

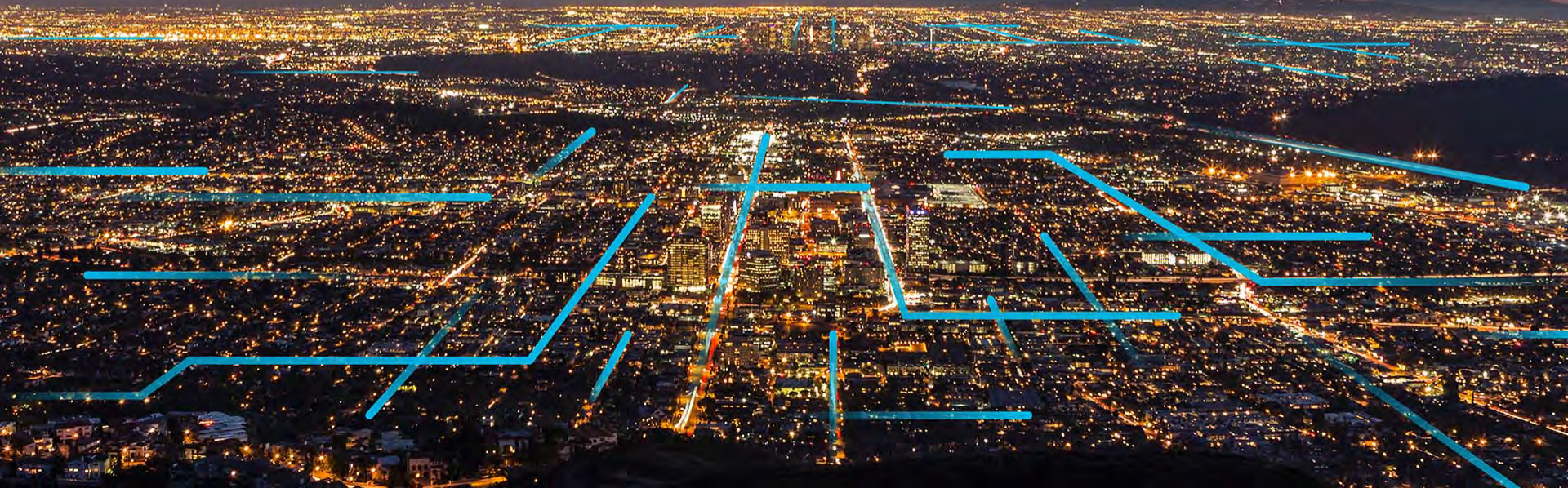


Sustaining Future Perfect Skills For A Digital Industrial company- GE

Roti Balogun

Organization, Talent & Skills Development Leader, GE Africa

March 6th, 2018



We Are GE

We are the world's premier digital industrial company. We transform industry by connecting people, data and machines. Living in perpetual motion, we are sensing, predicting and responding to make the world work better.





1000+ GE South Africa employees on a mission to invent the next industrial era by building, moving, powering and curing the world.



GE Africa skills focus— A 3 prong strategy

1 Education

Stronger education system with closer links to industry

- ❑ Better aligned curricula between schools & industry
- ❑ Better equipped technical schools /colleges and building WEF future of work skills / capabilities

2 Digitalization

Skills pipeline development leveraging digital technology

- ❑ Leverage entrepreneurial and innovative spirit of youths through platform technologies.
- ❑ Changes to education and training systems/ approach shaping tomorrows talent

3 Localization

Labor market flexibility and talent localization

- ❑ Competence (succession), skills and technology transfer
- ❑ More than compliance. Create a level playing field to eradicate regulatory burdens/red tape

Authors:

Marco Annunziata, Chief Economist,
GE
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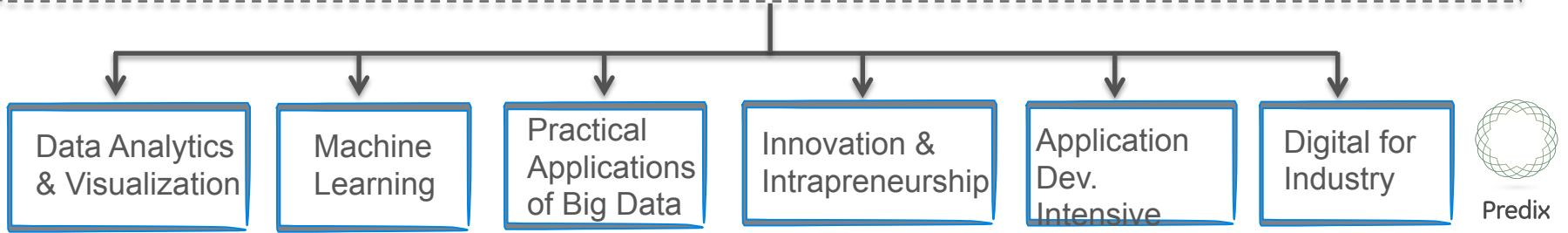
Education



