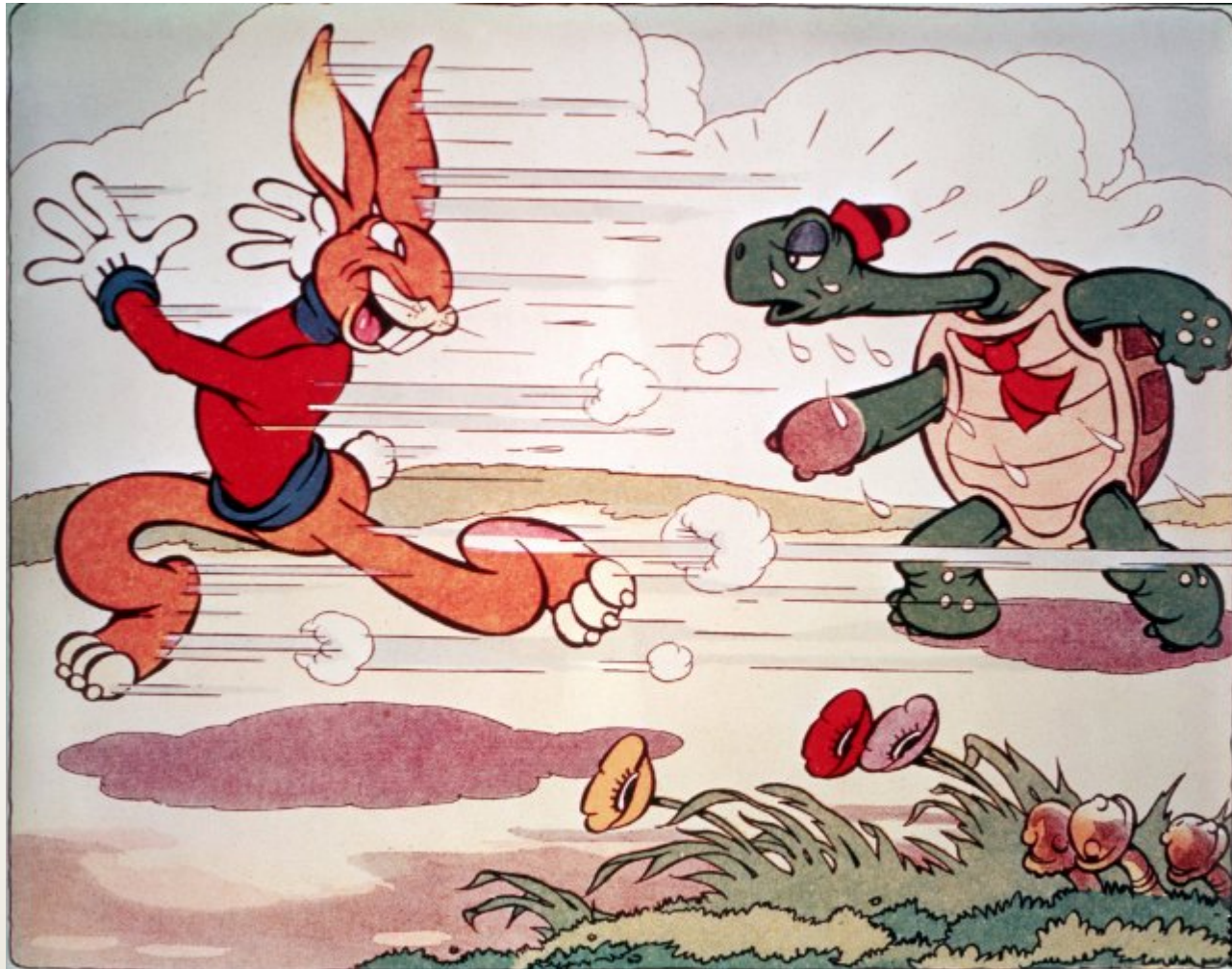


CIES 2013

**What do secondary education
graduates need to know to succeed in
an emerging African economy?
Study of the Institute of Technology in
Equatorial Guinea**

