The Solution Room

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The partners

- pan-African network of centres (Ghana, Senegal, Cameroon, Rwanda, South Africa)
- Focus on scientific, educational and economic self-sufficiency for Africa
- Structured MSc and research programs

- A leading German business school founded by industry partners
- Focus on tech, innovation and social impact
- Disappointed by traditional scholarship programs contributing to brain drain
The AIMS – ESMT Berlin Industry Immersion Program

Partnership between the African Institute for Mathematical Sciences and ESMT Berlin

Four year pilot with 25 MSc graduates per year in Mathematical Sciences

From 15+ nations across Africa

A six-month intensive program

To bridge the gap between theoretical education received and what industry in Africa needs

Two month crash course in business and work readiness

With 10 faculty pro bono volunteers from ESMT Berlin

Three to six month internships with 15+ industry partners across Africa

Wrap up module to debrief and prepare for next career steps

Pilot expenses paid by the German Ministry for Economic Cooperation and Development via the DAAD
Why run this program?

The IIP program contributes to fight youth unemployment and youth unemployability across Africa:

“half of all youth are either unemployed or inactive while 35% are in vulnerable jobs.

Of concern, the youth unemployment rate increases consistently with the level of education, suggesting that Africa’s education systems are not preparing people for the labor market …”

Employment outcomes so far: small numbers, but it’s working

### IIP 2017

<table>
<thead>
<tr>
<th>Total Applications</th>
<th>238</th>
</tr>
</thead>
<tbody>
<tr>
<td>thereof unsuccessful</td>
<td>178</td>
</tr>
<tr>
<td>thereof shortlisted</td>
<td>60</td>
</tr>
<tr>
<td>thereof rejected</td>
<td>35</td>
</tr>
<tr>
<td>thereof accepted (class17)</td>
<td>25</td>
</tr>
</tbody>
</table>

**After completion of program:**

<table>
<thead>
<tr>
<th>ACCEPTED</th>
<th>%</th>
<th>REJECTED</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employed</td>
<td>16</td>
<td>8</td>
<td>23</td>
</tr>
<tr>
<td>Not employed</td>
<td>9</td>
<td>27</td>
<td>77</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>25</td>
<td>35</td>
<td>100</td>
</tr>
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</table>

### IIP 2018

<table>
<thead>
<tr>
<th>Total Applications</th>
<th>214</th>
</tr>
</thead>
<tbody>
<tr>
<td>thereof unsuccessful</td>
<td>134</td>
</tr>
<tr>
<td>thereof shortlisted</td>
<td>80</td>
</tr>
<tr>
<td>thereof rejected</td>
<td>55</td>
</tr>
<tr>
<td>thereof accepted (class18)</td>
<td>25</td>
</tr>
</tbody>
</table>

**After completion of program:**

<table>
<thead>
<tr>
<th>ACCEPTED</th>
<th>%</th>
<th>REJECTED</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employed</td>
<td>20</td>
<td>11</td>
<td>20</td>
</tr>
<tr>
<td>Not employed</td>
<td>5</td>
<td>44</td>
<td>80</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>25</td>
<td>55</td>
<td>100</td>
</tr>
</tbody>
</table>

Status 07/2019
Scaling: four major challenges

Grow the size and scale of the program, adding one new location per year in Africa

1. **Faculty**: how to get more pro-bono faculty from other top business schools involved in an expanded program?

2. **Internships**: how can we find more host organizations across Africa to benefit from our graduates?

3. **Applicants**: how can we attract Mathematics or Physics graduates from other top African universities to apply?

4. **Funding**: we have funding for two locations in 2020. But we need EUR 2.5m over five years to scale. From where could this come?
Process

Eight teams, 20 minutes, one challenge each

1. **Faculty**: how to get more pro-bono faculty from other top business schools involved in an expanded program?  
   1A / 1B

2. **Internships**: how can we find more host organizations across Africa to benefit from our graduates?  
   2A / 2B

3. **Applicants**: how can we attract Mathematics or Physics graduates from other top African universities to apply?  
   3A / 3B

4. **Funding**: we have funding for two locations in 2020. But we need EUR 2.5m over five years to scale. From where could this come?  
   4A / 4B
Thanks very much!

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