

Introduction and Summary of Discussion

The IFAD Agrihub Nigeria project, in preparation for its job fair to be organized in the last quarter of the second year project calendar (2022) participated in one-of-a-kind career fair organized by Rome Business School Nigeria – focusing on a panel discussion by experts in the field of human resources on **“EMPLOYABILITY” and its effect on the ORGANIZATION’S PERFORMANCE**. The line of discussion was tailored toward cross-cultural aspects of the local and international job market, diversity & inclusion within the employment world, future skills required to stay relevant, onsite job interviews, workshops and business meetings, networking and the greater benefits to participants and the respective organizations that were present at the fair.

The innovative career fair was designed to focus on cross-cultural elements of the job market, diversity and inclusion in the workplace, and social responsibility through a series of online international workshops and presentations hosted by international partner corporations and NGOs. The career fair offered participants with a shared platform for job seekers (students) to engage firms from various industries. It exposed the students to the demands of the business world while also providing them with the opportunity to explore career and employment opportunities at their individual organizations.

The fair did not only provide participants with the knowledge but also the experience and skill sets required to be good candidates in the workplace, as well as to equip them to become better managers and global business leaders. The Careers Fair consists of a series of back-to-back pitches where companies talk about their culture, the problems they solve, how they write code, and their approach to nurturing and growing talent and their operations.

The Career fair focused on discussions that are useful for a series of job opportunities, career acceleration, network opportunities, CV optimization, and how to prepare for an assessment center. The fair was organized in serene of potential employers setting up booths with HR team members to explain to potential employees all about current job openings, the application process, and anything else regarding the organization.

Companies (including IFAD Agrihub Nigeria) invited were given a free open stand for exhibition of banners and communication materials. The event was divided into two parts: a workshop and a networking session. The workshop session featured three high-level consultants: Yemi Faseun, CEO of YF Talent Partners, Kemi Ogunkoya, CEO of LeaderX and member, Forbes Business Council, and Cecilia Osaka, Partner, Averti Professional Manager. The three consultants spoke about employability in general, promoting career development, skills, and opportunities.

Discussion Highlights

The following are the key points from the panel discussions:

- The purpose of job fair is not only to profile employees to employers, but also to accelerate businesses through decent and operational HR systems for the emerging labor market
- Candidates and job accelerators should clearly delineate the skill sets requirement for any prevailing situation as there are different skill sets required for entry, mid and senior management level jobs
- Categorization of skills should be prioritized according to job functions and futuristic expectations, e.g. technical, managerial, financial, digital, etc.
- Job accelerators should use vital HR tools during their engagement such as Management Strategic Matrix (MSM), Performance-Image-Exposure (PIE) Analysis, etc.
- It is critical for job agencies and/or accelerators to understand the concept of generation workplace trend, e.g. GenZ, GenX, Millennials, Baby Boomers, Ancestral, etc.
- The currency for employability is skills

During the networking session, each company presented a brief overview of their organization. At the IFAD Agrihub stand, the team gave an overview of the Youth in Agribusiness office and then some participants came to the stand to make inquiries about IITA, YIA training and procuring good varieties for planting.

The team also made use of the opportunity to meet with several of the organizations present at the fair, particularly HR and job recruitment agencies, to identify possible collaborations. The team identified two recruiters that can be relevant in the employment track, Rovedana and YF Talent Partners, as well as a leadership development strategist, Kemi Ogunkoya. The job placement officer will facilitate discussions with the identified organizations.



Eniola presenting a brief overview of the Youth in Agribusiness Office