



## Mandela Washington Fellowship Summit

AUGUST 3-4, 2021 | VIRTUAL

Leadership for the Future: Resilience and Inclusion

### Gloria Anderson Ignite Talk Transcript

*Speaker*

- Gloria Anderson, 2021 Mandela Washington Fellow, Tanzania

#### Session Transcript

Tanzania has a population of over 45 million young people, which accounts for over 64% of those under the age of 24 and over 34% of those from the age of 15 to 35. The United Nations Development Program (UNDP) has estimated that every year, 800,000 to 1 million graduates join the labor market. The statistics keep on telling us that the youth unemployment rate is estimated to be 11.7%. Graduate employability has become a disaster issue in developing economies like Tanzania. Graduates are facing so many difficulties when it comes to looking for a job; with the majority of employers saying that they are not satisfied with the quality of skills graduates possess after graduation.

By the year 2017, I conducted research whereby I had an opportunity to speak with 100 graduates who completed their first degrees from the year 2015 to the year 2017. And that's where I met a graduate by the name Jacqueline Moses, who shared with me her story of how it has been difficult to secure a job for a two-year period while she had the first class from a Bachelor of Commerce in Finance Management. Jacqueline shared with me the way she has been working with that envelope from offices to offices, the way she has gone through nine interviews, and from all these interviews she received the feedback that she was not having the right skills to qualify for the job she applied for. It saddened me when Jacqueline told me that she also tried to conduct a simple project at home, but the project failed as well because she was not having the proper business management skills. It is so surprising to find a bachelor-degree graduate with a first class failing to manage a simple project of a shop. When we are looking at the youth unemployment disaster, we must look at the education systems that we have.

I am Gloria Anderson. I am the founder and the director of Tanzania Enlightenment Development Innovation, an NGO that works to improve the quality of education in Tanzania by basically integrating the practical skills programs that are not 100% being implemented by the education system in Tanzania: the likes of digital literacy, financial literacy, entrepreneurial programs, as well as 21<sup>st</sup>-century employability skills. We are speaking of 21<sup>st</sup> century, we must look at the 21<sup>st</sup>-century education – an education that entails learner-centered classrooms and personalized instructions from teachers; an education that entails project-based learning where students drive their own questions,



conducting their own research, consulting different experts at different levels, and also implementing different projects that bring solutions to their local communities. 21<sup>st</sup>-century education is an education that inspires creativity, encourages collaboration, encourages effective communication skills, as well as encourages critical thinkers who can really bring solutions to our local communities.

If we want to have businessmen and businesswomen innovators, engineers, modern leaders we are looking for, then it's high time to look at our education system and review if it's really preparing young people with the right skills needed for the 21st century so that they can become lifelong learners and not only academic performance achievers. I believe that education is the backbone of any economy and human capacity is a key aspect when it comes to economic development. I call upon partners, youth and education development stakeholders, business leaders, political and government leaders from all over the world. Let's join hands and review our education systems so that we can eliminate the disaster called youth unemployment in the 21<sup>st</sup> century in Tanzania, Africa, and the world at large. I believe together we can achieve this. Thank you.