



MATCH

HIRING AFRICAN TALENTS

JAN 2020 - JAN 2023

THE MATCH PROJECT

The MATCH project wishes to address existing labour shortages through smart and organised labour migration.

The project will facilitate the 'matching' of highly skilled African Talents - from **Nigeria and Senegal** - with Belgian companies based on the specific needs of the private sector.

Selection of highly skilled talents

BASED ON COMPANY NEEDS

30%

Minimum share of women

Other sectors

can be addressed as well

ICT, Technology & Digitalisation

MOST IN NEED OF LABOUR IN BELGIUM

Recruiting globally is easier than ever before

On 1 January 2019, Belgium implemented the EU Single Permit Directive which aims to increase the employment mobility of non-EEA nationals to Europe.

Connect to emerging Innovation & Tech Hubs in Africa

KNOWLEDGE SHARING

Recruit Internationally

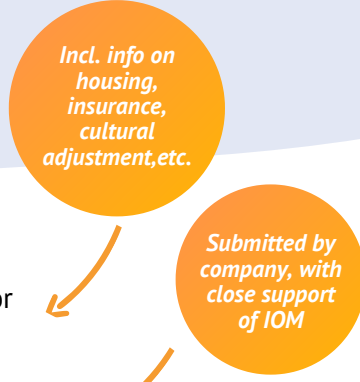
Large labour pools available

What's in it for you?

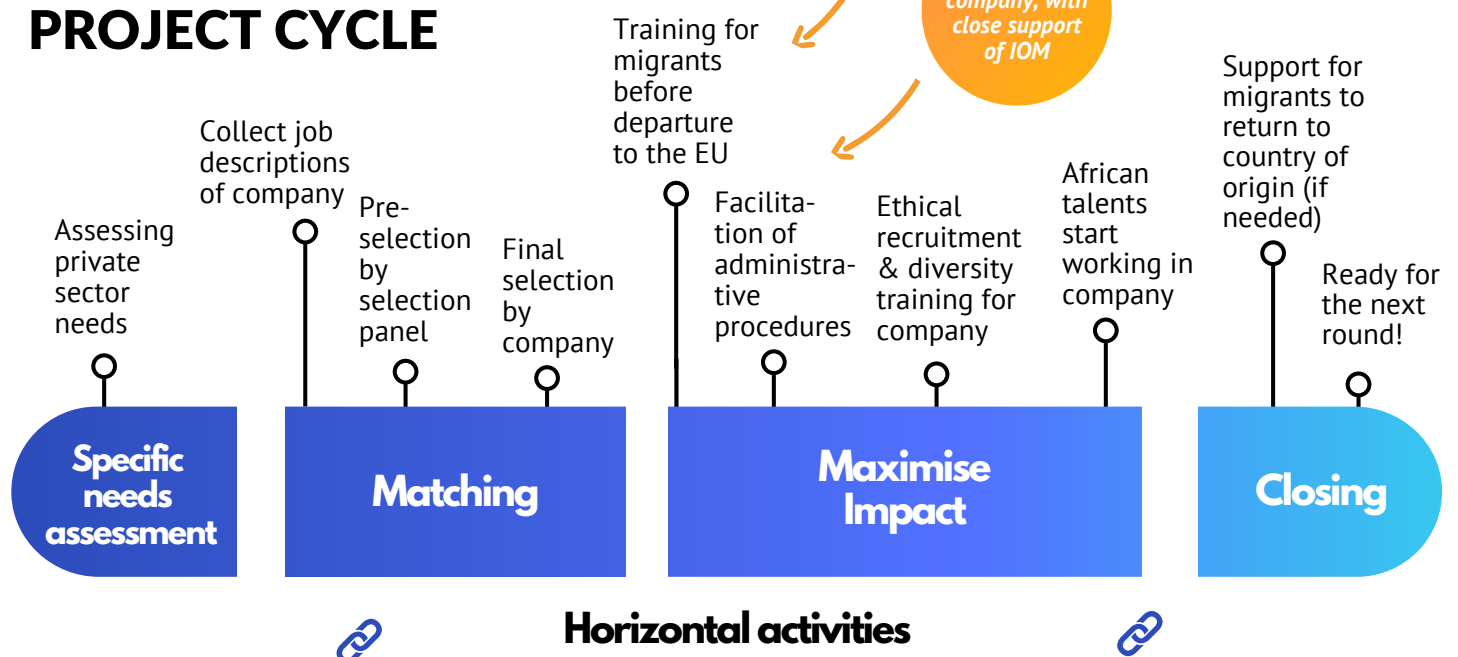
- Address your specific labour needs
- Build lasting skill partnerships with Nigeria and Senegal
- Access large available talent pools
- Reinforce your technical expertise by hiring qualified professionals
- Explore the potential of Africa, as a labour and economic market
- Upscale the skills of motivated Nigerian and Senegalese graduates
- Contribute towards initiatives and projects benefitting their country of origin

MATCHING - How the recruitment process works

- 1 The companies send IOM their vacancies for highly qualified profiles
- 2 Selection process will be launched in Nigeria & Senegal
 - **Mapping of relevant hubs and labour pools by our local partners**
 - **Call for CV's**
- 3 Pre-screening of candidates by selection panel incl. IOM, VDAB and local employment agencies ANPEJ (SEN), NDE (NI), Aldelia (NI & SEN), etc.
 - **Highest recruitment standards are safeguarded (IRIS)**
 - **Technical skills and knowledge of English and French will be tested**
- 4 A shortlist of the best candidates will be presented to the company
- 5 Finalisation of recruitment process by the company (without obligation to recruit)
 - **Skype interviews**
 - **Company specific tests**



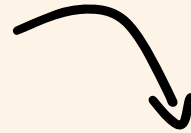
PROJECT CYCLE



Building links between Belgian and African **public** institutions to better facilitate international cooperation on future mobility schemes.

Building links between the Belgian and African **private** sector to foster long term cooperation and (labour) market penetration

In case of persisting sanitary measures linked to the COVID-19 pandemic, interested companies will also have the possibility to hire candidates and have them working remotely depending on their needs.



With the goal of integrating them into their national team at a later date



Africa's Potential

Large investments in ICT and digitalisation
 Telecommunication infrastructure is improving every year
 Young average population (tech savvy generation)
 International interest in skill partnerships
 Growing consumer market

Why Senegal?

- French = National language
- 200,00 new job seekers yearly/ 30,00 new jobs yearly *
- Among most developed ICT infrastructure in W-Africa
- Top 10 most stable democracies in Africa
- Ambitious educational reforms for digital skills
- One of the fastest growing economies in Africa

Why Nigeria?

- English = National language
- Youth unemployment rate: 19,6%
- Highest nr. active Tech-hubs Africa 2019
- Largest economy of Africa
- International giants like Microsoft, Accenture, Google, invest in tech training and spaces

Examples of Available profiles *

Information and communications technology service manager
 Software and applications developers and analysts
 Database and network professionals
 Information and communications technology operations and user support technicians
 Telecommunications and broadcasting technicians
 Electronics and telecommunications installers and repairers
 Developers





Contact information

@ **VOKA West Flanders:** Davy Maes (davy.maes@voka.be) or call 0494 33 07 77
VOKA East Flanders: Els Delaere (els.delaere@voka.be) or call 0497 52 28 13
BECI: Vincent Delannoy (vd@beci.be) or call 0477 355 795
IOM: Daphné Bouteillet-Paquet (dbouteillet@iom.int) or call 02 287 7438

in <https://www.linkedin.com/showcase/match---hiring-african-talents>

 <https://belgium.iom.int/match>