



UNIVERSITY OF NAIROBI

INAUGURAL CHANCELLOR'S CAREER FAIR 2018

Held at the University of Nairobi, Main Campus
August 13-14, 2018

Report







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Chancellor's Career Fair Report

Report Compiled and Edited by

Naomi M. Nyaboga
Directorate of University Advancement
Office of the Vice-Chancellor
University of Nairobi
Main Campus, University Way, Nairobi
P.O. Box 30197 00100
Nairobi, Kenya
Telephone: +254-20-3318262/+254 -20 491 3193/020 492 3611
Email: vc@uonbi.ac.ke; advancement@uonbi.ac.ke
Website: www.uonbi.ac.ke

Report Reviewed by

Prof. Winnie Mitullah, Director, Institute for Development Studies (IDS), University of Nairobi
Johnson Kinyua, Director, University Advancement
Brian Ouma, Deputy Director, University Advancement

Lead Rapporteur

Naomi M. Nyaboga, Information & Communications Professional

Rapporteur Contributors

Raphael Indimuli * Paschalin Basil * Wilson Chacha * Emmanuel Mamadi* Wendy Munyua * Jackeline Chepng'eno
* Joyce Njoki * Daisy Jaoko

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Acronyms

AI	Artificial Intelligence
AMB	Ambassador
CEO	Chief Executive Officer
CIPL	Centre for International Programmes and Links
CS	Cabinet Secretary
CUE	Commission for University Education
DVC	Deputy Vice Chancellor
HELB	Higher Education Loans Board
IOT	Internet of Things
KAM	Kenya Association of Manufacturers
KNBS	Kenya National Bureau Statistics
MSMEs	Micro, Small and Medium Enterprises
OCS	Office of Career Services
PPP	Public Private Partnership
PS	Permanent Secretary
R&D	Retail and Distribution
SDGs	Sustainable Development Goals
SLA	Service Level Agreement
STEM	Science, Technology, Engineering and Mathematics
TVCs	Technical and Vocational Centres
UoN	University of Nairobi
VC	Vice Chancellor

Executive Summary

The Chancellor of the University of Nairobi (UoN) and the entire UoN fraternity convened a two-day Inaugural Chancellor's Career Fair on August 13 – 14, 2018 at the University's Main campus. The career fair sought to forge and nurture strong symbiotic collaborations with the Government and Industry to guide and nurture students and graduates towards a better and more fulfilling future relevant for positively impact on the socioeconomic growth of Kenya

The Career Fair included Roundtable Discussions by Industry players, Panel Discussions, Industry Showcase through Exhibitions, Recruitment Drives by companies, Keynote Presentations and Breakaway Training Sessions for students. The training of students by industry partners focused on key areas of the job market as well as on entrepreneurship. It covered topics such as Branding for Employment, Cyber Security, Talent and Image Management, Technology Trends, Skills for Tomorrow, Tech Skills Gap, Creativity and Innovations and Business Models among others.

Emerging areas of potential collaboration with the Industry partners include Industrial Research, Commercialization of Intellectual Property, Infrastructure Development, Human Resource Training and Transfer, Retooling Industry employees and Adjunct lecturers and students. To realize this, UoN will host the Chancellor's Career Fair Biannually.

The Chancellor's Career Fair marked the beginning of a transitional journey for the students at the University of Nairobi. The initiative which formed a tripartite alliance of stakeholders in Academia, Industry and the Government was preceded by the launch of the UoN career office. This came a few months after the launch of the Office Career Services Policy and guidelines by the Education Cabinet Secretary, Ambassador Amina Mohamed. The main purpose of the event was to link the students to the Job market which was the theme of the day.

The participants for this meeting were largely drawn from Government, Industry Partners, Academia and Students. Overall, the UoN was proud to host the two-day Chancellor's Career fair, and it is the hope of the UoN that all partners will build on the lessons of the first Chancellor's Career Fair and make the next Career Fair much advanced occasion.

Purpose of the Career Fair

The Chancellor's Career Fair was aimed at providing an opportunity for the University, Government and Industry Partners to establish long term mutually beneficial partnerships, exposing students to challenges of the productive work environment, securing career guidance for students in addition to understanding the 21st century job skill requirements, providing students with job leads through engagements with potential employers and mentoring students for the job market.

Discussions

This inaugural Chancellor's Career Fair was a two-day event championed by the Chancellor as an initiative that brings students, graduates and employers together with the aim of connecting graduates with industry partners for jobs and internship opportunities and exposing industry to the underutilized Research and Development potential at the University. The Chancellor's and UoN long-term vision is for every graduate that walks out of the UoN to secure entry into the world of work environment, including being successful entrepreneurs.

The Chancellor's Fair has enabled the UoN to initiate a corporate University wide approach to enrich the experience of Government, Industry and Academia. This was realized by providing avenues for focused panel discussions on current workplace demands in the form of knowledge and skills and presentation and branding aspects of a prospective job seeker or entrepreneur. The exposure is expected to enable graduates to take advantage of job opportunities available locally, harness technology for cross border mobility of labour or delve into the rough and tumble yet rewarding path to entrepreneurship and self-employment.

Outcome

From this two-day discussions, it emerged that there are specific challenges, in particular skills mismatch that employers are experiencing when looking for the right skilled graduates to employ.

Kenya has a total of 73 universities and constituent colleges and nearly 200 public tertiary institutions that graduate students every year. Unfortunately, most of these graduates are either under-employed or unemployed, while a few who are employed often do not have

the technical competencies and skills required by industry. While there are many reasons for unemployment, including poor economic growth and expansion of industry, lack of technical competencies and skills has been noted by Inter-University Council of East Africa and employers as a major challenge.

Consequently, Kenya, through higher learning institutions in collaboration with industry has to address these problems for effective implementation of Vision 2030, African Agenda 2063 and the Sustainable Development Goals (SDGs). The Kenya Government's concern for youth unemployment and lack of effective linkage with industry triggered the Ministry of Education to roll out the establishment of the Office of Career Services (OCS) in all universities and tertiary institutions. The Cabinet Secretary Ministry of Education, Amb (Dr.) Amina Mohamed launched the Office of Career Services policy on 21st June 2018 at the University of Nairobi.

Way forward

The following recommendations were given by Industry Partners as some of the action points that should be implemented by the Government, Industry Players and Academia in partnership.

RECOMMENDATIONS TO ADDRESS GAPS

Recommendation 1: Partnership is called for; industry must inform the requirements of research capacities by Universities.

Recommendation 2: There is need to form a joint steering committee and appoint individuals from faculty to address the issue of bridging the gap. Universities should take up experiential learning, mentorship and planning of career fairs and bring on board industry and alumni to assist. Different sectors can assist in offering student trainings in different areas.

Recommendation 3: Dr. Manu Chandaria, Chairman Comcraft Group proposed that there is a clear understanding that without employers, Industry cannot work with universities. There is therefore need to create fora to discuss these issues.

Recommendation 4: Academia should be attached to the industry to have first-hand market experience for effective teaching. This should go along with a curriculum change to address new emerging areas in the industry both locally and globally.

Recommendation 5: As industry players, Universities should have representatives from industry to have a real classroom situation with students.

Recommendation 6: Industry and academic input is needed. Team up with industry and academia to deliver programmes at the university. There is also need to work on attitudes and mindsets of learners in a more organized way.

Recommendation 7: Universities need to review their curricular and embed technical skills in learning. This means that a demand driven training curriculum is needed and connections between industry and Universities should be facilitated.

PROPOSITIONS BY UON VC TO INDUSTRY PARTNERS

Proposition #1: The VC pointed out to Industry partners that UoN was looking for 15 companies to submit problems and research topics for the University to help the industry to address. He requested industry partners to submit the topics in the next 90 days to his office. He assured participants that he would personally follow up to

ensure that the company's research is conducted and completed effectively.

Proposition #2: Industry partners were requested to submit requirements for specialized courses that they would want Universities to offer to the VC's office in the next 90 days and he commit to work with respective faculties to actualize industry demand.

Proposition #3: Industry partners were informed that UoN was looking for 5 endowments. The Private sector was requested to invest in modernizing University facilities and building constructions in return for naming rights. The VC indicated that the University was happy to receive Industry Partner requests in the next 90 days and schedule meetings to discuss the requests.

Proposition #4 :The VC asked the Industry partners to go through the UoN Strategic plan for the years 2018-2023 and identify areas of potential partnership with UoN such as scholarships, industry partnerships, innovation, and student mentorship in order to propel the University to be a global brand.



**DAY I: MONDAY AUGUST 13, 2018
– THE JOB MARKET**

ROUNDTABLE DISCUSSIONS BY GOVERNMENT, INDUSTRY PARTNERS AND ACADEMIA

Moderated by Laban Cliff Onserio, Business Presenter, NTV

Introduction

The Roundtable session was well attended by Government, Industry players, and Academia with an overall goal of discussing matters of careers and skills mismatch and how to increase graduate employability. The discussion was moderated by Laban Onserio who is a news presenter with the Nation Media Group. A total of 51 guests participated in the discussion (Appendix 1). The Government was represented by officials from various Departments and Ministries such as Ministry of Education Science and Technology; State Department for Post Training and Skills Department; the National Employment Bureau, the Kenya Bureau of Statistics, the National Industrial Training Authority; Micro and Small Enterprise Authority (MSEA), State Department of Vocational and Technical Training; State Department, the Kenya Youth Employment Opportunities Project and the State Department for Post Training and Skills Development.

On the side of industry, various organizations were represented in the meeting, including: the Kenya Association of Manufacturers, Comcraft, Mabati rolling Mills, I&M Bank, Safari-com, Oracle System, International Business Machines (IBM), Liquid Telkom Company, Nation Media, Intel College, Rockefeller Foundation; Intellect Design Arena, Beta Healthcare International, Grant Thornton, Housing Finance, BDO East Africa, Google, Demo Africa, Institute of Human Resource Management; McKinsey East Africa, Computech, Full Circle Africa, Three Green Apples and ACT. The University of Nairobi was represented by the Chancellor, Vice Chancellor, Deputy Vice-Chancellors, Directors and representatives of the Institute for Development Studies, CIPL, Intellectual Property, School of Business and the Dean of Students.

Focus of Roundtable

The purpose of the round table was to have a dialogue with the Government, Industry Players and Academia. The discussion revolved around skills industries are looking for in graduates, industry's role in bridging the skills gap, models of partnership needed by the key stakeholders to attain curriculum aligned to industry skills requirements and potential areas of collaboration between industry and the UoN.

FOUR POINT CONVERSATION WITH INDUSTRY

Presented by Prof. Peter M. F. Mbithi, VC, UoN

The VC University of Nairobi kicked off the Roundtable discussions by indicating that there is a serious challenge of unemployment and underemployment in Kenya and the youth are the most affected and many of them are in despair. It has been proven that when the Industry, the Government and the Universities work together, a country will always develop faster. Kenya now requires the production of competent manpower to deliver its development agenda both for the vision 2030 and the Big 4 agenda. The VC indicated that the University was open to the private sector and the Government to forge grounded partnerships aimed at developing Kenya and producing employable market ready graduates. The following is the four-point agenda by the VC expected to assist in forging partnerships with industry partners.

