

**RE-POSITIONING THE INDUSTRY-
ACADEMIA PARTNERSHIP IN
NIGERIA: PANACEA FOR GRADUATES
UNEMPLOYMENT AND ROADMAP
FOR SUSTAINABLE DEVELOPMENT**

INTRODUCTION

SIGNS OF DIS-CONNETS IN THE SYSTEM

BUILDING A FORMIDABLE AND EXTRA-FORTIFIED BRIDGE

WHY THE BUILDING/REPOSITIONING?

REVIEW OF ANTECEDENTS OF UNEMPLOYMENTS

EFFECTS OF 2008 ECONOMIC RECESSION ON THE ENTIRE WORLD

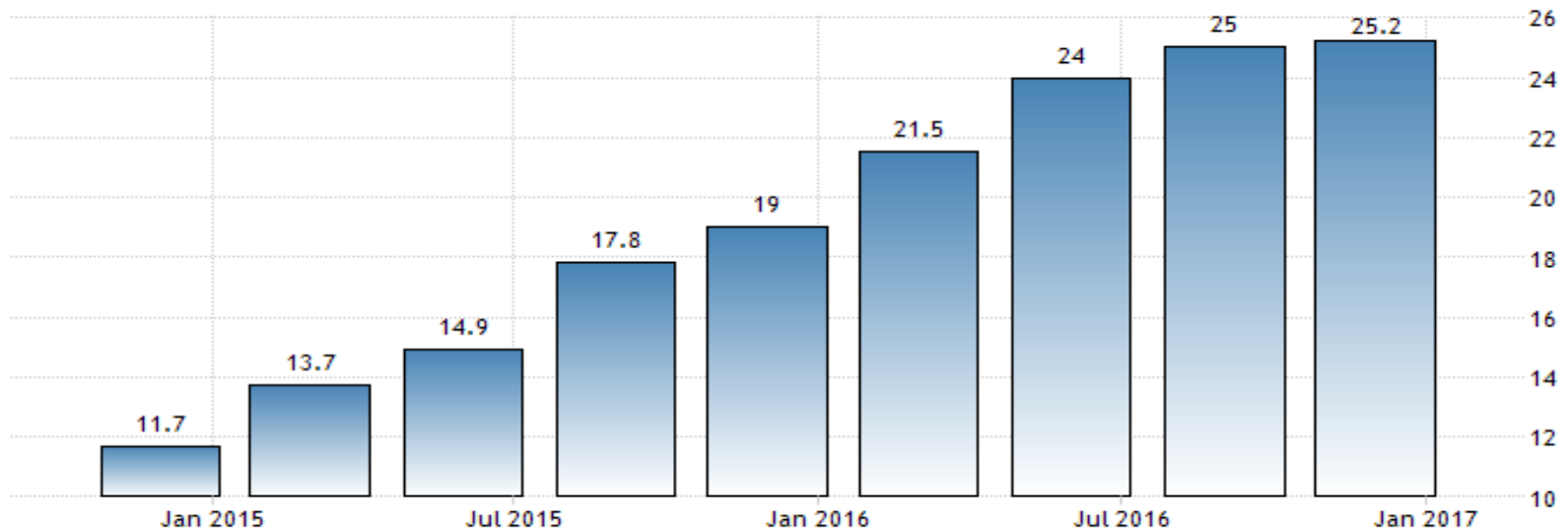
- COLLAPSE OF MAJOR INSTITUTIONS AND FINANCE COMPANIES IN USA.
- EUROPEAN AND ASIAN SHARES FELL.
- RETURNS ON BUSINESS OPERATIONS DROPPED IN ZURICH, LONDON, JAPAN, SWITZERLAND AND GERMANY.
- THE WORST YEAR OF BUSINESS IN A DECADE.
- PORTUGUESE ECONOMY WITNESSED INCREASE IN ARMED ROBBERY AND CARJACKERS.
- FRENCH ECONOMY SHRANK FOR THE FIRST TIME IN MORE THAN FIVE YEARS.