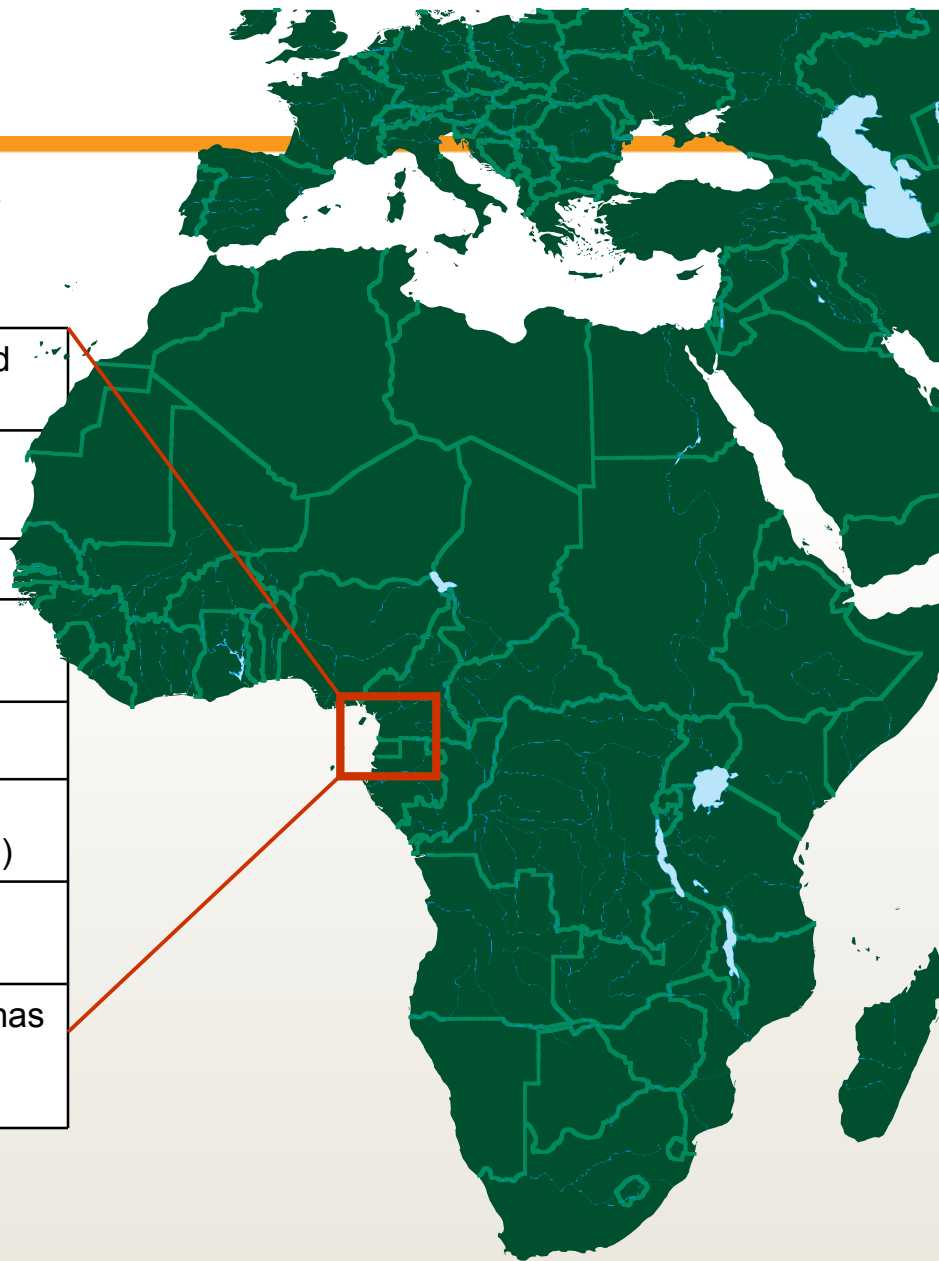
Sergio Ramírez-Mena
FHI 360
March 16, 2013

Education Sector and Economic Sector: Who's the hare? Who's the tortoise?



Equatorial Guinea

Location:	Western Africa, between Cameroon and Gabon
Area:	28,051 sq km, almost size of Maryland Island and continental regions
Population:	670,001 (July 2009 est.)
Life Expectancy:	51 years (avg. 77 for high income non-OECD)
GDP	\$19B USD (2011)
GNI per Capita	\$15,670 (2011 World Bank) (avg. \$21K for High Income Non-OECD)
Languages:	Multilingual and multicultural Spanish is official language
Resources	Discovery of oil and natural gas in 90s has propelled country economic status dramatically



Background

- FHI 360's EG education work since 2005
- Rapid economic expansion bypasses young population without secondary education (SE)
- 1 in 10 graduates from SE lacking skills to enter work force
- Better prepared foreign workers fill vacancies
- National Institute of Technology created to supply graduates for one sector only: oil

The Study of the Institute of Technology of EG

- Sponsored by Hess Corporation in support of the Institute of Technology
- Provides insight about actual skills required of graduates based on *local* job market needs
- Reviews economic and labor force demands across all major sectors, not just oil (i.e. accountants, mechanics, electricians, pipe fitters, etc.)
- Provides recommendations to make secondary education more responsive to market

