthcare and Consumer goods tied.

The top three (3) reasons that students select MANCOSA are self-improvement, to access job opportunities, and to get a promotion. Responding to labor market demands and securing a salary increase were the fourth and fifth reasons, respectively.

In 2023, MANCOSA will endeavor to augment program offerings and skills development opportunities aimed at developing skills such as entrepreneurship, agility, innovation and problem solving. MANCOSA plans to launch an incubator, embrace an entrepreneurial community, make available physical spaces for additional student guidance and advice and invite more corporates to participate in academic related activities. These are just some of the approaches that MANCOSA will be perusing as it attempts to realize its vision of: "Education for a better world for all".

MANCOSA achieved an exceptional student return on investment, with alumni needing **no more than four months** of salaries to pay back their tuition fees.

4

MONTHS
PAY BACK
PERIOD

88%

AVERAGE
EMPLOYMENT
RATE



Industry professionals train students ready for the workplace: **the EAC case**

INSTITUTION PROFILE

Established in 2004, EAC is a 17,000 sqm campus in Casablanca, Morocco's first and only state-recognized private Architecture School with four programs in Architecture, Landscape, & Urban Planning. EAC holds five national & international academic

partners including the reputed Sorbonne University in Paris, with seven prizes, won in international & national competitions including Pittsburgh Platform Competition 2020, International Holcim Awards, and Concours International ESSEC.

Professional expertise in the classroom

Almost 100% of EAC faculty are practicing architects. This means that there is a high level of industry relevance in the curriculum and courses offered at EAC, and that is it also based on real and rigorous industry standards. These real world standards for learning encourage students to be work-ready graduates, capable of immediately making an impact in various types of organizations upon graduation. Students also have the opportunity to enjoy multiple conferences, events and partnerships with employers including Archimedia Group in Morocco.

EAC follows a pedagogical approach based on practical, project-based workshop teaching. Students practice architecture under the supervision of professional teachers, with a supervision ratio of 17 to 20 students per instructor. EAC has two plastic arts workshops, dedicated to the activities of sculpture, drawing, painting, calligraphy, etc. Here, students learn the techniques of making study models which relate directly to the projects and themes addressed in the architecture workshops. In addition, EAC facilities are equipped with all the hardware and software necessary for the design and representation used in architecture and town planning.

EAC graduates achieved an employment rate of 80% for 2021, largely adding value to Morocco's rich tapestry of independent local architecture firms.



80%

EAC EMPLOYABILITY
RATE IN 2021





BUILDING CAPACITY IN AFRICA'S STEM WORKFORCE



**MEDICAL
SIMULATION CENTER**
HONORIS UNITED UNIVERSITIES

Training Africa's future healthcare professionals: the Honoris Medical Simulation Center case

INSTITUTIONAL PROFILE

Founded in 2018, the Honoris Medical Simulation Center (MSC) is a 2,500m² site in the heart of Tunis, a dedicated professional training center for students & healthcare professionals. It is the first Medical Simulation Center in the region to be fully accredited by the world's premier healthcare simulation accreditation body, the Society for Simulation in Healthcare (SSIH), one of just eight accredited centers in Africa. Four simulation types including

mannequin technologies in a hospital setting, scenario-based simulations, actor-based simulations, and cutting-edge virtual reality technologies are on offer to both school leavers and working professionals. Its research was recognized as the world-class quality of simulation-based education for health sciences at the International Meeting on Simulation in Healthcare (IMSH) 2023 in Orlando, USA.

Training and Innovation

The MSC has four unique Simulation Units - including those using hospital settings, emergency simulators, and cutting-edge VR tools - making it one of the best simulation facilities in Africa. The MSC's unique maternity ward configuration includes live births, instrument handling/delivery training and birthing/operating theater exercises complete with medical equipment. This ensures that trainees are ready to face a variety of medical challenges. As a Honoris shared space, all health students from across the Honoris network in Tunisia have access to the world-class facility.

Chadli Dziri, MD, FACS, Professor Emeritus of General Surgery at Medical School of Tunis – University Tunis El Manar, Director of the Honoris Medical Simulation Center, a fellow of the American College of Surgeons, and board member of the American Journal of Surgery, has spearheaded a number of health innovations that have gained the institution more recognition. Dr Dziri worked in collaboration with Université Centrale Polytech School to create the Smart Decision Support System (SIMco) using virtual reality. SIMco allows neurologists to diagnose people with neurological disorders (*Alzheimer's, stroke and Neuropathy*) which have a direct impact on driving. The process relies on a driving simulator in a 3D environment in order to assess and analyze the driving behavior of patients.