THE NIGERIAN EXPERIENCE

- HUGE FINANCIAL LOSS FOR THE CAPITAL MARKET, WITH COMPANIES' SHARES DECLINING IN PRICES.
- MAJOR BANKS COLLAPSED AND HAD THEIR STAFF LAID OFF.
- SOME OTHER BANKS SURRENDERED THEMSELVES FOR ACQUISITION AND MERGER.
- INDUSTRIAL CAPACITY UTILISATION DROPPED TO 40% IN THE MANUFACTURING SECTOR.
- BY 2011, UNEMPLOYMENT RATE ROSE TO 23.90%.
- 20.3 MILLION NIGERIANS WERE WITHOUT WORK AND NOT EMPLOYED IN ANY FORM.

DO WE HAVE GRADUATE/YOUTH UNEMPLOYMENT IN NIGERIA?

NIGERIA YOUTH UNEMPLOYMENT RATE



SOURCE: TRADINGECONOMICS.COM | NATIONAL BUREAU OF STATISTICS, NIGERIA

CAUSES OF UNEMPLOYMENT

- RAPID POPULATION GROWTH
- DEPENDENCE ON FOREIGN TECHNOLOGIES
- RURAL-URBAN INCOME DIFFERENTIALS
- DEFECTIVE EDUCATION SYSTEM
- POOR INFRASTRUCTURAL DEVELOPMENT

- INADEQUATE CAPITAL.
- POOR AGRICULTURAL DEVELOPMENTS
- DISHONESTY AND CORRUPTION
- NOT BLENDING SCHOOL CURRICULA WITH THE REALITIES OF THE BUSINESS WORLD
- BUSINESS UNFRIENDLY ENVIRONMENT
- ATTITUDES AND BEHAVIOURS OF THE GRADUATES THEMSELVES

DECIPHERING THE INDUSTRY'S MIND (WHY IS THE INDUSTRY IMPATIENT)

- HIGH AND RISING EXPECTATIONS OF SHAREHOLDERS.
- NEED FOR ACHIEVEMENT
- DYNAMIC TECHNOLOGIES
- GOVERNMENT TAXES

- HIGH RISING OPERATING COSTS
- STIFF COMPETITION
- LOW REVENUE
- FRAUD FROM INDUSTRY FRIENDS
- CORRUPTION
- CSR DEMANDS BY OPERATING COMMUNITIES AND LARGER SOCIETY.
- ON-OFF GLOBAL RECESSION

WHAT THE INDUSTRY WANTS

- EFFECTIVE AND EFFICIENT WORKFORCE
- TRAINABLE STAFF
- INNOVATIVE, CREATIVE AND ENTREPRENEURIAL PEOPLE.
- PEOPLE WHO TAKE 'NO' FOR ANSWER

PEOPLE WHO COME IN AND:

- INCREASE THE NUMBER OF CLIENTS/CUSTOMERS
- ADD TO THE BOTTOM-LINE.
- APPLY PRUDENCE IN THE MANAGEMENT OF RESOURCES.
- RESPECT COMPANY POLICIES AND VALUES
- USE THEIR KNOWLEDGE WISELY

WHAT THE INDUSTRY WANTS TO AVOID

- CORPORATE FAILURE
- PRODUCING SUB-STANDARD GOODS OR GIVE SUB-QUALITY SERVICES
- UNPRODUCTIVE STAFF
- UNTRAINABLE STAFF
- LOSING CUSTOMERS
- LOSING INCOME/REVENUE
- UNNECESSARY OVERHEAD COSTS
- INCOMPETENT STAFF

ACADEMIA'S RESPONSIBILITIES (STRATEGIC RESPONSES)

- DESIGNING OF TIME-TESTED CURRICULA
- RE-DESIGNING OF CURRICULA IN LINE WITH THE CHANGES IN TECHNOLOGIES
- BUILDING ENTREPRENEURIAL KNOWLEDGE AND SKILLS IN THE STUDENTS.
- REGULAR REVIEW OF CURRICULA TO MEET WITH INDUSTRY STANDARDS.

