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MEDIA REPORTS ARE INDICATIVE OF ONGOING DISRUPTION

Robots 'to replace up to 20 million factory jobs' by 2030

🕒 26 June 2019 | Business

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The 4th Industrial Revolution is creating a demand for new jobs while eliminating some of the jobs as highlighted in the press reports. In the short term, we will face a great challenge and the jobless will soar because technology has fueled productivity but not fueled job growth. Part of the reason is that our skills aren't keeping up with technological advances.

In the long run, the 4th Industrial Revolution, just like the previous revolutions, those who will retool and reskill will survive. And will create more wealth and additional jobs elsewhere in the economy.

Timothy Oriedo
Founder 4irclub Africa

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Kenyan firms cut jobs at the fastest rate on record in April – Survey

By **Kepha Muiruri** For Citizen Digital

Treasury payouts push up T-bond sales 60 percent

Bonds turnover at the Nairobi Securities Exchange (NSE) jumped 59 percent in May compared to April as ample liquidity in the money market supported trading.
p16

Ernst & Young sends 42 top managers home

Ng'anga Mbugua
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Trouble is brewing at Ernst & Young after the South African office of the audit and advisory firm signalled its intention to lay off 42 senior and long-serving managers in the Nairobi office, which counts Co-op Bank, the Central Bank of Kenya and

Absa Bank Kenya among its customers.

The firm's outgoing CEO, Githi Gachahi, told the *Business Daily* that the firm has been performing well financially, raising questions about the motivation of the head office to lay off the workers.

"The redundancy decision

could not have been informed by sub-optimal performance or profit dilution," said Mr Gachahi, questioning the wisdom of the decision.

Ernst & Young is one of the world's four biggest audit firms and the Kenyan office falls under its Eastern cluster, which includes Ethiopia, Kenya, Uganda,

Tanzania and Rwanda. Sources at the company said some of the regional offices do not have sufficient staff, making the redundancy notices all the more questionable.

"We refer to the meeting held with your service line leader on 2nd June, 2020 and the letter notifying you of the firm's decision to terminate your contract of employment on account of redundancy issued on the same date," says a letter sent to one of the affected staff. According to the letter, the contracts for the affected staff would be terminated on July 2.

"You will be issued with a letter of
ERNST | PAGE 4

68,807 views | Jun 15, 2019, 05:00pm EDT

Millions Of Jobs Have Been Lost To Automation. Economists Weigh In On What To Do About It

Contributor

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RIAL: Increasing number of job losses worrying

Wednesday, May 13, 2020 0:01

30,000 formal workers in Kenya's manufacturing sector have lost their jobs within the first two months since the first coronavirus case was reported here.

According to the Kenya Digital Economy Footprints 2020 Report the following are recommended

- Curriculum Review and Development for ICT- related training programmes.
- Retooling of advanced digital skills trainers
- Internship and Apprenticeship programs in advanced digital skills.
- Mentorship Opportunities in the area of advanced digital skills.
- Leveraging existing online training resources e.g MOOCs and
- Online work opportunities for graduates with advanced digital skills



Membership categories

**Refer to the table on the last page*

Individual

Associate Package 1 to 10

Cost Kshs 700 Monthly Annual Kshs 6,000

Executive Package 1 to 15

Cost Kshs 1,000 Monthly Annual Kshs 10,000

Platinum Entire package

Cost Kshs 1,500 Monthly Annual Kshs 15,000

Academic Institutions

Access Entire Package Cost from Kshs 1,500 and Kshs. 15,000 Annually**

Government

Access Entire Package Cost from Kshs 1,500 and Kshs. 15,000 Annually**

Corporates

Access Entire Package Cost from Kshs 1,500 and Kshs. 15,000 Annually**
Startups (First 2 years of establishment)
Micro SMEs (Employee headcount of less than 10)
SMEs
Corporates