Prof Dziri commented, *“The Honoris Medical Simulation Center is seen as a reference point for global medical simulation as we continue to provide unique access to a depth and breadth of cutting-edge simulation services that have not been available before on a pan-regional level. Our presence at this year’s IMSH is a fantastic opportunity to share our best practice and findings from the use of our technology and innovative methods, continually testing and learning to improve both learner and patient outcomes aligned to our mantra of ‘never the first time on the patient’.”*

Outcomes, awards, and recognition

To date, more than 5,000 students, 400 healthcare professionals, and more than 60 obstetricians from across Northern and Sub-Saharan Africa have been trained at the facility. The MSC was a finalist for the PIONEER Award in the Progressive Education category. This nomination was in recognition of some of the cutting-edge health technologies that have been developed by MSC such as a Virtual Reality app that uses a camera of any mobile device to create virtual reality experiences. This project was done in partnership with Alien Dimension, a company that creates interactive learning experiences through VR simulations.

With so much on offer, both within experiential-learning spaces and through professional training development opportunities, the MSC is creating a new vision of the future of healthcare training in Africa. Whilst serving all of the Honoris Tunisia health institutions through the MSC, Honoris plans to expand its medical simulation offering to Nigeria in the short term.

Equipping the future engineers for the Fourth Industrial Revolution: the EMSI case

As part of the network-wide commitment to academic innovation across the continent, Honoris implemented the first pan-African augmented (AR) and virtual reality (VR) platform in partnership with California-based AR/VR world leader, EON Reality. This commenced in Morocco and will expand across the rest of the Honoris network, as part of Honoris’ commitment to invest in academic innovation and the exploration into new methods of delivery with a strong focus on student success. The key verticals of engineering and IT, health sciences and architecture were the first to benefit from the embedded XR solutions at the leading Honoris institutions, EMSI and EAC, before its expansion across the continent. To enhance the learning experience and further increase job preparedness, students have the opportunity to experience virtual field trips, undergo simulated lab exercises, emulate real-life building projects and more.



95%

OF STUDENTS STATE THAT THE SIMULATION TECHNIQUE LEARNT AT MSC HELPED THEM IMPROVE THEIR TECHNICAL SKILLS

84%

OF STUDENTS FELT MORE CONFIDENT TO REPEAT THE PROCEDURE IN THEIR CLINICAL PRACTICE AFTER PRACTICING AT THE MSC.



Building capacity in STEM for sub-Saharan Africa: the Nile University of Nigeria case

INSTITUTION PROFILE

Established in 2009, Nile University, a 113-hectare residential campus, based in Abuja, is a multidisciplinary university with a wide portfolio of NUC-accredited programs, including 80+ undergraduate and postgraduate programs including six best-in-class faculties in Medical & Health Sciences, Arts & Social Sciences, Engineering, Management Sciences, Natural & Applied Sciences, and Law. A best-in-class medical school with 12 medical labs and academic partnerships with four hospitals, including the world-class

Nizamiye Hospital in Abuja. Nile holds the Award of Excellence to Engineering Students by the Nigerian Society of Engineers for breakthrough innovation designed to combat the food crisis in Africa, and its sports team is the reigning National Division in basketball and NUGA basketball champions. State-of-the-art learning spaces, quality, and secure hostels, and outstanding sports facilities are supported by 25+ partnerships with international universities across the globe.

Addressing the talent shortage in STEM fields in Sub-Saharan Africa

Sub-Saharan Africa ranks among the lowest in numbers of professionals within STEM fields. This can be attributed to lower rates at which African students are enrolling in Sciences, Engineering and other related programs. Nile University of Nigeria (NUN) started off with 384 students in Health sciences, Engineering (*IT, Civil engineering, Petroleum and Gas and Biotechnology*) in 2017 and has grown to 1,334 within 5 years. STEM programs have achieved yearly growth of about 20%. This remarkable growth is in response to the huge demand for STEM professionals in Nigeria and the continent at large. For example, the WHO observes that the doctor to patient ratio in Nigeria is over eight (8) times above its recommendation of 1:600. This was part of the impetus for establishing the Faculty of Basic Medical Science and the College of Health Sciences. Both of these faculties have been accredited by the Medical and Dental Council of Nigeria (MDCN) and granted full National Universities Commission accreditation.

Partnerships with professional industry associations

To improve access to and quality of jobs NUN has established partnerships with a number of professional industry associations and private businesses in STEM. Institutions such as the Nigerian Institute for Mechanical Engineering, Civil and Power Engineering independently and respectively provide support by way of industry insights, lectures in the classroom and also mentor alumni and students as they navigate their career development journey in STEM fields. Industry giants such as Julius Berger and the Nigerian Communications Company provide internships and work integrated learning opportunities to NUN students.