1. Research Partnership

Among the key roles of the University is research. The University research work is aimed at generating knowledge. This requires resources for scholarships, strengthening industry, creating new industries, and creating better and more progressive societies. The value and benefits of partnering with industry in the research agenda cannot be overemphasized. It must be overwhelmingly promoted. Industry will benefit by access to a great pool of diverse talent, new models and learning, new products and services, and most importantly, it acquires the right, ready, and effective talent for hire. On the other hand, the University will get relevant customized research topics to investigate and build new knowledge on. UoN gets funding from industry through research grants and has improved its brand for its impact through new products and services that are commercialized by industry. This has improved its rankings and recognition nationally, regionally and globally.

2. Customized and Specialized Courses for the Industry

Universities around the world including UoN have at times missed to catch up with the speed of change. This speed of change is creating a new and frequent need for updating knowledge and skills. This requires flexibility and greater speed in the University in developing courses that address the needs of the industry. It also demands that industry frequently informs the University of the Current or future needs based on changes happening in various contexts in real-time.

3. Modernized of Infrastructure and Endowment Funds

For the UoN to continue being a strong contributor to the industry and society in general, the University needs to modernize its facilities. The Vice Chancellor invited Industry

Partners as alumni and partners to help build and create world class facilities. In return the University will provide the partners with opportunity for naming rights. This will help reduce over-reliance on governmental capitation, which has been dwindling over the years. Industry partners were requested to help modernize the ~ures halls on a Public Private Partnership (PPP) basis. Industry partners were given an opportunity to help in the maintenance of those facilities based on agreed terms. Endowment is the key to sustainability of universities. This is common across the globe and the UoN is determined to nurture relations that result in building endowment fund for sustainability of UoN.

4. International Recognition and University Brand

In July 2018, the University of Nairobi was ranked 621 globally and number 5 in Africa. By the year 2022/23, the University aims to achieve a top 100 ranking globally and #1 in Africa. To enable UoN achieve these great milestones, the University has just completed developing a comprehensive, aggressive, and aspirational 5-year strategic plan that will greatly advance scholarship, industry partnership, innovation, and student experience. Industry partners were requested to review the Strategic Plan and identify potential collaboration areas with UoN.



Prof. Peter M. F. Mbithi, VC UoN makes opening remarks during the Roundtable session of the Chancellors Career Fair

CHANCELLOR REMARKS

Dr. Vijoo Rattansi, Chancellor, UoN

In her opening remarks, the Chancellor of UoN, Dr. Vijoo Rattansi indicated that the problem of half-baked students is what led to the establishment of Kenya Government Career Office and the organization of the UoN Chancellor's Career Fair. She indicated that she was looking forward to a strong collaboration between Industry, Academia and Government. With the ultimate aim being to have students securing fulfilling jobs and industry getting the right skills for the job.

Dr. Rattansi further emphasized that the aim of the roundtable dialogue was to create strong and lasting collaborations between Government, Industry and Academia. An industry backed curriculum is necessary and therefore Industry must play a role in training and recruiting students. The two parties need to talk to each other constantly to generate holistic graduates.



The Chancellor, UoN Dr. Vijoo Rattansi makes her opening remarks during the Roundtable session

ROUNDTABLE DISCUSSIONS

This section gives a summary of the issues that were discussed based on five key questions revolving around skills sets for industry and the role of academia and industry in offering solutions for lack of employment for graduate.

1. What skills are industries looking for that graduates are currently lacking? What skills does the industry think it will need in the near future?
2. What are the strategies to be employed to bring synergy between higher education sector and industry? a. Training b. research support
3. What is the industry's role in bridging the skills gap? What needs to be done to reform tertiary institutions to provide employable skills?
4. What models of partnership are needed by the key stakeholders to attain curriculum aligned to industry skills requirements?
5. How can industry and the UoN collaborate to produce well rounded graduates equipped with subject knowledge and skills required by industry?

From the discussions, two big questions arose; are companies getting the kind of graduates they need and are universities training graduates able to respond to development needs including achieving the vision 2030 agenda?

With the dynamic requirements by industry in terms of innovation and value proposition, there is need for creation of frameworks and building of capacity of students. Universities have to be willing to address requirements of industry and therefore, partnership is called for. Industry must inform the requirements of research capacities by universities. Together with universities, industry need to create the right frameworks and structures to promote organized research. Technical vocational training is vital. The Private sector has potential due to its diversity to support universities in addressing aspects of innovation through the vision 2030 strategy and the Big 4 agenda.

Ms. Dorcas Wainaina from the Institute of Human Resource Management indicated that the students universities are churning out are not even half baked, they do not know how to communicate both orally and verbally, lack a positive attitude, do not look presentable, are not willing to learn new things and cannot submit reports. In this 21st century, employers are now looking out for analytical, problem solving, and critical thinking individuals to hire. Graduates are even having difficulties applying theories learnt in University. Some companies such as McKinsey have resolved to take their new employees through a two-year work exposure program and the employees turn out to perform really well. Some employers, however, are not able to retrain graduates who have gone through a four-year training

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for another two years because it is a lot of investment on time. Rockefeller Foundation for instance provides some stipend for internship training to enable graduates get a better understanding of what is required of them in the job market.

It was noted that candidates invited to interviews and internships fail particularly in exhibiting technical and soft skills. With the recent changes in technology with new areas emerging such as Blockchain Technology, Internet of Things (IOT) and Artificial Intelligence, there is dire need for graduates to have a grasp of these skills. The world is changing and Universities must, therefore, change their approach. Unfortunately, most institutions of higher learning are still rigid and do not seem to accommodate changes around them. Artificial Intelligence for instance requires new training for students to fit in most of the new jobs in the market.

PROPOSED SOLUTIONS

The need for University-Industry partnerships

It is important to learn from successes of the past. Industry should partner with institutions of higher learning. In the past, it was difficult for Industry Partners and universities to partner but now there is a shift of mindset. This will even reduce on training expenditure. Universities should allow industry to dictate what they need from academia and create products for industry or self-employment to grow the country as a whole. A question arises, are universities willing to have their curricular changed? On the issue of collaboration between academia and industry, industry problems should be brought into the classroom. Industry must be willing to partner with academia and have a feel of what happens in the classroom.

Technology era

Prof. Bitange Ndemo from the School of Business, UoN emphasized that Data Analytics is a new emerging area that each company must take up. As new jobs emerge, some of the old jobs will die and therefore students must be informed about this shift in the job market. UoN for example is setting up an Innovation and Science Park to help students research on real life issues and Technical skills such as Blockchain and Bitcoin technology among others. Innovation and problem solving skills are critical and must be taught. Students should be encouraged to work together in teams and design solutions.

There is one job for every three people in this 21st century, training with required experience is therefore critical. Industry partners must be willing to give their problems to Universities to research on. With the advancement of technology and Artificial Intelligence, a job that could have been done by three people is now being done by one person particularly in the

Manufacturing Sector. There is need to equip graduates with hands on skills.

Value proposition programmes in Universities

Value proposition programmes are also important towards enhancing productivity and innovation in Universities. Universities should promote sabbatical programs and work integrated learning programs on a standardized level. In addition, adjunct lecturing in tertiary institutions should be promoted. Competency based Education Training is also a critical solution to the skills mismatch problem.

The Government also has a key role to play in funding and supporting research. Education quality assessment systems should also be developed with direct involvement with industry. Governance and quality assurance within institutions must be promoted and centres of research excellence established. Dr. Kevit Desai, the Principal Secretary (PS) in the State Department of Vocational and Technical Training welcomed Industry partners willing to partner with the Ministry to form part of quality assurance committees for Vocational Technical Institutions and universities to get in touch with his office. The PS also indicated that his Ministry was in the process of looking for the private sector to sit in the Commission for University Education (CUE) boards of Universities and Technical Vocational Training Centres to offer guidance and quality assurance and encourage curiosity at primary education level to Science, Technology, Engineering and Mathematics (STEM) courses.

Skills gap

Mr. Alfred Cheruiyot, the Principal Secretary (PS) in the State Department for Post Training and Skills Department pointed out that there is a skills gap between what is learnt in University and the skills required by the job market. He indicated that the Ministry will engage with Academia and Universities to ensure the skills mismatch problem is addressed. The PS further indicated that the launch of the Office of Career Services in every Kenyan University is part of the Governments effort to address the problem of unemployability of graduates. Courses offered by Universities must therefore be meaningful in job market. This means the Industry should be involved to advice students on marketable courses.

There is also need to address internal systems right from the Primary School level. Very many opportunities are available if the industry is allowed to help navigate in nurturing students. There is a bit of work to be done; cross cutting skills such as communication, critical thinking and problem solving must be offered to students.

University-Industry Linkages

Universities must not shy away from collaborating with industry. Dr. Anita Aggarwa from the Intel College proposed that Universities must now tap into practices used overseas

but customized to homegrown solutions because employability is a worldwide problem. According to the Kenya National Bureau Statistics (KNBS), out of over the 50 million Kenyan population, 19.3 million qualify to join the labour force and 17.9 million Kenyans are in gainful employment while 1.4 million remain unemployed. This shows the magnitude of the unemployment problem.

Ms. Dorcas Wainaina from the Institute of Human Resource Management proposed that students should be given opportunities to express their views on how they can transition into employment. It was noted that the era of mass employment is long gone and therefore every student churned out must have a place in the job market. Digital trends must be infused into the education systems. Universities must overhaul their websites and maximize on the potential of having their publications online.

Inculcate training of soft skills

Universities must counter the problems they face with solutions. Training of soft skills, promoting internship opportunities, conducting alumni tracing and outcomes of higher education studies is critical. This calls for a holistic approach incorporating all these programs.

Ms. Amandla Ombaka, the Mckinsey Engagement Manager emphasized on the need for investment in training technical and soft skills. Students must be trained to embrace change because their job today is not going to be their job tomorrow. Facilitators should be hired to train students on specialized courses and students brought on board on the changing needs of the job market. Amandla emphasised on Alumni as an incredible resource for universities and therefore Universities must invest in gathering data on alumni and reaching out to them.

Need for Experiential Learning

In reaction to the 'half-baked students' concern, the Vice-Chancellor, UoN noted that there is need for experiential learning for students. He acknowledged that the University of Nairobi has also made same observation hence the need for engagement with industry players. He called for assistance from industry players and Alumni in alleviation of the problem.

There is need to bring industrial problems to the classroom for students to learn problem solving skills. However, Dr. Manu Chandaria noted that industry players must be willing to give their problems to the University to solve and to hire graduands from the university.