OVERVIEW

The **Africa Industrial Internet Program** is a 12 months post-graduate professional certificate program intended to upskill entry to mid-level professionals with foundational business & technical skills necessary for the Industrial Internet. [ALU_GE Concept Story](#) and [Program \(Official\) Website](#)

Program Modules



Eligibility/Entry Requirements

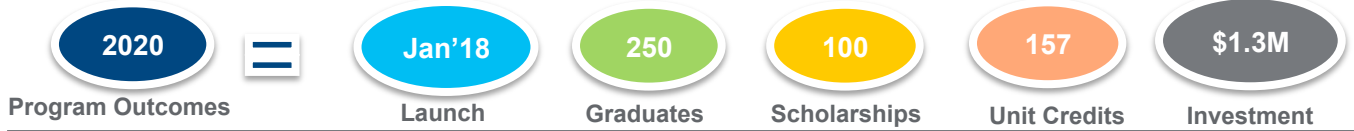
- Quantitative (Engr, Math/Stat or IT/Computing) background
- Familiarity with Python coding
- Strong analytical and statistical reasoning skills

Skills Developed

- Client Engagement Skills
- Foundational Technical Skills
- Digital for Industry Skills

Targeted Industry Roles

- Data Scientists, Data Modelers
- Comm/Product Mgrs., Soln Architects
- Manufacturing, Plant, Software Engr.





Universities Business Competition

Building Entrepreneurial Leaders for the future

35
Faculty
Advisors

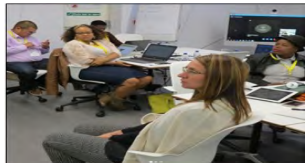
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Project Teams

80+
Students

Synopsis: The UBC started in 1998 in the UK, records annual participation from 80+UK universities and is regarded as the premier event for developing employability and entrepreneurship skills. Over 21,550 students have participated in the UBC Worldwide over the past 20 years.

Project Aim:

- ❑ Enhancing the use of technology in teaching (pedagogy and learning)
- ❑ Youth entrepreneurial leadership
- ❑ Local economic development



How the project is run: Two phase Project

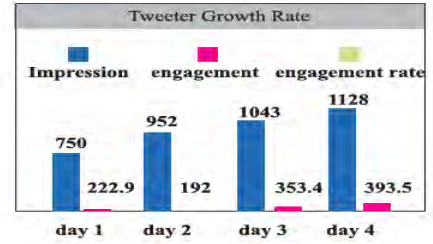
Phase 1: Propose solutions to a challenge & a business simulation competition. The different teams are tasked with the challenge to “Innovative alternative solutions to generate affordable, reliable and sustainable green energy in Africa”

Phase 2: Project Implementation of feasible proposed solutions within



Tweeter

Friday 8th and 15th September 2017



Faculty Development
(8th & 15th September)

Fastworks & Mentor Session
11th October

Team Presentations
13th October

Present executed projects
June 2018



approval.

Digitalization



20

250

Faculty Advisors Student Licenses

BHGE Oil & Gas Digital Academy

Extending industry learning for campuses regionwide

[Promotion Video](#)

UPSTREAM

Extracting oil & gas resources and bringing them to the surface using artificial & natural methods on sea or on land

MIDSTREAM

Transporting oil, gas and other products via surface or via piping network from one distribution/ Liquefaction/Production point to another

DOWNSTREAM

Refining and converting crude oil into finished products;
Processing and purifying natural gas, gas converting it, into liquid form for ease of storage and transport