For its medical and health sciences students, partnerships with local hospitals Nizamiye Hospital; Asokoro General Hospital; and Wuse General Hospital, give students real life clinical practice experience during their courses. At the same time, Honoris plans to expand its award-winning Medical Simulation Center to Nigeria in the short term to increase hands-on experience and support the ethos of 'never the first time on the patient'.

Student outcomes

Nile achieved an employment rate of 76% in 2021, whilst 21% were enrolled in the National Youth Service Corps (NYSC).

With over 2,500 students and 700+ alumni on the digital career services platform, students can network online, and engage in webinars by industry experts. They can also participate in NUN job fairs where over 60 employers come to engage directly with their future talent and prospective workforce. Global consulting company, PwC, played a key role in defining and developing the menu of services for Nile's Career Center.

Nile University is committed to building future generations of IT, Engineering and Healthcare professionals that can thrive and positively impact Africa, supported by a robust investment plan into its campus infrastructure including greater capacity state-of-the-art labs for STEM students.



3X

MORE STUDENTS
ENROLLED IN STEM
FROM 2017 TO 2022



A winning Project-based approach to train industry experts in Digital, Creative Arts and Design: **the Académie d'art de Carthage (AAC) case**

INSTITUTION **PROFILE**

Founded in 2008, AAC is a vocational Creative Arts & Design School with specialisms in Audiovisual & Photography, Computer Graphics & Multimedia, Architecture & Design, Journalism and Animation. State-of-the-art facilities, with recording studios, audiovisual and innovative computer equipment make AAC

an audiovisual partner of Le Festival du Film de Carthage since 2015. AAC is part of the National Network of Entrepreneurial Centers supported by the European Training Foundation. AAC's 800 students come from more than 14 countries and graduates approximately 200 students each year.

Student outcomes

Although it may seem that AAC graduates are destined only for the creative economy, results from the alumni survey show that 75% of the 2021 graduates found jobs in Communication Services while 25% were in IT. Even more interesting, there was a diversified spread in terms of job roles for the 64% graduates that were employed.

AAC Alumni Destination

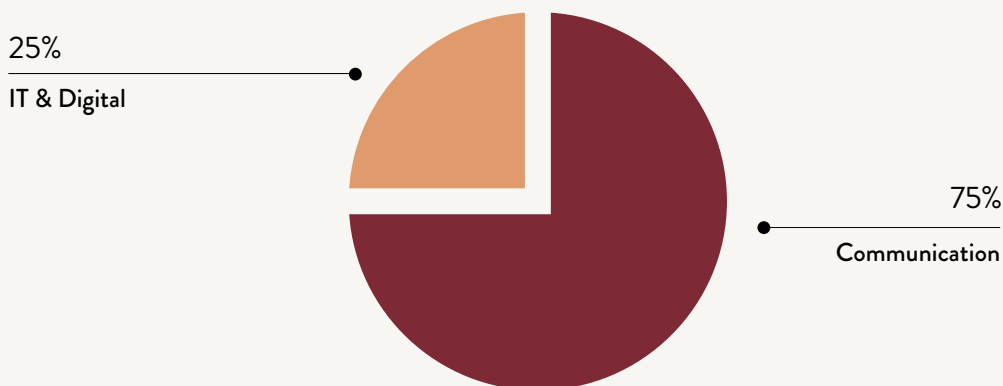
AAC graduates also have **a short payback period that is less than 1 year**, meaning that most alumni's first annual salary is higher than their tuition.

The creative arts economy has been evolving over the past decade in tandem with changes made to how people consume media. This change includes new tools used by graphic designers and professionals within the audio-visual industry. The continuous invention of new software applications allows for a wider range of design formats from augmented to virtual reality (VR). AAC students are taught by industry experts using project-based approaches that support experiential learning and apply the latest technologies. The ability to transition into the real world of work is one of the areas for which AAC students have received commendations from employers. 66% of alumni attribute their jobs to internships, directly supported by the Honoris Career Center.

Africa's creative and digital arts economy is growing exponentially and AAC students who choose this path are leveraging their skills and talent within the industry.



AAC ALUMNI DESTINATION



YEAR PAYBACK
PERIOD FOR AAC
GRADUATES



New academic models to increase student ROI: the Le Wagon Africa case

World-leading coding bootcamp, Le Wagon, expanded into Africa by partnering exclusively with Honoris United Universities, to open coding bootcamps across the continent. With a steadfast focus on driving the employability of Africa's future leaders, Honoris and Le Wagon enables students to secure roles at tech and digital companies, to freelance or to follow entrepreneurial pursuits.

Le Wagon has established a presence in Honoris beacon markets – beginning with Mauritius, Morocco and South Africa – alongside developing institutions in 14 further key tech hubs across Africa over the next five years.

Already, Le Wagon alumni have achieved employability rates of 91% in Mauritius and 80% in Morocco, changing the lives of its students both school leavers and career-changing working adults.