Jane Wairuri, the Head of Human Resource at the Nation Media Group suggested that every quarter in a year, the University should give an opportunity to an industry player to give a lecture to students. In agreement, Prof. Evans Aosa from the School of Business, UoN noted that there is need for teamwork between Industry Players and Academia to im-

prove experiential learning. Dr. Manu Chandaria proposed that the University should allow students in their final year to go for internship to have an experience of the work place and understand what needs to be done. It was noted that the University is keen to establish an Innovation Science Park to allow students, industry players and lecturers to incubate innovations that will promote business start-ups.

Curriculum change

The University Curriculum is meant to deliver a certain level of knowledge. In developed societies for instance, there is more emphasis on Science, Technology, Engineering and Mathematics (STEM) subjects because future employment is technology based. Universities must, therefore, strengthen the STEM system. However, it was noted that the curriculum cannot be developed and changed every day, it must be stable over time. UoN is capable of developing tailor made courses, customized for industry and various sectors through dynamic partnerships. What is required is for both parties to identify clusters or areas that require attention. As industry partners think of ways to actively design programmes in partnership with universities, there is need to set up endowment fund chairs and share ideas on different directions for different disciplines e.g. banking, technology etc.

Jane Wairuri, the Head of Human Resource at the Nation Media Group sought to know whether the University curriculum has ever been changed to address the changes in society such as social media. She noted that it is important to apply alternative approaches to teach students. She expressed her interest in delivering lectures on Human Resource to university students. In her view, the University should not rely on a single teaching methodology.

Susan Kiama from Three Apples emphasized that industry players need to invest and partner with institutions of higher learning to develop curricula which benefits them. For instance, the telecommunication industry has developed a curriculum with the University to improve employability of students. It was noted that the curriculum is supposed to deliver certain knowledge and should be stable over a period of time. However, this does not stop Universities from developing specialized courses that will meet the industry needs. There is need for private sector and the government to sponsor special programmes (e.g. creation of mathematical models) that the Industry needs.

Skills needed for the future

It was noted that employers are looking for soft skills such as problem-solving skills, communication skills, innovation skills, critical thinking skills and leadership skills in graduate students. The interviews devised by employers are meant to test such skills. Pauline Siteyi, the Mckinsey East Africa HR Manager noted that application of theoretical knowledge in

a work place is a challenge to students and graduands. Therefore, employers are forced to retrain graduands for another two years. The two-year programme is meant to assist graduates to learn the skills of the work place and to make them high achievers. Mamadou Biteyi, the CEO Rockefeller Foundation argued that training of students for another two years after a four-year training was too much. In this case, it was proposed that there is need to revise the curriculum to improve employability of students and to train for industry needs. It was noted that innovation and problem-solving skills cannot be learnt in class, these skills must be learnt while solving a problem on the job. In this case, industry players must bring problems to students so that they begin to learn to solve them. Learning of soft skills should begin early at lower level education because it is difficult to teach soft skills at the tertiary level. There is the need to embed teachings on ethics in the University's education system.

Case studies of programmes instilling soft skills to graduates

The ACT is a research organization that has developed a programme which seeks to assist students to develop soft skills. Intel College in collaboration with a British University is also addressing the issue of employability. They have developed a program known as 'Teach To The Future Program' which incorporates training of soft skills, internship, alumni trace studies among others soft skills that graduates require for them to secure employment at the workplace.

Sandra Glory from the Kenya Association of Manufacturers (KAM) reiterated the need for training graduates on soft skills and indicated that KAM is also implementing an internship programme (3 months) geared towards improving soft skills of graduates. Consequently, 300 graduands have been absorbed in industries. The KAM programme aims to place students to technical institutes and impart in them communication, CV writing, interview etiquette and soft skills among others. The students that have gone through the program are performing very well in the job market. Institutions must be ready to monitor feedback and progress of students in order to evaluate if the approach is working.

Every University should have outsourcing departments connecting students to small jobs for experience and to meet industry needs. It was noted that the new generation of graduates want to run their own jobs and become Managers and CEOs of their companies. This therefore calls for training on leadership and integrity attributes in addition to soft skills.

WAY FORWARD

Prof. Julius Ogeng'o Ag. DVC (Academic Affairs) thanked participants for their participation in the roundtable discussions. He noted that the University will take seriously what has been discussed and implement actionable points. He further emphasized that the University was willing to incorporate in its curricula customized courses to accommodate the needs of Industry. He pointed out that the tripod relationship between the Government, University and Industry Players was geared towards improving employability of students. The University will monitor and evaluate its students attached in different institutions. He assured the forum that dialogue between Academia, Industry and Government will continue into the future and on a continual basis.

Prof Mbithi appreciated the Chancellor for her efforts in organizing the event. He thanked the participants for making time to attend the roundtable discussion and welcomed partners to the University to participate in sitting in University committees to address issues of developing tailored course, adjunct lecturer, honorary lectures and joint appointments.

To conclude this session, it was emphasized that not one entity is responsible to do what needs to be done to mold students for the job market. Government, Academia and Industry play a critical role in looking at the issues raised collectively and coming up with solutions.



Roundtable discussions session by Government, Industry Partners and Academia

SESSION II

OFFICIAL OPENING OF CHANCELLORS CAREER FAIR

WELCOME REMARKS

By Dr. Vijoo Rattansi, Chancellor, UoN

Dr. Rattansi appreciated, the Cabinet Secretary (CS) Ministry of Education, Amb. (Dr.) Amina Mohammed and her entire team from the Ministry of Education for finding time to attend the opening ceremony. She congratulated the CS for the impeccable work that went into developing the career services guide book.

In her speech, Dr. Rattansi indicated that throughout the academic life, the University promises students that education, in the words of the late Nelson Mandela, "is the great engine of personal development, through which the daughter of a peasant can become a doctor, the son of a mine worker can become the head of the mine, that a child of farm workers can become the president of a great nation." Put into perspective, what the late President was saying is that education can make everything possible and in doing so mark the transition from learning to earning.

The Chancellor noted that the Career Fair was organized around themes; with Day one's theme being the job market and Day two's theme being entrepreneurship. The event offered enriched thematic engagements to include exhibitions of UoN homegrown innovations, keynote addresses, breakaway sessions and panel discussions on matters of branding for employment, talent and image management, skills for tomorrow, cyber security awareness, technology trends, cv writing, interview etiquette and creativity, innovation, startups management, negotiations and business models for the entrepreneurs. Outstanding student innovations would also be recognized and awarded.

Dr. Rattansi re-iterated that the University was committed to exploring diverse platforms for employers to engage the student community well before they graduate. She indicated that the University was also exploring options for expanding opportunities for industry to tap into the vast yet underexploited Research and Development potential in the University. This should go a long way in providing scalable solutions to industrial and societal problems.

Building on the Career Fair, the Chancellor pointed out that the University would soon pilot "Kazi Connect" by the Ajira Digital Program, a recruitment spot supported by the Ministry of Information, Communications and Technology that will allow employers to engage the

entire student community on a web-based platform and recruit. Registered students will take advantage of the national and global exposure this portal provides to unlock thousands of job opportunities in the knowledge-based industries such as those in engineering, IT, finance, law, healthcare, education and professional services at both the local and international markets.

In conclusion, the Chancellor thanked Industry Partners for the opportunities that they continue to provide UoN students to hone their knowledge and skills as they embark on a future full of possibilities. She appreciated industry's support for graduates as they begin their journey in the world of work and entrepreneurship.



Chancellor giving the opening remarks

INDUSTRY KEYNOTE SPEAKER 1

Presentation by Charles Murito-CEO, Google



Charles Murito-CEO, Google delivering his presentation

Mr. Murito focused his talk around three pillars: Perception, 3A's and a Round Community; all which add value to an individual while navigating through life.

Perception: A gram of perception is worth a kilo of performance. This means that one should think of how they would achieve success as well as how they would approach it. One should consider the ethics/ morality that surrounds them as well as their character. Graduates should thus change their perception on wanting to be successful by just making money to how they can actually earn the money. They should be patient as success takes time and there is no shortcut.

The second pillar **(Three A's) include; Ambition, Ability and Attitude.** Graduate students should set their ambitions high so that the next generation will continue building on it. Students should also be overly ambitious to an extent that no matter what happens in their lifetime, it will be the anchor to ensure they steer to the right direction in terms of their goals and objectives set. A case scenario on achieving one's ambition is on 'Poverty Alleviation'. This entails taking initiative and perhaps starting a company, building it over time so as to create opportunities just like google (content creators, designers etc. have a platform of sharing their talent across the world).

Ability is all about preparing oneself to achieve ambitions set out. Graduates must therefore sharpen their skills and stay up-to-date with the current trends in their specific fields as change is bound to take place as it is considered to be revolutionary and not evolutionary. It is important for one to think of how they would approach the work they do and make changes that are revolutionary. **The last 'A' is Attitude.** Everyone likes to work with those who are nice; one should therefore be deliberate on how they treat others. Graduates should also be open when it comes to learning as it is with this that earning takes place. Mr. Murito stated that students ought to be open to challenging themselves so as to rise whenever they fall.

The last pillar, Community, is concentrated on the quote: A rising tide raises all boats. One has to be able to fit with others. Graduates need to stand out and be able to build a prosperous community as this in turn helps individual companies thrive.



INDUSTRY KEYNOTE SPEAKER 2:

Presentation by Dorothy Sagwe-Oracle Solutions



Dorothy Sagwe from Oracle Solutions making her presentation

This presentation focused on future career trends. Careers are changing and technology is at the core of this change. Graduates should therefore set out to look into what the changing nature of the work place and skills required for one to be productive in the job market.

It does not matter what field you are in, graduates should think beyond borders of the traditional employment. The job market is broad and graduates must therefore fully engage themselves with skills in their area of focus and beyond. Times have changed and as opposed to looking for a specialist in a certain field the traditional way, one can go online and find specialized services in a snap. In this 21st century, the consumer is online; graduates' skills and knowledge must be advertised online too.

With the diversification of available jobs, employees have to be team players so as to work and deliver results without supervision.

Employees must move with the world and not to stay idle at any cost. It is therefore important for employees to take initiative so as to excel in the workplace. This can be done by taking into consideration three points. The first being able to re-invent oneself by learning, unlearning and relearning. Secondly, an employee must understand that we live and work

in a community where there are diverse people who have acquired different pieces of information one can tap into; thus, the importance of coaches/ mentors comes in. Lastly, employees must develop leadership skills, be team players, acquire problem solving skills and social skills that help drive virtues like trust and integrity in building the economy.

The difference between who you are today and who you will be in the future will be the books you read, the people you meet and interact with and the places you go to. In conclusion, the speaker emphasized that each person is a resource to his/her family and community. Therefore, students must strive to:

1. Re-invent themselves continually learn, unlearn, re-learn-Get their skill out there faster and more efficiently;
2. Live and work within a community, different people offer different services. Mentor others in your line of profession, specialization;
3. Develop soft skills that make the world go round – leadership skills, teamwork, problem solving, social needs, value system-integrity;
4. Keep reading and learning both online and physical classes, look for coaches and mentors;
5. Work with integrity.