On-line modules to train talents on the entire oil & gas value chain processes

<https://geoilandgastraining.com/digitalacademy/>

password: geoildev
username: geoildev

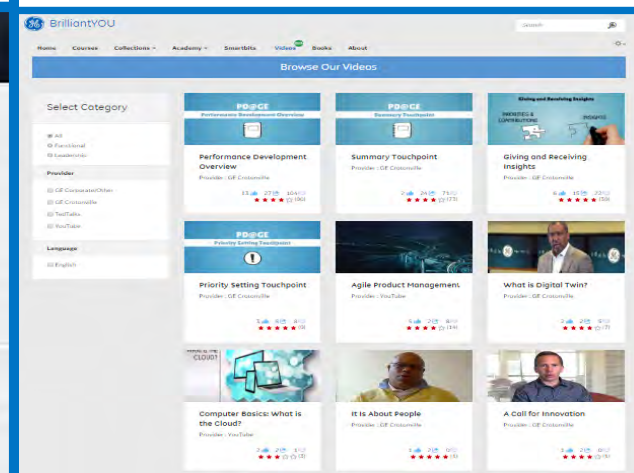
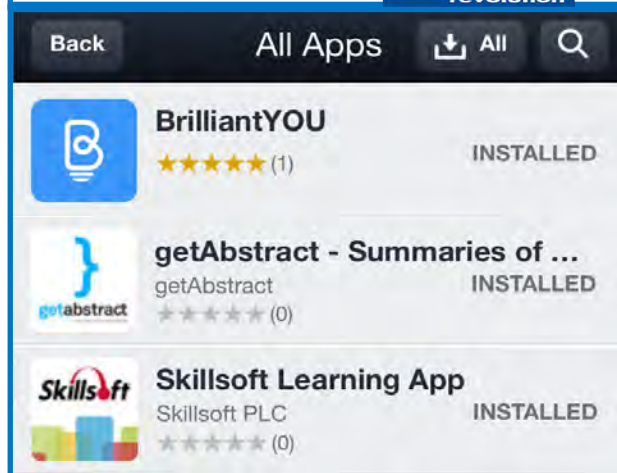
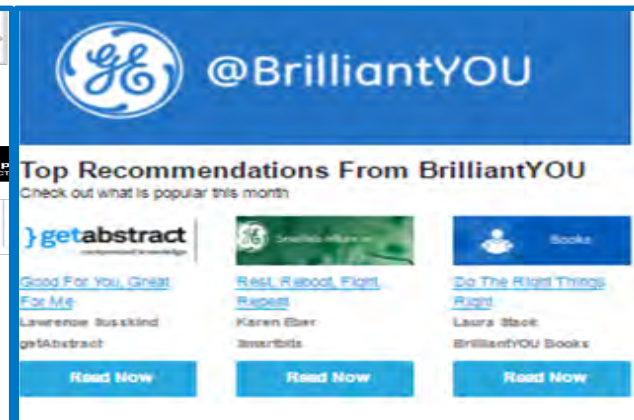
March 12, 2018

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GE Brilliant University (BYOU)

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- ❑ **Curated offerings** from external providers and academic institutions
- ❑ **Rich course catalogue** of Leadership, Professional and Functional training.
- ❑ Browse, search and discover - **Self navigation**
- ❑ Like, comment, and rate - **Mobile enabled**



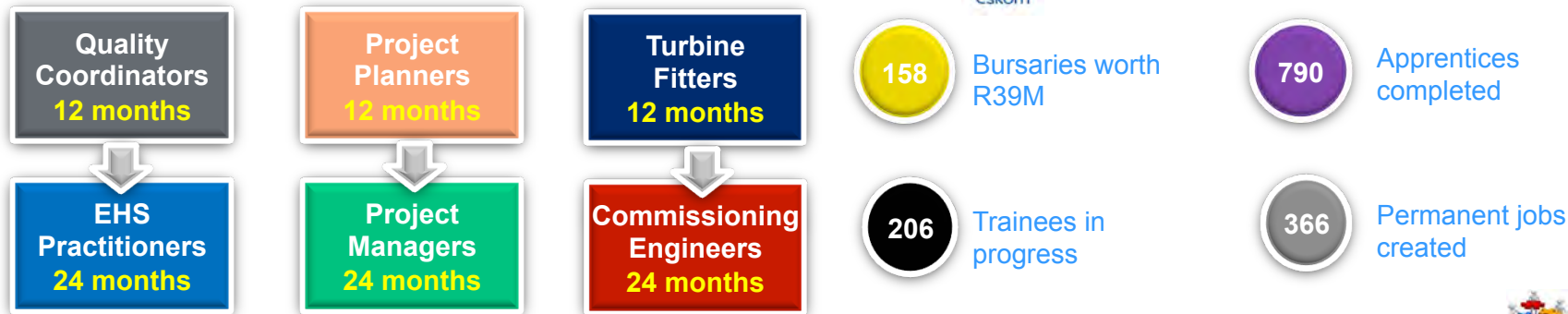
Localization



GE South Africa - Skills Development Summary

Localizing our talent pipeline through focused skills investments – '17

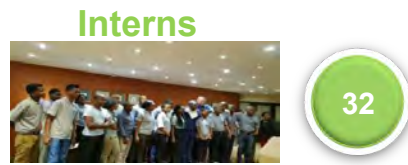
Customer Commitments (Eskom) 



\$2.5M spent on skills development 

Current Internal Pipeline across GE SA Entities

-  Functional
-  Professional
-  Leadership



GE AFRICA INNOVATION CENTER

Localizing Innovation & Growth



60 Glenhove Road,
Melrose Estate



Our mission: Inspire, connect, and develop the GE leaders of today and tomorrow.

5000
PARTICIPANTS

400
CUSTOMERS

200
EVENTS