91%

EMPLOYABILITY RATE
OF LE WAGON
MAURITIUS STUDENTS

80%

EMPLOYABILITY RATE
OF LE WAGON
CASABLANCA STUDENTS

Le Wagon's mission is to enable the greatest number of people to learn technical skills in order to update their skills, change careers, or launch their own projects. Launched in 2013, the school offers a web development course, recognized as the best coding bootcamp in the world, as well as a data science course. Le Wagon now boasts an international presence in 40 cities around the world, an alumni community of 20,000 people, a proven teaching method, and a corporate offer for companies to train their employees.

So far, more than 2,410 web apps have been built by Le Wagon students, and 100+ early-stage tech startups have been created by Le Wagon alumni raising 100m+ USD.







FOSTERING THE ENTREPRENEURSHIP & INNOVATION ECOSYSTEMS

Employability and Entrepreneurship are key for African Higher Education

Entrepreneurship skills and a wider understanding of the entrepreneurship ecosystem are vital components of ensuring graduates' readiness for the new world of work and as job creators. Including entrepreneurship in higher education programs is one solution that can impact opportunities post-study, but universities need to go beyond just teaching it. They need to establish incubators that help to strengthen the business idea, and to support with resources where available, to take the idea to market.

Since 2017, Honoris United Universities has established **11 multipurpose 21st Century Learning Environments including innovation hubs, incubators, makerspaces, and cutting-edge laboratories across the network.** These incubators support students by directly helping them to develop their entrepreneurial skills or unlock funding for those established entrepreneurs ready to enter the market.



REGENT
BUSINESS SCHOOL
HONORIS UNITED UNIVERSITIES

Developing makerspaces and incubators to infuse entrepreneurship into the student journey: **the REGENT Business School case**

INSTITUTION **PROFILE**

Founded in 1998, REGENT has campuses and learning centers in Durban, Johannesburg, Pretoria, East London, Cape Town, and in Swaziland and Namibia and is an innovative business school of the Fourth Industrial Revolution preparing agile leaders with an entrepreneurial mindset. Offering 30+ accredited and internationally recognized programs, which include MBA, PGs, and UGs degrees, covering areas of business

administration, commerce, management & leadership, finance, entrepreneurship, local government, and educational management. Tech-rich experiences with makerspaces, and the iLeadLAB assist in empowering students with core competencies for the 21st-century workplace, in addition to a dedicated unit, redHUB, to provide training, mentoring, and incubation services to start-up entrepreneurial ventures.

BREAKDOWN OF REGENT BUSINESS SCHOOL 2021 EMPLOYMENT RATE



Responding to the unemployment crisis

RBS developed two business incubators to support the entrepreneurial aspirations of its students in response to South Africa's poor economic growth and unemployment crisis. redHUB is the entrepreneurial center that was established to support economic recovery at a grassroots level while iLeadLab is an academic makerspace intended for fabrication and to developing market products. RBS established redHUB and iLeadLab as part of its institutional innovation ecosystem to support start-up incubation and small business development.

Entrepreneurship initiatives

redHUB's mission is to provide practical education, training and mentorship for aspiring and early-stage entrepreneurs by nurturing their disruptive and innovative skills. RBS students that complete their entrepreneurship program are job-literate, technically numerate, professionally skilled, communicatively competent and ethically sound entrepreneurs whose employability increases just by virtue of the 21st Century skills, attributes and competencies they acquire. The program embeds soft-skills such as: autonomy, creative problem solving, goal orientation, networking, system thinking and teamwork; into the curricula as learning objectives and behavioral outcomes to help students to develop an innovation mindset.

RBS' iLeadLab on the other hand, is an ideal place to expose students to 4IR technologies such as Laser Cutting, Sublimation, Web-development and Social-Media Marketing. Students learn the skills needed to execute a full project. For example, students learn how to manufacture a prototype, and product for the market and how to sell. RBS offers a certificate program in entrepreneurship which is the 1-year Higher Certificate in Entrepreneurship (HCIE) program. The program culminates in a "Shark Tank" type competition with prize money of \$8,500 (R150,000) which is shared among the top 15 students.

RBS' investments in iLead and redHUB have led to increased student participation in entrepreneurial activity and the feedback from students is encouraging. Students comment on how the innovation lab program has assisted them in starting their own businesses and express gratitude for the opportunity to acquire entrepreneurship skills.

RBS' redHUB and iLeadLab continue to innovate, looking for better ways to enhance a learning journey that leverages both entrepreneurship and employability. RBS graduates are innovative creators, multifaceted collaborators, and proficient communicators that are creating businesses. These RBS initiatives are helping prepare the next generation of African entrepreneurs and innovators to make an impact on the global stage.