OFFICIAL OPENING SESSION

By Amb. (Dr.) Amina Mohammed, Cabinet Secretary, Ministry of Education

The opening session kicked off with opening remarks from Mr. Alfred K. Cheruiyot, Principal Secretary, State Department of Post Training and Skills Development together with Dr. Kevit Desai, Principal Secretary, State Department of Vocational and Technical Training who officially welcomed the Chief guest, Ambassador (Dr.) Amina Mohammed, Cabinet Secretary, Ministry of Education; the theme of discussion being the Job Market.

Ambassador (Dr.) Amina Mohammed, started off by recognizing guests, University leadership and all those present. She gave special recognition to Dr. Manu Chandaria for his endless effort to create jobs in the country. She congratulated the University of Nairobi for taking the initiative to actualize the launch of the office of career services. Ambassador (Dr.) Mohammed also applauded the University of Nairobi for being ranked the 5th best University in Africa.

The CS noted major issues in relation to the job market and skills development. She hoped that the Office of Career Services (OCS) would help to operationalize the career services functions including benchmarking against best performing countries. The office, as she hoped would serve as a hub for intellectual thought, industry experience and evidence-based study of career and work trends in Kenya among others.

Dr. Mohammed discussed several key issues touching on training, skills development, job market and Government measures that have been put in place to promote employability of graduates. The Cabinet Secretary noted that, Kenya has made tremendous strides in reforming the education and training sector. These reforms have translated to a rapid rise in the number of students graduating from tertiary institutions annually. This in turn has resulted to increased unemployed as all those graduating cannot be absorbed directly into the job market. Therefore, to counter this, the Cabinet Secretary launched the Office of Career Services at University of Nairobi to serve as point of assistance for the job seeking graduates.

The Cabinet Secretary noted that, the effort by the University of Nairobi to invite industry players to the Career Fair was a good move as she emphasized that industry will be crucial for the success of the objectives of the Office of Career Services. She urged the private sector to consider investing in pre-graduation skill development programs.

The Ministry of Education recognizes that technical and vocational education and training is the missing lifeline. The sole focus in the Education Sector has been to raise the capacity, competitiveness and relevance of technical training to the future of our country's pro-

ductive needs and entrepreneurship in partnership with the private sector especially Micro, Small and Medium Enterprises (MSMEs) sector. She noted that the MSME's play a key role of contributing to the economy to a tune of 33.8% of total income and a total of 14.9 million people are employed by MSME's.

The Cabinet Secretary pointed out that, the Ministry will also facilitate and support exchange programs between industry, Universities and Technical Training Institutions. Such programs have already been operationalized at the Eldoret National Polytechnic and Rift Valley Technical Training Institute. So far, the government has operationalized 203 Technical and Vocational Centres (TVCs) and will establish 15 more this financial year. It is expected that in the next 5 years, every constituency will have an effective technical and vocational center of excellence. The government has also set a mechanism for students enrolled in technical institutions to access Higher Education Loans Board (HELB) loans to meet the tuition fees.

The Cabinet Secretary identified three major developments in relation to career trends. First, career services are no longer a matter of brick-and-mortar offices, today the emphasis is on an ecosystem rather than a place, Secondly, the principal purpose of university career services in the modern world is to build connections and communities that promote students' success. Lastly, in modern world, the provision of career services requires career professionals, to upgrade their skills and knowledge, and to reflect carefully on the emerging needs of their stakeholder.

The CS officially launched the Office of Career Services at the University and later toured the exhibition tents which hosted more than 60 companies. She then quickly toured the University of Nairobi exhibition booth which hosted UoN students who were exhibiting top innovations. She then moved to the UoN Alumni Association booth, Diamond Trust Bank booth I&M Bank booth and finally to the Beta Healthcare stand.



The Cabinet Secretary Education Amb. (Dr.) Amina Mohammed officially launches the UoN Office of Career Services



The Cabinet Secretary Education Amb. (Dr.) Amina Mohammed making the official opening remarks of the Chancellors Career Fair



Mr. Alfred Cheruyiot, PS, State Department for Post Training and Skills Department making remarks during the Career Fair



Dr. Kevit Desai, Permanent Secretary, State Department of Vocational and Technical Training making remarks during the Career Fair



The Cabinet Secretary Education visits the UoN Exhibition stand during the Career Fair



**DAY 2: TUESDAY AUGUST 14, 2018
- ENTREPRENEURSHIP**



FIRE SIDE CHAT

Moderated by Caroline Mutoko (Group Marketing Manager, Radio Africa) and Prof. Bitange Ndemo, School of Business, UoN

This session focused on the changing technology with major focus on Artificial Intelligence (AI) and its effect on health, food security and education. The session was structured in a question and answer format where Caroline Mutoko fired questions at Prof. Bitange Ndemo as he responded to them. Throughout the session, several unexplored opportunities for the youths were highlighted by Caroline Mutoko; they include: social media moderators, Ethical hackers (WhiteHat), Food stylists, Chief listening officers among others.

Discussions

The discussions were kicked off by Caroline Mutoko noting that in the year 2007, twitter went global and made it possible for one person to communicate to many people at the same time globally. Also, Caroline noted that the world has changed significantly due to industrial revolution and technology. She reiterated that we are in the 4th industrial revolution after transiting from the 3rd stage. The 4th stage includes how we live and teach; it is all about technological advancements.

Caroline noted that the closest case of AI is Google by being able to predict our mind when we search for things on the internet. Caroline then threw the ball to Prof. Ndemo by asking him to talk about how AI will affect Education, Health and Food Security. Prof. Ndemo noted that in education, AI helps to study reading patterns of a child, using visuals for example has been found to help in a child to comprehend more when learning. AI is equally applied to gauge student concentration levels. The Professor noted that, Khan Academy too makes intense use of AI.

On health and AI, Prof. Ndemo noted that AI has not sufficiently been put into use especially in Kenya. This is because there is no comprehensive database for all patients in the country which forces patients to undergo multiple repeated tests when they visit different hospital facilities. He said that every new problem in the health sector presents fresh opportunities for exploration. Hospitals also lack centralized databases.

Furthermore, AI and Food Production/Security, Prof. Ndemo noted that AI has sufficiently been applied by Twiga Foods Company in its operations. The company uses big data which informs the demands of different markets. Twiga gives credit to low scale business operators without collateral having understood their patterns of operations thanks to AI. He noted that AI has not been sufficiently put into use and thus Kenya lacks a proper supply chain system which has ultimately made local products expensive and promotes consumption of imported items like eggs from South Africa.

Big data emerged as a point of discussion and it was noted that big data entails more details on the item or person in question. Big data together with blockchain technology, has made it possible to automate trust, thus creating a trusting identity. Through this, multiple people can validate information about a product. This has also made use of the concept of track and trace where consumers are able to know if products are from a secure sources or not.

To conclude the session, Caroline Mutoko challenged the students by highlighting several opportunities which they should venture into. These included: social media moderators/managers, ethical hackers, food stylists and chief listening officers among others.

Q & A Session

1. Google aims to maximize its utility by 2020. What would be the effect of this on food production and security?

By maximizing means being able to know all consumers by name and residence i.e. being able to know all the data about humans to be able to develop other products based on user needs. The effect on food would be that people will be able to access their specific food choices more easily.

2. Given that University education has three goals of enhancing critical thinking, creative thinking and problem solving, how would the 4th revolution help to provide the three goals?

The revolution will create an ability to hear divergent issues and understand them better. It will also help people to think more radically to ensure that it does not negatively impact on the three goals; there is therefore need to change the system of evaluating students. Universities must think further on how to find their space and teach students to be curious which will help to create new ways of solving problems.

3. How will the 4th revolution trickle to rural areas?

4th revolution is already happening in rural areas. For example, Twiga foods is giving credit to people in rural areas.

4. African leaders are working on continental free trade, aid promoting digital economy. What advice would you give to young people to take up the changes and benefit?

The youth should be adventurous and travel to be able to learn about the opportunities and challenges in different regions.



Caroline Mutoko (Group Marketing Manager, Radio Africa) and Prof. Bitange Ndemo, School of Business, UoN engage during the Fire Side Chat

PANEL DISCUSSIONS

Moderated by Caroline Mutoko, Group Marketing Manager, Radio Africa

The Panel consisted of Ronald Osumba, the Chair for the Youth Fund, Prof. Madara Ogot, DVC, Research, UoN Angela Githuthu from Safaricom Blaze, Harry Hare, the founder, Demo Africa, Fred Ouko, a UoN Student running a business start-up and Sue Mueni, former Blaze BYOB contestant. This session focused on the need for innovative and creative ideas by students to enable them begin their own start-ups and businesses.

From the discussions, it emerged that for one to make it in entrepreneurship, you need a product, distribution channel and market. Students and graduates do not need a large sum of money and crazy ideas to begin a business. The Youth Fund has established new products reaching out to new outstanding startups not necessarily focusing on groups but rather focusing on artists and musicians among others. For the success of any start up, there is need to invest in a platform offering digital interaction with customers. Mr. Osumba emphasized that half of young entrepreneurs do not need money. They just need to package their idea and learn to sell it in 3 minutes to potential investors (elevator pitch).

Angela Githuthu from Safaricom Blaze noted that Blaze is co-created with the youth and they defined what they want in the brand. Young people today are not looking for conventional ways of success, theirs is purely unconventional. Beyond talent, young people need perseverance and toughness because greatness requires internal toughness.

Harry Hare, the Executive Producer and founder of DEMO Africa emphasized that there are many opportunities for students in different sectors ranging from Agriculture to Education to Finance among others. DEMO Africa is a launch pad for emerging technologies and trends in Africa and is modeled around DEMO US, which has been the birthplace to more than 50% of today's mainstream technologies. Hare pointed out that the critical thing that upcoming entrepreneurs miss out is on connecting a specific problem to a solution. The trick is to identify a gap in any sector and develop a solution to fill the gap. Innovation is not necessarily creating something new, it's about increasing efficiency in a given service. For instance, Apple, the American multinational technology company was not the first to create gadgets, they just create products improving on efficiency and that is why they are a top selling technology company. Harry concluded by underscoring that business should not be complex, the more complex it is, the more difficult it will be to make money.

Fred Ouko, a 4th year, School of Business student from UoN is an example of some of the students that have developed a start-up a business from the University of Nairobi. His start-up focuses on branding businesses and provides a platform for selling products locally and internationally. For instance, if you have a business of branding shirts, Fred's

company brands the idea and writes content on the business to market and sell the products. Sue Mueni, founder of Sued Watches on the other hand runs a brand of watches making Maasai beaded watch straps to upgrade watches. Sued watches offers customized watches, an authentic product for a target special market.