Non-Governmental

Access Entire Package Cost from Kshs 1,500 and Kshs. 15,000 Annually**

**** Customized subscription plan depending on requirements**



Industry



Building



Transportation



Energy



Medical



Logistics



House



Agriculture



Platform Objective

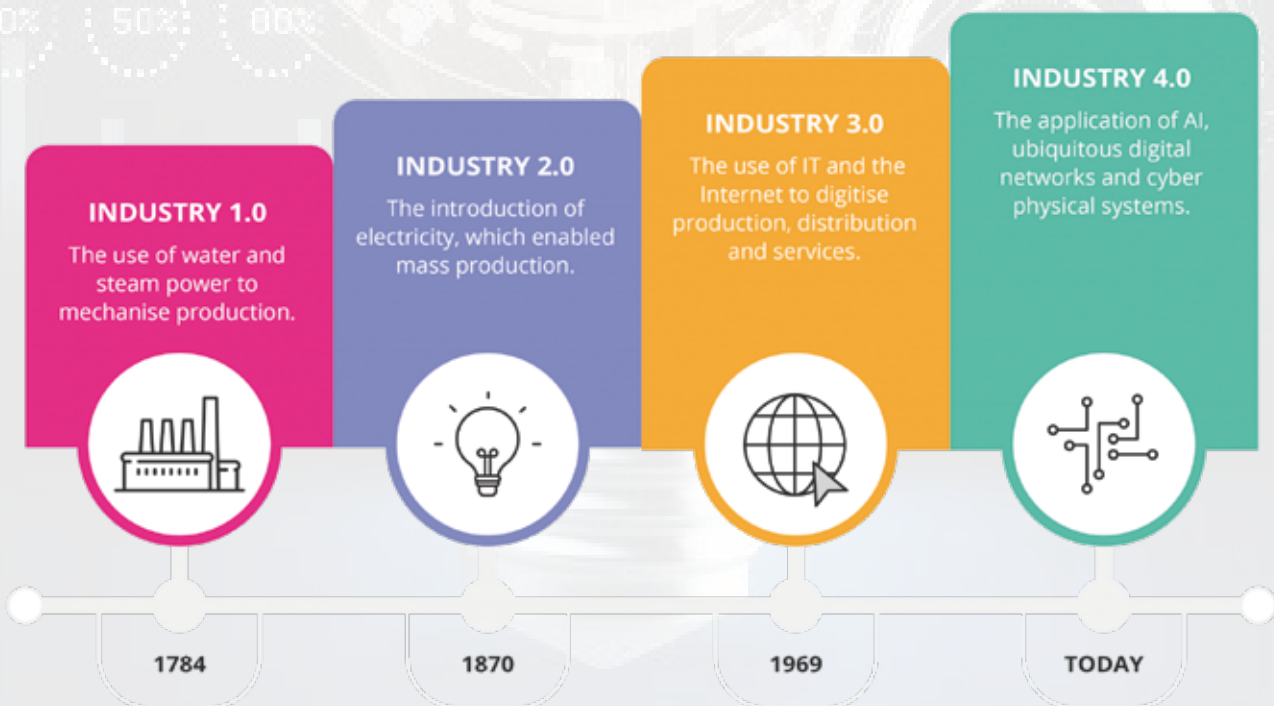
Life Long Learning to re-engineer your career, institution and business to be adaptive to the demands of the emerging 4th Industrial Revolution.

Lifelong learning is the "ongoing, voluntary, and self-motivated" pursuit of knowledge for either personal or professional reasons. Therefore, it not only enhances social inclusion, active citizenship, and personal development, but also self-sustainability, as well as competitiveness and employability.

This is necessitated by the drive towards the 4th industrial revolution.

The fourth industrial revolution is the current and developing environment in which disruptive technologies and trends such as the Internet of Things (IoT), robotics, virtual reality (VR) and artificial intelligence (AI) are changing the way we live and work.

Reskilling – the process of learning new skills so you can do a different job, or of training people to do a different job. ... While upskilling points out the same, it focuses more on improving worker's skills so they can work within the same job.



Post Covid Business Recovery

An excerpt from Mckinsey Report by David Fine, Julia Klier et Al on How to Rebuild and reimagine Jobs amid the coronavirus crisis.

Even before the COVID-19 crisis, structural that were reshaping the labor market and increasing demand for particular skills were under way. Technological advances were expected to bring large-scale change in demand for particular roles in the workforce. For example, demand was forecast to increase for ICT specialists and managers as well as for “future skills,” such as digital literacy and cognitive, social, and emotional skills. Demand was expected to decline for administrative roles. The COVID-19 crisis ushers in a new paradigm for reskilling across three dimensions. First, physical distancing causes traditional formats to be replaced online, calling for creativity in delivering effective training (specifically for soft skills, such as teamwork). Second, rapid reskilling requires much shorter interventions and a different system to recognize those skills. Microcredits will replace traditional degrees in many cases. Third, a crisis of this degree calls for a mindset shift toward the greater good of society as opposed to focusing on competitive advantage for a specific company. Companies that otherwise would be business competitors will need to collaborate and provide reskilling opportunities at an industry level.

Platform Components

The platform is designed to give a lifelong learning package that includes

1. Monthly Topical Webinars
2. Free online courses
3. Job Openings and Job Placement for 4IR Talent (Data Scientist, Data Engineers etc)
4. Business Consulting Opportunities
5. Free documentaries
6. Free events
7. Discounted Rate for Analytics Masterclass.
8. Free monthly group coaching (Career or Business)
9. Exam / Quiz Platform to test your knowledge.
10. Discounted access to Accredited Courses.
11. Free Mentorship
12. Access to Data Science Community Database (ideal for Consultants, Recruiters and Vendors)
13. Free Access to Diagnostics

- tools
- a) Career disruption diagnostic
 - b) Data Science career fitness diagnosis
 - c) Procurement Sandbox Toolkit for Big Data Tools
 - d) Data Science Trainers Toolkit
 - e) Data Science Talent Interviewers Framework
 - f) Data Science Toolkit for Leaders.
14. Access to public open datasets (Census Data, Weather Data, Agricultural Data, Retail Data, Health Data etc)
 15. Access to Algorithms APIs with complimentary limited GPUs
 16. Access to glossary of technical terms database
 17. Access to visualization library

18. Access to Business Diagnostic tools (HR, Finance, Marketing, Customer and Operations)
19. Free Psychometrics Assessments
20. Business Startup Toolkit
21. Business Documents Templates
22. Access to Regional and Country Specific Data Protection and Governance Laws for Compliance.
23. Virtual Offices
24. Mobile App Data Collection Tool
25. Personal Data Rights
26. Digital Detox Toolkit
27. Copy of Virtual Book Big Data Principles and Practice Authored by Timothy Oriedo