A shared space for all students entrepreneurs: the Honoris Collective Lab in Tunisia

Based in Tunisia and affiliated with UCG, the Honoris Collective Lab incubator's mission is to support entrepreneurs to successfully complete their projects and launch their business ideas. As another Honoris shared space, the Honoris Collective Lab applies a team-based approach to incubating ideas so will configure teams that include a coder, engineer, product developer together. The team participate in a series of trainings and workshops on soft, hard skills, and how to raise funds. These sessions are led by industry experts who help teams refine and solidify their business idea over a period of one year. Various additional resources are put at the disposal of the team including a co-working space with Wifi. This gives teams the opportunity to network, and even brainstorm with other applicants who share a totally different perspective.

Collective Lab is intended to encourage entrepreneurship among students of the Universite Centrale Group but also invites the participation of emerging entrepreneurs outside the UCG network.

Each year Collective Lab finds start-ups that have reached a sufficient level of maturity to participate in training and coaching activities to accelerate their time to launch.

To date Collective Lab has incubated **100 diverse projects** that include service industry, agritech, tourism, edtech, and cosmetics. Collective Lab has supported 40 teams to finalize their business plans, raised seed capital for 3 projects, and supported the legal registration of 13 startups. These start-up projects have created 85 full-time jobs, and 231 part-time contractual work.

Students from UPSAT who have access to the Honoris Collective Lab have achieved remarkable success. UPSAT has supported the launch of three start-ups in Healthtech by students in Anesthesia Resuscitation and Orthoptics in partnership with Connect'Innov, a Tunisian incubator that helps to develop and launch innovative projects in Healthtech: E-Health, MedTech and BioTech.

Given the success and measurable outcomes of the Honoris Collective Lab in Tunisia, the network is now building a purpose-built facility in Nigeria to support students at Nile University.

100
PROJECTS INCUBATED



esprit
Se former autrement
HONORIS UNITED UNIVERSITIES

Placing higher education in the heart of the entrepreneurship ecosystem in Tunisia: **the ESPRIT case**

Start-up Tunisia's recent report indicates that 56.7% of student entrepreneurs are from technical fields, and that ESPRIT has the most student entrepreneurs at 18.3%. ESPRIT Tunisia is strengthening its entrepreneurship ecosystem through partnerships. ESPRIT is currently working with Digital Industry Tools Expert (DITEX), which brings together the expertise of Dassault Systems, Université de Lorraine in France and industrial engineering company TECH-3D. Together, the team has successfully produced a non-invasive ventilation system that can be made using commonly accessible and inexpensive components, making it affordable and easy to produce globally. A team of doctors from within the Honoris network consulted on the design of the ventilator. ESPRIT also runs the Learning Factory which dedicates campus office spaces available to industry partners for a fee. These spaces are occupied by industry partners that want to leverage on-campus student and alumni talent and ESPRIT's different technology lab facilities. It places students, alumni on problem-based projects with industry professionals.



Ghofrane M'halla

"I wanted to write you this email to express my appreciation for the ESPRIT training I took some time ago. It has had a significant impact on my work. Initially, I said that we were missing softskills training to complete the training 100% and be able to join large companies and pass interviews. Now, I am very happy with the addition of the Career Center. This works for the support of students up to the 5th year and its trainings are of very good quality and are also given by qualified trainers. I am totally satisfied with the choice of ESPRIT as an engineering school to follow the mechatronics curriculum."

#1

IN TUNISIA
FOR STUDENTS STARTING
ENTREPRENEURSHIP
ENDEAVORS



SMARTi Lab.
Innovation, our Priority.

Global recognition for patented Moroccan innovations: **the EMSI SMARTilab case**

Via its Research, Development and Innovation Laboratory “SMARTilab”, EMSI Morocco’s School of Science and Engineering was awarded 12 international prizes with 4 gold medals at India’s International Innovation Fair, held in Bangalore, India. The EMSI team presented 4 Inventions: Senstenna, EFMA, Multiview Screen and Protective System for photovoltaic plates. EMSI is building its SMARTilab to be an innovation hub as a real-world sustainable business entity. Already SMARTilab has 12 national and international patents and 21 honors at the national and international level. SMARTilab won Canada’s famous international award for technological innovation the International Invention Innovation Competition, iCAN, in 2017. It also won the gold medal at Russia’s International Fair for Inventions and Technological Innovations (Archimedes), and was a finalist at the World Cup of IOT Innovation. SMARTilab has won international awards for its innovations in several other countries that include Malaysia and China.



12
INTERNATIONAL
PRIZES FOR
INNOVATION WON



SMARTi Lab.
Innovation. our Priority.