In concluding this panel session, Prof. Madara Ogot, the Ag. DVC, Research, Production and Extension indicated that the University strives to increase entrepreneurship ideas among its students. However, for graduates to become entrepreneurs, they need significant work ethics. This is what the university focuses on, to instill work driven, problem solving skills. The University also advices students to venture into businesses that add value. The key message that the University brings out of the students is to instill hard work values and openness to opportunities.



INDUSTRY KEYNOTE SPEAKER 1

Presentation by Mr. Paul Mbugua, Group Managing Director of Eclectics International

Mr. Paul Mbugua, the Group Managing Director of Eclectics International is also an ICT expert and founder of the company. He asserted that technology has no boundary. Africa needs innovative technology to create wealth and employment opportunities. Eclectics International is a technology savvy company transforming Africa through innovative, state of the art tailor-made software solutions for Banking, Financial, Agricultural and Transport & Public sector and has existed for over 10 years with a presence in 25 African countries. One of its main activities is automation such as e-wallet in banks. It is now easy to open a bank account with just an Identification Card (ID).

Eclectics International competes with other international companies to provide local solutions. The importance of planning before undertaking tasks cannot be overemphasized. Lack of formal employment has led to the growth of the informal economy. The youth are getting into jobs not because they want to expand their career path but because they want to survive. Therefore, there is a need for inculcation of entrepreneurial skills to students. Technology has opened a window of opportunities for the youth. Eclectics International provides a forum for local companies to advocate for local solutions and this is a great opportunity for graduates with excellent start-up ideas to benefit from business opportunities offered by Eclectics.



Mr. Paul Mbugua, Group Managing Director of Eclectics International during his presentation

INDUSTRY KEYNOTE SPEAKER 2

Presentation by Dr. Gilbert Saggia, Managing Director, SAP East Africa

SAP is at the centre of today's technology revolution. The market leader in enterprise application software, SAP helps organizations fight the damaging effects of complexity, generate new opportunities for innovation and growth, and stay ahead of the competition.

Dr. Saggia, the MD for SAP East Africa noted that new jobs are being created everyday due to technology revolution and change is happening really fast. It is affecting our work and social life. Computing is changing everything; Technology has transformed society in the past and present. For example, technology has transformed the transport sector, the Internet has transformed learning. Today people are creating jobs while yesterday, people were looking for jobs. He emphasized the need to teach entrepreneurial skills to graduates. Entrepreneurs who are graduates must add value to what they do. There is no need to copy paste business ideas. Apart from entrepreneurial skills, he pointed out that graduates need to have patience and determination. A genius is 1 percent inspiration and 99 percent perspiration. With the constant change of innovations, there is need for production of new ideas that will change the world and SAP is at the forefront of spearheading this by offering great opportunities for mentorship, internship and job opportunities for graduates.



Dr. Gilbert Saggia, Managing Director, SAP East Africa making a presentation during the Career Fair

CLOSING SESSION

CLOSING REMARKS

By. Dr. Vijoo Rattansi, Chancellor, UoN

To officially close the two day sessions for the Chancellor's Career Fair, Dr. Rattansi thanked the Government specifically the Cabinet Secretaries of the Ministries of Education (Amb. (Dr.) Amina Mohammed) and the Ministry for Public Service, Youth Empowerment and Gender (Prof. Prof. Margaret Kobia) represented by Ronald Osumba, the Chairperson of Youth Enterprise Development Fund, for gracing the inaugural event and for facilitating the enriching presence of their Permanent Secretaries and Policy makers. The Government participation was highly appreciated.

The Chancellor further appreciated Chief Executive Officers of State Corporations and Private Companies and representatives of industry that heeded the call and partnered with UoN in this event either through personal presence or staff nominees, sponsorship, exhibitions, and participation at CEO's roundtable and various breakaway sessions over the two days' events.

In conclusion, Dr. Rattansi indicated that the Chancellor's Career Fair was scheduled to be a biannual event held during the two graduations that the University hosts every year. The next Chancellor's Career Fair will be held simultaneously with the Nairobi Innovation Week so as to harness the collective benefit of the

that the Chancellor's Career event and taking que from university hosts every year. The event will be held simultaneously with expand participation and two events.



Dr. Vijoo Rattansi, Chancellor, UoN making the closing remarks during the Career fair

PRE-CONFERENCE PUBLICITY

DAILY NATION NEWSPAPER: MY NETWORK

In a bid to raise awareness on the Chancellors Career Fair, the University published a supplement on the Daily Nation Newspaper for Friday August 10, 2018 on the **'My Network Segment'**. The supplement highlighted the need for coaching students on key areas of the job market. Through mentorship and career fairs at the University of Nairobi, the following three students managed to come up with innovations and start-ups and they shared their stories in the supplement.

Victor Murage: Alumni of UoN

Age: 33

Founder: Simple Sellable Solutions

Victor who graduated in 2009 from UoN with a Bachelor's Degree in Computer Science is currently the founder of Simple Sellable Solutions, an IT Solutions company. His company offers a wide range of IT solutions in web applications space ranging from websites, information management systems, e-commerce systems and mobile money payment solutions.

Victor started his company in 2014 and highlights that one of the major challenges he encountered at the initial stage of his entrepreneurship was access to financing. His company has worked with a number of international and local companies in various sectors such as airlines, banks, churches and hotels among others.

Winnie Kemunto

Fourth Year Student, Economics & Statistics/Caterer

Age: 21

Winnies, a Fourth Year Student of Economics & Statistics at the University of Nairobi decided to venture into an income generating business in catering to keep her busy during weekends and provide for her money for upkeep through the semester.

Winnie started off with selling second hand clothes and handmade accessories before finally settling on one of her hobbies, 'cooking'. She is the founder of 'Kemmy's kitchen', a start-up that offers snacks and vegetarian burgers which she sells to students and the nearby University community.

Winnie's biggest client is AIESEC, a student-run organization offering students a platform to discover and develop their potential to impact positively on society. Occasionally, she offers cooking sessions to interested fellow students.

Lenny Lenya

2nd Year, Electrical and Electronics Engineering/Photographer

Age: 20

Growing up, Lenny has always loved taking photos and this is what has finally become a source of income for him as a student. Lenny is keen on portraiture which is photography that focuses on the human body. Because he has to focus on his studies, Lenny takes up at least three shoot out projects on a monthly basis and charges KShs. 2,500 per shoot out on average.

The income he raises helps to meet his school work expenses and part of the income he injects back to his growing business. Lenny is keen on pursuing photography as an alternative source of income upon his graduation and part of his savings will go into purchasing better quality equipment.

K24 INSIDE BUSINESS PROMO

K24, one of the top Television Station networks in the country raised awareness about the Chancellors Career fair through its Inside Business Segment. Tony Timase, a Business presenter at the K24 TV channel highlighted that UoN was hosting the Chancellors Career Fair with the hope of linking the corporate world with students. The segment highlighted the theme for the career fair, nurturing and consolidating partnerships with industry for employability of graduates.

The event hoped to create a seamless transition from learning to earning. Tony further noted that strategies for achieving this goal include counselling services, students-industry linkages, apprenticeship, career fairs, recruitment, venture capitals and graduate tracker services.

K24 covered the event live and showcased the links that were being established between students and industry partners. The companies exhibiting at the career fair took time to guide students on what they look out for when looking for potential employers to recruit. This was done in a bid to lessen the gap between students and industry in relation to the job market.

The Industry decided to reach out to Universities to begin conversations towards solving the problem of skills mismatch so that the academia also know which skills the industry

is looking out for and current trends in the market. The event also aimed to come up with strategies of solving the skills mismatch problem among other problems employers face when looking to employ graduates such as poor communication/ presentation skills and poorly written CVs.

Some of the students interviewed indicated that their expectations of the Career fair were to get internship and job opportunities, learn entrepreneurship skills to enable them to create employment for others, gather knowledge on what employers are looking out for and to interact and network with potential employers to have a starting point when they graduate and enter into the job market.

The importance of volunteerism by students to gain experience and knowledge on the job market and constant updating of ones CV on any experience gained however little were emphasized. In addition, the role of Technology and professional applications like LinkedIn cannot be overlooked as it plays a critical role in marketing oneself to potential employers in the technology space.

It is hoped that knowledge gathered by students during this career fair and future career fairs and ongoing partnerships between Universities and Industry partners will eventually reduce the number of unemployed graduates in the country and increase more productive and better skilled employees in the evolving job market.

AFTERNOON TRAINING SESSIONS

BRANDING FOR EMPLOYMENT

Presented by Mr. Christopher Mwirigi, Manager-Learning and Development, I&M Bank

This session was facilitated by Mr. Christopher Mwirigi from the I&M Bank. He highlighted networking, having a proper mindset accompanied by strong values and integrity as core skills graduates need to acquire as a process of branding themselves for employment. He also noted that some individuals fail to brand themselves sufficiently because they lack passion, confidence as well as aggressiveness.

Mr. Mwirigi started off by saying that habits formed while students are in campus or in earlier life will shape how one will perform in the corporate world. The habits will therefore make or break one's career. He emphasized on the importance of standing out from the crowd as a graduate prepares for employment. For this to happen, there are key things graduates need to do. One is networking, which can successfully take place by volunteering as employers do not solely rely on experience or grades. On the other hand, graduates should be encouraged to travel/ explore the world and get to interact with different people from different backgrounds with different mindsets.

Confidence is also critical as it helps one to socialize and complements a graduate's papers, CV and resume. Graduates should also have a good perception which they can develop by working on their etiquette; from how one eats to how they speak, and write.

Mr. Mwirigi brought to attention the importance of being honest and researching on the company one aspires to work with. For the former, graduates looking out for employment must present themselves in the best way possible to prevent embarrassment or loss of the job in the future. Researching on a company before going for an interview demonstrates one's enthusiasm for the career and impresses the employer thus making an interviewee a prospective candidate for the job they applied for.

To separate oneself from competition, Mr. Mwirigi stated that it is crucial for graduates to manage themselves in terms of time keeping as well as maintaining their values. This helps to avoid peer pressure as they are doing something they have aligned themselves with.

Q & A SESSION

1. Does dressing matter when you are already an entrepreneur or when looking for employment?

When looking for employment, one needs to dress for the job they want. If your industry requires you to wear a suit and tie, it is advisable for one to do so. Dress to impress!



Mr. Christopher Mwirigi from I&M Bank makes a presentation on Branding for Employment to UoN students



UoN students follow a presentation on Creativity and Innovation; the session was overly subscribed

CYBER SECURITY AND TECHNOLOGY TRENDS

Presented by Nelson Juma, Head of Information and Cyber Security, I&M Bank

Mr. Juma gave a presentation on Technology trends and cyber security. He questioned whether the audience was ready for the future in the context of technology change. Internet security is a component of cyber security and application of technology is everywhere in society in all sectors of the economy e.g. transport, health, education, communication, industry among others. Technology is also being applied in homes via mobile phones, TV, games etc.

Young people are interacting with technology through social media and the internet. The aim of technology is to simplify human needs and wants. Artificial Intelligence (e.g. autonomous cars, robotic doctors) and machine learning are increasingly being used to simplify human life.