- JOINT DESIGN OF CURRICULA WITH INDUSTRY CAPTAINS.
- INVOLVE INDUSTRY CAPTAINS IN PART-PARTICIPATION IN CURRICULA IMPLEMENTATIONS.
- INVOLVE INDUSTRY EXPERTS IN JOINT RESEARCH PROJECT SUPERVISIONS.

- INVITE TALKS FROM PROFESSIONALS IN DIFFERENT FIELDS IN THE INDUSTRY.
- EXCHANGE PROGRAMME WITH SIMILAR SCHOOLS FOR CROSS-FERTILIZATION OF IDEAS AND KNOWLEDGE-WIDENING EXPOSURES.

STRICT AND INDEPTH PRACTICAL FOR STUDENTS IN:

- BUSINESS REPORT WRITING
- BUSINESS LETTER WRITING
- MEMORANDA WRITING
- ESSENCE OF TEAMWORK
- ORGANISATIONAL VALUES AND CULTURE.

- EFFECTIVE COMMUNICATION
- IMPORTANCE OF PLANNING
- HUMAN RESOURCE DIVERSITY MANAGEMENT
- EXPECTATIONS OF THE INDUSTRY

- ESSENCE OF HARDWORK, TRUSTWORTHINESS, LOYALTY AND INTEGRITY
- READINESS TO LEARN

INDUSTRY RESPONSIBILITIES

- REGULARLY COMMUNICATE WITH THE ACADEMIA ON EXPECTATIONS FROM THEM.
- JOIN IN DESIGNING, RE-DESIGNING AND IMPLEMENTATION OF CURRICULA.
- ASSIST IN EXPOSING STUDENTS TO THE LATEST SCIENCE AND TECHNOLOGIES.

- ACCEPT STUDENTS FROM VARIOUS DISCIPLINES FOR INDUSTRIAL EXPERIENCE.
- TRAINING OF NEW EMPLOYEES AND EXPOSURES TO AVAILABLE TECHNOLOGIES.
- ORGANISE REGULAR LECTURES AND SYMPOSIA FOR GRADUATING STUDENTS ON THE WORLD OF WORK.

STUDENTS' RESPONSIBILITIES

- DETERMINATION TO SUCCEED
- BE TRAINABLE
- HARDWORK, PATIENCE AND PRAYERFULNESS
- OPEN YOUR EYES AND EARS TO OPPORTUNITIES.

- TAKE TO CORRECTIONS FROM SCHOOL AUTHORITIES AND YOUR PARENTS
- LIVE A GODLY LIFE
- REMEMBER AND IMBIBE THE 6-PS OF PERSONAL EFFECTIVENESS.

OTHER STAKEHOLDERS' INVOLVEMENTS

- GOVERNMENT
- PARENTS/GUARDIANS
- RELIGIOUS BODIES

MINI CASE-STUDY

50 OUT OF THE 80 STUDENTS IN A DEPARTMENT IN ONE OF THE FOREMOST UNIVERSITIES, FAILED IN THEIR GRADUATING YEAR. THEY GATHERED TOGETHER, PREPARED 'JUJU' (CHARMS) AGAINST THEIR LECTURERS AND DEPARTMENT,

AND PLACED THE CHARMS AT THE ENTRANCE TO THE DEPARTMENT, AND WROTE THE NAMES OF THEIR LECTURERS ON THE CHARMS, AND THEN STARTED TO SHOUT “*SINCE UNA NO WAN MAKE WE GO, UNA GO DIE HERE WITH US*”

GIVE A CRITIQUE OF THIS SCENARIO.

CONCLUSION

- THE ACADEMIA AND THE INDUSTRY SHOULD RECONNECT.
- STUDENTS SHOULD REALISE THE CHALLENGES AHEAD OF THEM.
- INDUSTRY TO COPE WITH WHATEVER WEAKNESSES IN THE ACADEMIA.
- ACADEMIA TO KNOW THE MINDS OF THE INDUSTRY AND REACT APPROPRIATELY.

THANK YOU FOR
YOUR RAPT
ATTENTION