Harnessing pan-African collaboration in entrepreneurship: **the AfriLabs partnership case**

Honoris United Universities signed a partnership with AfriLabs which is the largest and most diverse community of technology hubs, innovators, and entrepreneurs in the African innovation ecosystem in 2021. AfriLabs' membership stands at over 400 technology and innovation hubs across 52 African countries and the diaspora, with a broader community of over 1,000,000 entrepreneurs, developers, innovators, and startups. Through this partnership Honoris United Universities joins the 400-strong network of hubs within the AfriLabs alliance of innovation and technology centers on the continent.

AfriLabs provides access to seed funding through various endowments it has, and also facilitates access to industry expertise through its network. AfriLabs also has access to VC funding for large projects that are determined to be viable and potentially profitable.

One of our first collaborations with AfriLabs was hosting their 2021 Annual Gathering in Abuja, **on the Nile University of Nigeria campus**. The event was attended by over 100 delegates and focused on fostering interpersonal relationships between stakeholders and new partnerships that will contribute to the development of African economies with a focus on innovation. All Honoris innovation hubs at our institutions are engaged with AfriLabs on a monthly basis to access training, workshops and seed funding rounds that apply to their idea incubation stage.

Honoris United Universities anticipates more of our institutions developing their own innovation hubs and joining the AfriLabs network in the coming years.

HONORIS 21ST CENTURY SKILLS CERTIFICATE





INSTILLING 21ST-CENTURY SKILLS AT THE CORE OF EACH INSTITUTION



The Honors 21st Century Skills Certificate focuses on the 8 most demanded skills :

Behavioral intelligence.

Critical thinking.

Creative and design thinking.

Communication.

Collaboration.

Data analytics.

Coding

Entrepreneurship

It is through programs of top quality that Honoris seeks to empower the next generation of African leaders. This has led to the development of an exciting program available to all Honoris institutions and students across the network: The Honoris 21st Century Skills Certificate.

The Honoris 21st Century Skills Certificate delivers skills training in areas highlighted by industry analysts and by the demands of the 4IR, ensuring that graduates enter the world of work empowered with high cognitive skills and digital literacy competencies that are necessary to navigate our changing world.

This program is targeted to all Honoris students: African learners that are either school leavers or working professionals. The certificate is intended to be mandatory and either blended into the current curricula or added to the degree program, depending on institutions' rules and regulations. So far, EMSI, Mundiapolis and Université Centrale have all fully incorporated the certificate into the curricula for all students.

Equipping the future 4IR workforce with 21st Century Skills: North Africa testimonials

EMSI IT and Engineering graduates are in high demand by employers; and career center staff note tremendous requests from both Moroccan and multinational employers. Beyond graduate qualifications, these employers assess candidates on their 21st-century skills which are fundamental for success in today's labor market. Employers want a particular set of skills such as digital literacy, critical thinking, communication, teamwork and creative problem-solving skills.

At EMSI, the Honoris 21st Century Skills Certificate is carried out in the fourth and fifth year of academic study. Faculty and employers have noticed its immediate impact on students. This is precisely why EMSI believes that the Honoris 21st Century Skills Certificate is vital for students, offering a learning experience outside of the classroom for students to learn to communicate, network, and collaborate.

Oussama Simoubdi,

EMSI Student

"I am glad to announce that I have finally received my Honoris 21st Century Skills certificate. It was such an instructive certification, that enhances my profile as an Industrial Engineer. It contains the most needed soft skills, and some hard skills, that are required for the job market. A special thanks to EMSI and to Honoris United Universities that gave us the opportunity to pass such an amazing certification."

Dina Amrani,

UMC Student

"I am proud that completed my Honoris 21st Century Skills Certificate from Honoris United Universities. The certificate offers upskilling programs focused on the most in-demand soft and digital skills required to thrive (Behavioral intelligence, Critical Thinking, Creativity and Design Thinking, Communication, Collaboration, Coding, Data Analytics and Entrepreneurship). Thank you Université Mundiapolis Casablanca for offering us this enriching opportunity, support and guidance."



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Gabriella Oliver
Public service Fellow at
the FutureFirst Leadership
Academy



Leila Barden
Entrepreneur & Director
at Council of Independent
Business Africa



Chidy Orygi
Motivational speaker &
founder of Young Queens
Motivational platform



Verusha Mahara
Managing Director at
Red & Yellow Creative
School of Business

Host:



Ayanda Dlamini
Actress, Radio, TV
Presenter & Voiceover
Artist at ETV

Centre for Women in Leadership Presents

LEADING WITH EMOTIONAL INTELLIGENCE MASTERCLASS

Saturday, 13 August 2022, 10:00 - 13:00
Mancosa, 10 Mill Street, Newlands, Cape Town

KEY DISCUSSION

Own Your Narrative



#EDUCATIONFORIMPA

SUPPORTING GENDER EQUALITY AND INCLUSION IN AFRICAN PRIVATE HIGHER EDUCATION: ALIGNING TO UN SDG 5



Context

Women face many barriers that prevent them from achieving their full potential to contribute to their families and the global economy. Higher education is one of the areas that experience gender disparities, and these differences are visible through the socio-cultural barriers that dominate Africa. Honoris United Universities recognizes that we cannot improve the employability outcomes for our students if we do not address issues of gender inequality, and that transformative approaches are needed to address the existing gender biases that our female graduates will face when they transition from school to work.