The City County Government of Nairobi for instance has automated collection of parking fees through the 'ejjipay'. Other examples of application of technology in Kenya include Saafrii, Mpesa, M-changa, itax, taxify, M-farm, Jumia, T-taksh, Airtel money, NHIF, OLX, Sport Pesa, Soko Huru and Pesa Pal among many others. Clearly, Technology is here to stay and anyone who is not willing to learn technology will not be able to function effectively in the new job market era. In this technology era, Mr. Juma noted that nomophobia (fear of being out contact with mobile phones) has become prevalent; the internet has improved communication. Numerous jobs have emerged such as data analytics due to technological changes.

Cyber-crime is prevalent in this era of technology. Technology is being abused and therefore technology users need to beware of cybercrime and how to deal with it. For instance, drones are being used as weapons for war to kill others. Cybercrime (hacking into financial systems) and Cyber fraud are now common cases. Other examples of abuse of technology include: ransomware (which interferes with normal function of a system; Internet of Things (IOT) botnets (flooding a business with non-genuine requests); cyber espionage and fire-sale. Hacking is a component of cyber security. There are three categories of hackers: white hats, black hats and grey hats. Black hat hackers are malicious hackers whereas white hats seek to provide solutions. Greyhat hackers on the other end refers to a computer hacker or computer security expert who may sometimes violate laws or typical ethical standards, but does not have the malicious intent typical of a black hat hacker.

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In conclusion, with this technology era, it is important for employees and organizations to be well versed with cyber-crimes and the different ways of dealing with these challenges that one is prone to encounter when using different modes of technology.

TALENT AND IMAGE MANAGEMENT

Presented by Priscilla Ndonga, General Human Resource Manager, I & M Bank.

Ms. Ndonga discussed about Talent and Image management from the angle of employability. She derived her definition of talent from Mackenzie (global consultancy firm), which defines talent as a person's abilities or intrinsic gifts, skills, knowledge, character, drive, experience, a person's ability to learn and grow (simply the gifts that each one has).

She said that I & M Bank spots talent during recruitment. The company checks whether a candidate has what it takes (talent) to help the bank realign to its banking industry needs. This means that every employer will always shop for different potential employees with the very outstanding skills that will be in line with the company's manpower needs. In this case therefore, Priscilla advised University students to concentrate on their strengths and capabilities rather than pushing themselves down by believing they are not talented.

From an organizational position, Priscilla described talent management in a nutshell as the anticipation of acquiring human capital for an organization and planning thereof that meets the need. For instance, I& M Bank after projecting their talent needs for the next two years will traverse the country looking for over 20 management trainees who are their potential employees. Talent management is therefore the whole process of selection, recruiting, retaining, developing, rewarding and performance management. Talent management should be tied to the business strategy. Consequently, instead of dismissing some candidates deemed not to be ready for the job market, systems of developing them should be put in place to cover for the futuristic needs of a firm.

Image Management

Image is all about how you package yourself. Pricilla recalled of social profiling in the 80s where it was very easy to tell a villager by looking at how they are dressed and how they behave. Being a Human Resource expert, she advised on the importance of image (personal packaging) especially during job interviews. Candidates should dress modestly i.e. avoid; dressing expensive, wearing tight clothes, short skirts and putting on too much makeup. Priscilla added that image also involves the relevant content that one has, you have to be knowledgeable, logical and be a person who looks at life with the seriousness it deserves.

Image management is therefore the proactive process of evaluating and controlling the

impact of your performance on yourself and others and the achievement thereafter. In other words, art of creating an authentic, appropriate, attractive and affordable personal and professional image which increases your confidence, credibility, productivity and capability.

Talent management is not about retention, it's about developing oneself. You have to prove you are the best through how you package yourself. This is because just like talent, jobs are rare. The differentiator in an interview room is how you present yourself as the best. Priscilla advised that potential employees should always consider this from the employers' point of view i.e. what do I need (what qualities should I have). Graduates should research widely, stay current and be well conversant with not only local but also regional and global happenings.

Most graduands struggle with confidence issues and according to Priscilla; this is so because they are too much pre-occupied with comparing themselves with others instead of working on improving their personal image and brand.

Image management tells who you are. It reveals the totality of a person and an organization in general. Priscilla attributes confidence to; self-presentation, self-promotion/professional presence and personal grooming. One's cleanliness improves appearance and has a lot to do with outside packaging.

Image management attracts others to you and encourages them to have regards towards you. Some of the basic entailments of confidence include: maintaining eye contact, proper and strong handshakes and audible voice. Furthermore, one has to be knowledgeable of the subject matter (have content) and have basic mannerisms.

To ensure effective image development, students have to create that space for development and be ready to change/to grow. Effective image management aims at achieving personal and professional success.

TECHNOLOGY TRENDS

Presented by Mr. Moses Kiganda, Territory Manager-Oracle Technology Systems Kenya Limited and Ms. Elly Mathenge, Oracle

The Technology trends training session was presented by the duo team, Ms. Elly Mathenge and Mr. Moses Kiganda from Oracle Technology Systems Kenya Limited.

Oracle is an Information Technology (IT) company dealing with myriad IT related services. In his presentation, Mr. Kiganda remarked that technology is a transformative wave. He started by giving out the promise and perils of transformation technology. He discussed three main transformative technology aspects; **Artificial Intelligence (AI)** also known as

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machine learning, **Internet of Things (IOT)** and **Blockchain**. Oracle has been engaging in these three facets of technology to meet up with the technology trends in the 21st century. This is because they all require an enterprise.

Transformational technology is any technology that requires transformation in business processes or business models in full exploit such as mobile devices and the internet. Oracle makes it easier to their clients to use these services in the field of technology. Though it is difficult for most firms to put together all these three services, Oracle has made it possible. Transformational technology mainly serves two purposes which is to improve on existing business processes and create new products or services for customers in the market.

Transformational technology has created the potential for competitive products such as M-Pesa services, Airbnb etc. Change comes at a cost and it is never easy and this is the main challenge that technology has presented in the three facets of IOT, AI and Blockchain. Despite this challenge, students were encouraged to take up the new transformational technologies as they represent an opportunity to create new products using technology.

Internet of Things (IOT) and its Role in Enterprise

IOT plays a pivotal role in any enterprise in relation to the technology trends in the market. It has increased efficiency in office departments such as Marketing and Sales, Operations, Retail and Distribution (R & D), IT and lastly Service and support department. IOT gives customer insights easily, allows for flexible pricing, makes user tracking easy such as smart phone tracking and allows for enabled self-servicing using the internet. All these aspects fall under marketing of the product using the IOT. In the operational sector, IOT has aided in asset tracking, Service Level Agreement (SLA) monitoring, Fleet management and Health tracking such as digitalized record keeping in hospitals instead of physical files. IOT also plays a pivotal role in R & D in terms of product usage analytics also known as churning products, in quality management and SLA tracking. Mr. Kiganda explained that with an IT department in an organization, IOT helps in data integration, Security and identity of products, automated analytics as well as fast app development for the organization. Lastly, the service and support department in an organization requires IOT to deal with remote services, condition-based maintenance and inventory planning.

Artificial Intelligence (AI) in Enterprise

Just like IOT, AI helps in enhancing different departments in an organization in delivering context driven optimization across systems in real time. For instance, in the Marketing department, AI has personalized offers based on individual customer requirements e.g. voice message on Google, and using ones voice as password by Safaricom. In the Human

Resource (HR) department AI has increased retention and job satisfaction through best matches of employee skills e.g. LinkedIn. In terms of service delivery, AI has eliminated waiting with context aware personalized chatbot interactions for instance the readily available replies on Gmail when one has received a mail is another example of AI. The Finance Department through AI has been able to manage risks with predictive scenario analysis and planning. Lastly, AI helps in threat detection hence helps the organization stay ahead of any malicious attacks to their computer systems.

Blockchain in Enterprise

Blockchain is mostly associated with crypto currency especially the wave of Bitcoin in Kenya. However, it was noted that there is more to crypto currency in Blockchain technology despite crypto currency being one of the major spheres. Blockchain is about continuous updating of records on who holds which bit of information. Bitcoin was marked to have the Blockchain technology behind it. Blockchain can be delivered in either private or gated/public spheres. The Blockchain technology minimizes (eliminates) the middle man hustle and this creates a trusted audit record everywhere. Blockchain technology is applied in creating digital currency e.g. Bitcoin, financial transactions, extended supply chain, keeping government records for instance land records and keeping health care records through ledger distribution in hospitals instead of physical files. Blockchain can also be used in the education sector to administer exams through the examinations bodies, mark and return the result in time. In the year 2018 alone, it is recorded that over 22% CIO's plan to experiment on the use of Blockchain technology in their enterprises and over USD 945 Million has been spent on Blockchain technology hence making the momentum growth of Blockchain so alarming. Lastly, it was observed that humans have been interacting with Blockchain previously through voice assistants, Chatbots and Virtual Reality (VR).

Technology affects our personal lives as well as our professional lives as most manual jobs are now being automated. However, Mr. Kiganda marked that technology is there to stay and he dripped some nuggets of wisdom saying that it is important for students to understand the impact of technology and how it influences their career choice. Students were encouraged to start small, overcome failure, learn quickly and not to be discouraged and shy to unleash their potential of ideas because it can transform the world.

Q & A Session

1. Explain what SLA tracking is?

It is the Service Level Agreement which stipulates a standard of downtime on how the services can be offered between a client and service provider and when it is violated the client is paid back for breach of agreement.

2. Is there a possibility of integration of Enterprise resource planning (ERP) with Blockchain Technology or IOT? What is the legality of Blockchain in Kenya because of legislation by the government on grounds of tax evasion?

It is possible to integrate Enterprise Resource planning (ERP) with Blockchain Technology or IOT and Oracle provides these services because Oracle's ERP services are embedded in their technology.

On the second question, government cannot regulate technology but they just need to come up with frameworks to curb the tax evasion problem. That explains why Blockchain can be found in both private and public spheres.

3. How can individuals and companies ensure data security in emerging technologies hacking?

Security of information can best be administered by the agency or organization supplying IOT services who should make sure the data is safe.

4. What are the effects of Blockchain crypto currency (Type) and role played by Oracle in providing it?

Oracle provides a platform that is a standard industry hyper ledger structure that builds more services around it and Blockchain is just one of those services built in that platform. Blockchain makes use of a peer-peer network that uses cryptography hence if one is not part of the chain, they cannot transact using Blockchain.

Both Ms. Mathenge and Mr. Kiganda closed the training session by emphasizing that students should learn to think critically on how technology will impact their lives because by 2025 all the companies will be highly tech enabled.

SKILLS FOR TOMORROW

Presented by Mr. James Ndiga, Community Manager-Technical Talent, Andela Kenya

This training session was facilitated by Mr. Charles Ndiga who is the Community Manager for Technical Talent at Andela, Kenya. He highlighted how technology is shaping industry and the role that Andela is playing to actualize this. The main focus was on software development as a skill that is scarce in the job market and how Andela is plugging in to solve this problem.