Through market analysis and insights from stakeholder experts in the industry, we identified three employability issues that are affected by gender.

- 1. The unemployment rate is often higher for women largely due to access to jobs thus resulting in an employment gap.**
- 2. Lower levels of education and skills further a global gender pay gap for women, who are on average paid 20% less than men**
- 3. Limited representation in senior leadership roles widen the gap between women starting in lower level entry jobs, with limited career advancement opportunities**

Honoris therefore acts at several levels to strengthen communities and facilitate long-lasting change, including dedicated programs and initiatives formed across our institutions, and inclusion in international communities and organizations working to the same mission.

In South Africa, MANCOSA's Centre for Women in Leadership (CWIL) conducts research, supports gender advocacy, networking and mentorship activities for women. CWIL is involved in several charitable causes and skills development programs, including the sponsorship of online short learning programs for Womandla's STEAM Awards which shines a light on the achievements of women in science, technology, engineering, arts and mathematics.

Red and Yellow Creative School of Business partners with the United Nation's Girls Education Initiative (UNGEI), UN Women, Unstereotype, and Prejudictionary on their Out the Gender Box initiative to challenge gender stereotypes in marketing and advertising.

EMSI launched the Women in Engineering Science platform (WiES) to support female students to complete their program of study. WiES is a Moroccan association that promotes the role of women engineers, researchers, and entrepreneurs at the heart of the development of engineering sciences in innovation, research, social life, and entrepreneurship, founded by EMSI faculty, Dr Khadija Bousmar.

At Université Centrale, a partnership with Essec Business School Paris launched the "Advanced Certificate Women Board Ready" with the Tunis Stock Exchange, a career booster designed for women in positions of responsibility within large groups, business leaders and directors in post or recruitment, but also for any experienced woman, able to offer her skills and take on managerial positions.

Since 2017, Honoris is a proud partner of the Women in Africa Initiative (WIA), an organization that encourages female entrepreneurship and economic leadership across the continent. Each year, it offers 540 African women entrepreneurs from 54 African countries global support through training, communication and networking. More than 50 scholarships have been granted to Honoris institutions for Women in Africa alumni.

The JAMII Femmes Initiative was a further project launched with Women in Africa and the Coca-Cola Foundation, to train 20,000 women entrepreneurs across Africa with Honoris as the official Knowledge Partner.

Honoris United Universities' gender strategy

To address issues of employment, pay and seniority gaps for women, we defined a four-pillar strategy. This starts with evidence on how and where women are affected by gender within the workforce which is collected on an annual basis through our alumni surveys. Secondly, we sensitize and engage students, alumni and employers on gender issues through gender experts and career counseling support. Third, we empower women to know their professional worth in terms of pay/compensation and to train them on salary and promotion negotiation skills. And fourth, is to provide female-focused mentoring as a support through alumni and professional associations that gender address gender equity.

We are proud of the impact we are having on women in our communities whilst continually measuring and working hard to increase the opportunities, prosperity, and employability of our female graduates.

2021 EMPLOYABILITY RATE, BY GENDER



Network-wide consultations

Honoris United Universities network-wide consultations are helping our institutions gain deeper insights to the barriers that female students and alumni face in the labor market and inform implementation of our gender strategy across our institutions. We will continue to sensitize female students about careers in sectors in which they are under-represented; and share the salary benchmarks for diverse industries including those linked to STEM. We plan to organize expert panels and workshops to empower female students and alumni with the information they need to better prepare for the challenges in the job market, which includes the lack of confidence to negotiate better salaries. We are also launching mentoring programs targeting female and alumni students to strengthen their networking skills.

When women cannot find equal ground as they enter the workforce, it affects everyone. Honoris United Universities believes in the power of gender equality in Africa and the ambitions of the United Nations Sustainable Development Goal no. 5 (SDG5). We aim to strengthen the role of women in Africa's development through our Education for Impact mission – and our passion to support female leadership and entrepreneurship.

CONCLUSION



Building on our commitment to the future workforce in Africa

In the next several decades, Africans will be a larger part of the global workforce. It is predicted that by 2075, Africa's youth population will exceed that of India and China combined. Africa's burgeoning and youthful population places it in a favorable position to reap the rewards of a demographic dividend. To unlock this potential, education that prepares its workforce with the necessary skills will be vital.