Andela invests in Africa's most talented software engineers to help companies solve the technical talent shortage and build high-performing distributed engineering teams. There are five open jobs for every software developer looking for one in the U.S. alone. Africa is home to 1.2B people and 7 out of the world's 10 fastest growing internet populations. Andela bridges that gap, solving the global tech talent shortage while catalyzing the growth of tech ecosystems on the African continent. Over the past four years, Andela has identified and hired the top 7% of over 75,000 applicants to work as full-time distributed team members from Andela tech campuses in Lagos, Nairobi, and Kampala. Leveraging a proven, data-driven approach, Andela builds high-performing engineering teams with Africa's top developers to help companies build better products, faster.

There are not enough software developers in the job market and therefore a deficit exists. 61% of software engineers struggle to hire talent because there is no accessibility to technical skills and thus Andela comes in to bridge this deficit. Andela hopes to scale this challenge by continually training young individuals below 30 years of age. Andela started in Nigeria and is now in four countries namely Nigeria, Kenya, Uganda and Rwanda.

Andela pays Engineers to train them to become software developers with a very attractive package which is not a common approach by most companies. The recruitment process is rigorous with an acceptance rate of 0.7% which is one of the lowest in the world. They accept applications every month after which every applicant receives a curriculum which they are required to go through and undertake an assessment. Once one passes the online assessment, a physical interview is then set up and successful candidates undergo a 6 months training under their various programs. If ones' application is unsuccessful, they can reapply immediately and go through the same process of application.

During the six-month training, Andela offers accommodation, meals and a salary to their trainee software developers. Training to become a software developer is not only what the applicants who are successful access but also training on soft skills like creative thinking, people skills, communication, time management and stakeholder management. After the

rigorous six months training, the trainee software developers are promoted and start working with the pool of Andela customers.

Students interested in becoming software developers can join Andela as the future is tech driven. Andela proposed a possible training partnership with the University of Nairobi where they are willing to train students on Software Development.

Q&A Session

1. How complex is the introductory Andela curriculum before one attends a physical interview?

The curriculum assumes that you have never been in a computer science class and therefore it progresses from the most basic as it becomes more complex.

2. How much time does the pre-hire curriculum take and is the testing done online or offline?

The pre-hire curriculum takes about three weeks after which an assessment is conducted. The tests are done online.

3. Do computer science graduates have an advantage?

No, every individual starts from the most basic level

4. What are the repercussions if after the training one still does not get the knowhow of programming?

Andela does not expect that since it has a rigorous hiring exercise and all those who successfully undergo the process and pass are best suited by merit.

5. What are the qualifications for one to apply to Andela apart from having a national identification card?

Only be willing to learn and have an interest in software development.

6. Elaborate more about Andela's four year contract with your trainees.

If you forfeit your four year contract, there are cost implications because Andela is using resources to train you.

7. Do the employees board or commute or does Andela provide accommodation for them for the six month period?

If one is based outside Nairobi or outside its outskirts accommodation is provided.

8. Does Andela offer training fellowship programs to senior software developers?

No. Andela assumes that they're already qualified.

9. Does Andela allow for part time working to cater for students who want to continue with their education?

The training is full time from 8 am to 5pm therefore it is not advisable for students. First finish school or defer your studies because it requires your full commitment if a student is to be successful.

10. Are there any downsides that Andela faces?

Not really but software development is not easy and requires full commitment.

11. How does Andela interact or how is it related to block chain technology?

Software development and blockchain are two different disciplines

12. What are the eliminating factors/qualifiers that make some candidates successful for the job yet Andela does not consider any academic qualifications of the applicants?

Andela collects over 90 data points from every application made; therefore it is purely on merit that makes some candidates successful and others not successful.

PARADIGM SHIFT & CV WRITING

Presented by Manohar Sangaru, Regional Head ICT and Secretariat, Beta Health Care International

This session was facilitated by Mr. Manohar Sangaru, the Regional Head ICT and Secretariat, Beta Health Care International. The training was anchored on the first day's Chancellor's Career Fair theme on the Job Market. Mr. Sangaru trained students on the importance of presentable CVs, email etiquette, office etiquette and corporate communication. Writing a good CV is the most crucial part when students are transitioning to the job market. However, it goes hand in hand with email, office etiquette and corporate communication.

Mr. Sangaru focused on the things to consider when writing a CV; they include assessment of culture fitness with one's work and lifestyle. Looking out for the industry expectations and the role an individual is seeking to fit in is critical. Students were urged to stop submitting the same resume for every company but instead they should take time to customize their CV in line with the job requirements. In addition, graduates seeking for employment should ensure that they back up their claims in the CV and not forget to highlight their hobbies and interests. Graduates should indicate their achievements too and not shy away from applying to top companies.

The training also highlighted on email etiquette. This refers to rules that users should aim to abide by while communicating via email. To keep up with email etiquette, students should look into being concise and to the point and answering all questions while pre-empting further questions to avoid lengthy and unnecessary conversations. Use of good grammar and correct punctuation gives a good impression. Attaching of unnecessary files, use of high priority options, capital letters should be avoided. Mr. Monohar also reminded students to always add disclaimers to their emails to avoid any liability that may result. Emails should be read before sending and always apply 3 volley rules and 24 Hour rule in communication through email.

The third topic covered was on office etiquette. This segment of the training focused on informing student on how to keep personal life separate from professional life. This is achieved in a number of ways including use of extension phone when communicating with colleagues instead of shouting from one's desk. Refraining from adopting a casual attitude from the way one speaks, dresses, and interacts with fellow workers. The official phone should be used only for official purposes and calls should made as short as necessary since other colleagues may want to use it. Employees should always keep time and observe confidentiality procedures. Students were urged to keep their cell phones in silent mode and never go to work while under the influence of alcohol. Respecting the organiza-

tion and fellow workers irrespective of their level of education and designation promotes a good working environment. Being a good listener, speaking clearly and being clear about your intentions facilitates effective office communication. Finally, the students were trained never to take advantage of their positions in office and to always avoid controversies.

The last topic was on Corporate Communication. Corporate communication is important for internal coordination, motivation and efficient management. It helps connect with the outside world such as customers, and helps in efficient decision making and implementation. It offers a forum for growth of leadership and an avenue for corrective measures, speedy communication and maintenance of discipline and peace in the corporation. Finally, the Corporate Communication department should facilitate training to managers, executives and general employees for performance improvement.

The session ended with a question and answer session,

Question and answer

1. Is it good to forge experience in a CV?

This is wrong. You will be asked a question on it and any lie will lead to being blacklisted from the company. Experience does not hinder your potentiality; it is not the only thing employers look out for. It is important that you first understand the job description.

2. What should be included in the cover letter to capture the attention of the employer to look into your CV?

You may use headlines carefully drafted to force the employer to go into the next line. Market yourself and indicate your experiences.

3. Should you use capital letters on the email subject matter line?

Do not use capital letters even on the subject matter because it may be interpreted as a show anger.

4. What should be the length of a resume?

Do not keep your resume wide, it should be at most three pages but should elaborate on who you are and your strengths.

TECH SKILLS GAP

Presented by Jill Kuchman, Curriculum Lead at Moringa School

Jill Kuchman brought to light some of the issues that cause the technological skills gap and why tech skills can be advantageous to an individual. She further highlighted how one can bridge the gap with skills acquired in school in order to have the appropriate skills required at the work place. When it comes to learning, one has to approach the technology learning process with curiosity, innovativeness as well as self-reflection so as to succeed.

Ms. Kuchman started off by mentioning that there is lack of data available on what skills employers are looking for. When it comes to Information and Communication Technology (ICT) and Science, Technology, Engineering and Mathematics (S.T.E.M) fields, one can know which skills are missing. However, once you try to identify where the job opportunities are, there is not enough data of what specific skills are needed. Graduates will therefore gather skills that are not necessarily required in the job market, thus disqualifying them from jobs they did not know they could take up.

Another cause of why there is a skills gap is the nature of technology as it keeps changing and evolving. Schools, in nature have a structured and solid curriculum that has to be followed to the core. This forces one to be fully pumped with theoretical skills for years as all assignments and exams originate from texts provided. Students are not able to quite interact with the real world and solve real problems and this locks them out from having the practical skills needed.

Despite having these gaps in the industry, there is an advantage to it. Students have the power to learn the missing skills by themselves. It is important to note that it is not always about the information one gets but how one decides to take it. The access to information has made this easy, especially with the rise of the internet where information is at one's disposal. An effective way of taking in information in a useful way is by reading and reflecting; you get to apply what you learn in the real world. By so doing, it helps one in building on their critical thinking skills, thus ensuring one is taking an active part in their learning process.

Upon taking the active learning initiative, students will have an added advantage as an employer might be willing to pay a premium for the right talent/ the qualified candidate. This helps an employer to avoid wasting time and money in training employees to acquire the skills the company or organization needs.

Q & A Session

1. Do you need any prior knowledge to learn programming/ coding? Where can one

attain said skills in Nairobi and at what cost?

One does not require any prior knowledge as coding is a tool to solve problems and one is always developing said skills. The more time you spend doing it, the more efficient one becomes. However, some background knowledge on coding can be helpful.

2. How does Moringa School incorporate other sectors of the economy as it focuses more on technology?

An individual who gets to attend the programmes offered is able to engage with the environment around them as Moringa School encourages it. Applications created range from police registers to uber apps for ambulances as well as smart home systems. Moringa School offers a wide array of applications for every sector.

3. Is it really necessary to go to the university to study what you can study in application colleges for a shorter time?

Yes. Traditional knowledge acquired in classes is important as theory is quite valuable. The practical skills acquired in an application college is a supplement.

BUSINESS MODELS

Presented by Prof. Madara Ogot, Ag. Deputy Vice-Chancellor (Research, Production and Extension), University of Nairobi

This session featured the theme of the second day of the Chancellor's Career Fair on Entrepreneurship. Business models is an important strategy for entrepreneurs. It helps in focusing on the specific step necessary to make business ideas succeed and to achieve both short-term and long-term objectives. The session began with discussions on the definition of value proposition which refers to what someone is willing to pay for. It also refers to the uniqueness of a product.

The most important question an entrepreneur should ask while starting a business is what is its value proposition. Any product has to have value to a particular customer. It is what gives one entrepreneur a competitive advantage over the others. In order to have value proposition, a business person must assess his/her customer segment. This is the specific set of customers that he/she targets since not everyone will buy the products. The channel for distribution of goods and services addresses the question of how your customers

will be able to buy what you are selling.

Customer relations should as well be assessed to determine how customers will be engaged. To enhance this, goods and services must be good. This may be done through provision of warranties. An entrepreneur should have well laid out revenue streams and how money will be spent. Any expenditure must be worth and should be aimed at building the business and returns earned after a specified period of time. Examination of other key resources aside from human resources need be taken into consideration. The nature of key activities that the business will be involved in needs planning. One should go out on their way and identify key partners in their business. An individual cannot have all the answers, therefore it is important to consult and identify potential partners.

Cost structure must be well laid out. This indicates where and how money will be spent. Finally, the governance structure cannot be overlooked. It explores on how the business will be run. An entrepreneur can choose to be a sole owner, have a partnership, cooperative, youth group or company among others. How an entrepreneur pays him/herself should be outlined as well when adopting a specific business model.

TECHNOPRENEURSHIP

Presented by Mr. Danson Muchemi, Entrepreneur and CEO, Jambo Pay

Jambo Pay is a company that provides electronic payment solutions to private companies (e.g. water companies) and Government Departments, Ministries and County Governments. The company is about 10 years old. It began really small; Mr. Muchemi began the company working from a cyber cafe.

JamboPay is an online payment gateway that allows users to securely make and receive payments through mobile phone over internet. Through JamboPay, shoppers can pay for goods and services online while sellers can receive payments for purchases made online. It enables users to pay for bills, fees, make donations and other payments over the internet or on mobile phone. JamboPay allows for mobile payments such as M-PESA, Airtel Money, and YU-CASH, Bank payments, Visa and MasterCard Debit and Credit cards. Using JamboPay any resident of East Africa can sell and receive payments from anywhere in the world.

An example of a solution created for Nairobi City County is the ejijipay payment platform, used for collection of parking fees. The company charges about 1 to 5 percent per transaction of the revenue collected. Apart from Kenya, the Company has presence in five African countries including Rwanda and Uganda. Mr. Muchemi highlighted the importance of keeping records as a lesson learnt during his entrepreneurial career. Other values which

entrepreneurs need to have are determination and perseverance despite hardships and challenges experienced along the entrepreneurship journey. To be successful in your business, it is vital to promote your company brand and take care of employees. Jambo employees own 12 percent of the company and this gives employees a sense of ownership.

Mr. Muchemi pointed out the need to comply with government regulations. Compliance is very important to anyone starting a business, and this includes tax compliance, NSSF and NHIF registration among others. Apart from compliance, building networks is critical. There is need to cultivate relationships and to practice high ethical standards.

Q and A Session

1. What are the challenges working with Government?

Politics is a major challenge working with Government. In addition, some County Government are not keen on automation or visibility.

2. What has been your biggest failure or challenge?

Do not focus on challenges as failure but opportunities to learn brought about by wrong decisions. Record keeping is very critical so that each process is documented as this can cost an entrepreneurial venture. Learning who to trust is also critical and it is important to delegate duties.

3. What are basic requirements in dealing with Government?

Some of the requirements include; company registration, tax compliance, PIN number registration, NHIF and NSSF registration, among others.

4. How do you measure customer satisfaction?

Customer care is very important in any business venture. It is important to call clients to find out how they feel about your services. JamboPay conducts online surveys". It is also important to do research to understand customers in a bid to serve them better.

5. Does JamboPay offer mentorship programmes?

JamboPay provides internship opportunities to students and plans for inspirational talks to young people.

6. What is your view on cyber-crime?

There is need to have a team dedicated to dealing with security. JamboPay for instance engages university students to develop cyber security solutions.

7. What should one look for when implementing a business idea in a new county?

There is need for market research, studying government regulations, assess staffing needs and technical infrastructure gap among other factors.



ANNEXES

ANNEX I: LIST OF ROUNDTABLE PARTICIPANTS

NAME	COMPANY
GOVERNMENT	
1. Mr. Alfred Cheruyiot	PS, State Department for Post Training and Skills Department
2. Dr. Kevit Desai	PS, State Department of Vocational and Technical Training
INDUSTRY PARTNERS	
3. Ms. Sandra Glory	Kenya Association of Manufacturers (Chairman)
4. Mr. Manu Chandaria	Chairman Comcraft, Limuru 95
5. Mr. Kihara Maina (CEO)	I&M Bank Limited
6. Mr. Bob Hroch	Oracle System Limited
7. Mr. Ben Mann	International Business Machines (IBM)
8. Ms. Jane Wairuri	Nation Media
9. Dr. Anita Aggarwal	Intel College
10. Mr. Mamadou Biteye	Rockefeller Foundation
11. Mr. Rohit Kumar Gupta	I&M Bank Limited
12. Mr. Vishal Singh	Intellect Design Arena Ltd
13. Dr. Sanjay Advani	Beta Healthcare International Limited
14. Mr. Kamal Shah	Grant Thornton Kenya
15. Mr. Sandeep Khapre	BDO East Africa
16. Ms. Dorcas Wainaina	Institute of Human Resource Management
17. Ms. Pauline Siteyi	Mckinsey East Africa HR Manager
18. Ms. Amandla Ooko Ombaka	Mckinsey Engagement Manager
19. Mr. Vishal Agarwal	Full Circle Africa
20. Ms. Susan Kiama	Three Green Apples
21. Mr. Patrick Coates	ACT
22. Mr. Arthur Njagi	Kingsway Tyres

UNIVERSITY OF NAIROBI

23. Dr. Vijoo Rattansi	Chancellor
24. Prof. Peter Mbithi	Vice-Chancellor
25. Prof. Julius Ogengo	Ag. Deputy Vice Chancellor (Academic Affairs)
26. Prof. Isaac Mbeche	Deputy Vice Chancellor (Administration and Finance)
27. Prof. Francis Mulaa	Director Intellectual Property
28. Prof. Madara Ogot	Ag. Deputy Vice Chancellor (RPE)
29. Prof. William Ogara	Director CIPL
30. Prof. Bitange Ndemo	School of Business
31. Prof. Karuti Kanyinga	Institute for Development Studies
32. Prof. Evans Aosa	(School of Business)
33. B.M. Waweru	Academic Registrar

ANNEX II: SESSION SPEAKERS

SESSION SPEAKERS

1. Mr. Ronnie Osumba	Chair, Youth Fund
2. Ms. Carol Mutoko	Group Marketing Manager, Radio Africa
3. Mr. Charles Murito	CEO, Google
4. Dorothy Sagwe	Oracle Solutions
5. Mr. Paul Mbugua	Group Managing Director of Eclectics International
6. Dr. Gilbert Saggia	Managing Director, SAP East Africa
7. Mr. Christopher Mwirigi	Manager-Learning and Development, I&M Bank
8. Mr. Nelson Juma	Head of Information and Cyber Security, I&M Bank
9. Ms. Priscilla Ndonga	General Human Resource Manager, I & M Bank.
10. Mr. Moses Kiganda,	Territory Manager-Oracle Technology Systems Kenya Limited
11. Ms. Elly Mathenge	Oracle Technology Systems Kenya Limited
12. Mr. James Ndiga	Community Manager-Technical Talent, Andela Kenya
13. Manohar Sangaru	Regional Head ICT and Secretariat, Beta Health Care International
14. Jill Kuchman	Curriculum Lead, Moringa School
15. Prof. Madara Ogot	Ag. Deputy Vice-Chancellor (Research, Production and Extension), University of Nairobi
16. Mr. Danson Muchemi	Entrepreneur and CEO, Jambo Pay

ANNEX III: CHANCELLORS CAREER FAIR STEERING COMMITTEE

1.	Prof. Peter M. F. Mbithi	Vice Chancellor
2.	Prof. Julius Ogeng'o	Ag. DVC (Academic Affairs)
3.	Mr. Johnson Kinyua	Director, Advancement
4.	Mr. John Orindi	Director, Corporate Affairs
5.	Dr. Fr. Dominic Wamugunda	Dean of Students
6.	Mr. Brian Ouma	Deputy Director, Advancement
7.	Ms. Naomi Nyaboga	Executive Assistant, Advancement
8.	Ms. Ann Nkoidilah	Executive Assistant, Advancement
9.	Dr. Fred Otieno	Chair, Exhibitions Committee
10.	Mr. Kenneth Sawe	Executive Director, Alumni
11.	Ms. Miriam Maina	Web Communication Officer
12.	Ms. Esther Nekesa	Web Communication Officer

ANNEX IV: LIST OF EXHIBITING COMPANIES

1. AAR Healthcare Kenya Limited
2. ALX Launch Pad
3. Andela Kenya
4. Aspen Pharmacare Nutritional (South Africa)
5. Athi River Mining Cement Limited
6. Automobile Association of Kenya
7. BDO East Africa
8. Beta Healthcare International Limited
9. Beta Healthcare Uganda Limited
10. Blaze - Be your Own Boss
11. BRITAM Holdings Limited
12. Career Point Kenya
13. China State Construction Engineering Corporation
14. Computech Limited
15. Demo Africa
16. Diamond Trust Bank
17. Edifice Limited
18. Fuzu Limited
19. Grant Thornton Kenya
20. Housing Finance Limited
21. I&M Bank Limited
22. IBM Kenya
23. Institute of Human Resource Management
24. Intellectap Advisory Services
25. Jambo Pay
26. Kenya Commercial Bank
27. Kingsway Tyres Limited
28. Kipya Africa Limited
29. Kwese Tv
30. Mabati Rolling Mills Limited
31. Magic Chemicals Limited (Kenya)
32. Moringa School
33. National Employment Authority
34. Optiven Limited

35. Postbank Kenya
36. Qwetu Students Residence
37. Redington Kenya Limited
38. Revere Tech Holdings Ltd
39. Sarova Hotels Kenya
40. Schneider Electric (Kenya) Limited.
41. SEAL Infotech Limited
42. Securex Agencies Limited
43. Shelys Pharmaceuticals Limited (Tanzania)
44. Sil Africa Kenya Limited
45. Simba Colt Motors Limited
46. SimbaNET (Wananchi Business Services)
47. Sino Hydro Corporation Limited
48. SYBL Kenya Limited
49. Techno Brain Kenya Limited
50. Techno Mobile
51. Technology Associates (EA) Limited.
52. Telkom Kenya Limited
53. The African Mirage
54. The Nation Media Group
55. United Bank for Africa (Kenya)
56. Windle International Kenya
57. Youth Enterprise Development Fund
58. Yusudi Limited
59. Zahara Housing and Co-operative Sacco
60. Zhong Wu E-Commerce (Kenya) Co. Ltd

Students Exhibitions

1. Eco Makaa
2. Rikeys Limited

The Nation Media Group

cash
by Telkom





Chancellor's Career Fair **August 2018**

13th & 14th

UoN, Main Campus

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universityofnairobi



University of Nairobi

Office of the Vice-Chancellor
University of Nairobi
Main Campus, University Way, Nairobi
P.O. Box 30197 00100
Nairobi, Kenya

Telephone: +254-20-3318262/+254 -20 491 3193

Email: vc@uonbi.ac.ke;

Website: www.uonbi.ac.ke

Twitter: @uonbi

Instagram: universityofnairobi

Facebook: University of Nairobi