With technology rapidly changing our cultural, social, and economic environment, private higher education institutions have the opportunity to prepare the current and next generation for the 4th Industrial Revolution (*4IR*) to deliver wider transformation across communities. African students are proving their resilience and adaptability, in acquiring new skills and developing work-ready graduates with a competitive edge in a changing global economy.

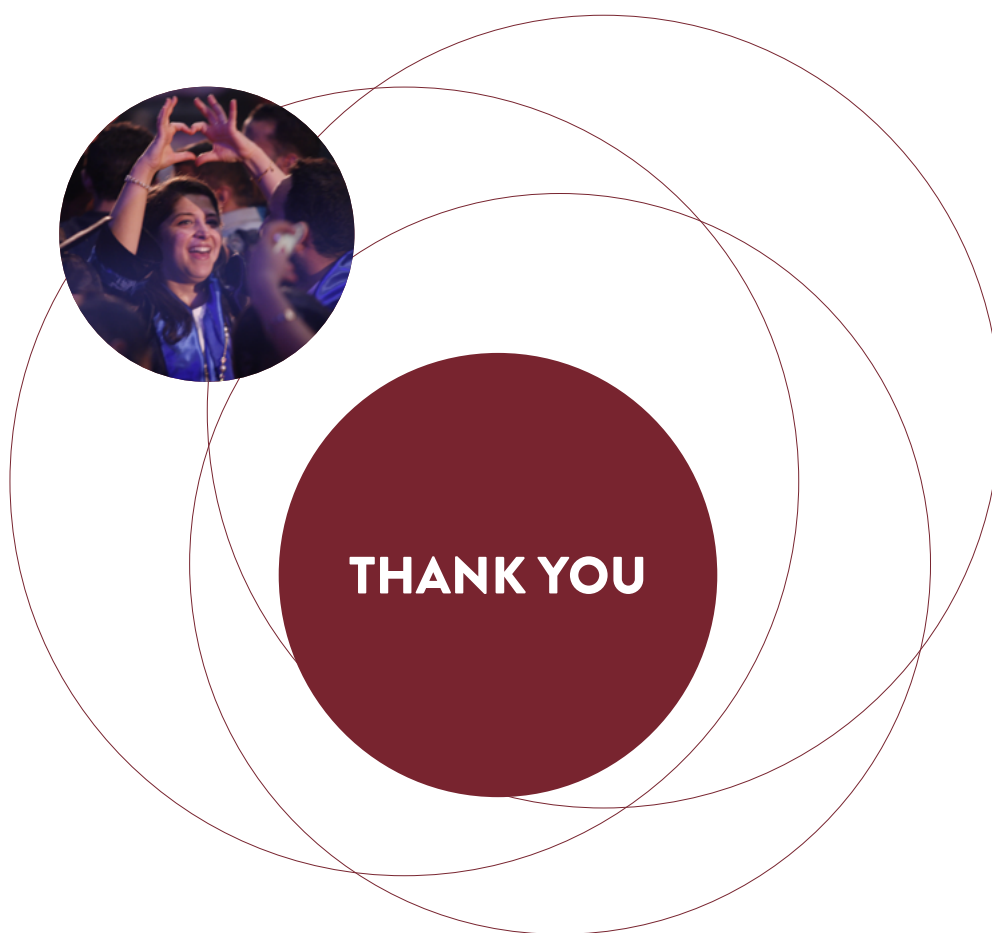
The vision for Africa has been laid down in the African Union's *'The Future We Want for Africa by 2063.'* Many countries have begun investing in their future workforce. Honoris United Universities is dedicated to supporting these objectives by improving student and alumni outcomes through the transformation of career services practices and employability success rates. Taking this into account, we understand that career services are one of our largest investments as a network over the long term. We want to be the preferred talent partner on the continent through innovation, technology, and capacity building.



Each year, we define our employability priorities, in line with labor market trends. Our 2023 employability priorities are:

- 1 Improve student employment rate (*access to and quality of jobs*) and return on investment
- 2 Reduce, if not close, the gender gap for our female students by addressing disparities, reducing the gender pay gap, and ensuring equal opportunities for emerging women leaders
- 3 Strengthen and expand the employer partner ecosystem to increase opportunities for internships and employment, and engage employers on the alignment of our curricula to the labor market
- 4 Strengthen alumni engagement
- 5 Expand and strengthen career center services and skilling programs

Honoris would like to thank its many partners and collaborators for their commitment to Education for Impact in Africa. We look forward to building a community of practice around knowledge sharing and best practice for graduate employability, to further our shared success in the development of the continent and its communities.



To learn more about the Honoris impact across Africa,
visit the student employability annual report 2022

<https://honoris.net/education-for-impact/employability-initiatives/employability-report-2022/>

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