EG education system at a glance

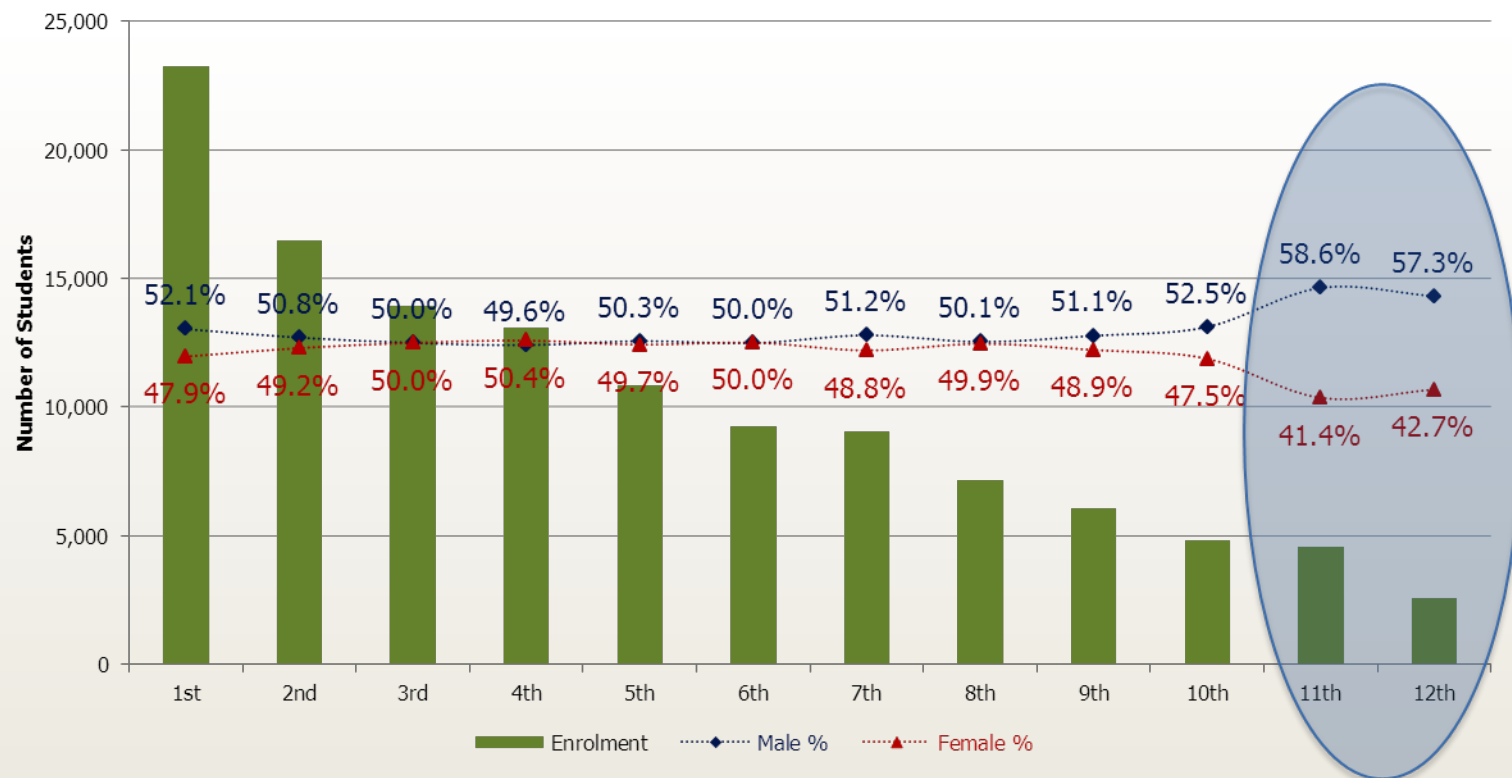
EDUCACIÓN SUPERIOR	3º Ciclo: 3 años (Doctor)		
	2º Ciclo: 4 semestres (Máster)		
	1º Ciclo: 6 semestres (Licenciado)		
EDUCACIÓN SECUNDARIA	Curso de Orientación Universitaria (COU)	Formación Técnica Profesional de grado superior (Oficial Técnico) 2º Ciclo: cursos 1,2	17/18 a 19 años
	Bachillerato: Cursos 1, 2 Ciencia, Humanidades, Tecnología, Artes	Formación Técnica Profesional de Grado Medio (Auxiliar Técnico) 1º Ciclo: Cursos 1,2	16/17 a 18 años
	Educación Secundaria Básica – ESBA: Cursos 1,2,3,4		13 a 16 años
EDUCACIÓN PRIMARIA	2º Ciclo: Grados 4,5,6		10 a 12 años
	1º Ciclo: Grados 1*,2,3		7* a 9 años
EDUCACIÓN PREESCOLAR	Educación Parvularia		4 a 6 años
	Educación Infantil		1 a 3 años

The gap at the end of secondary education

10 years to reach technical vocational training

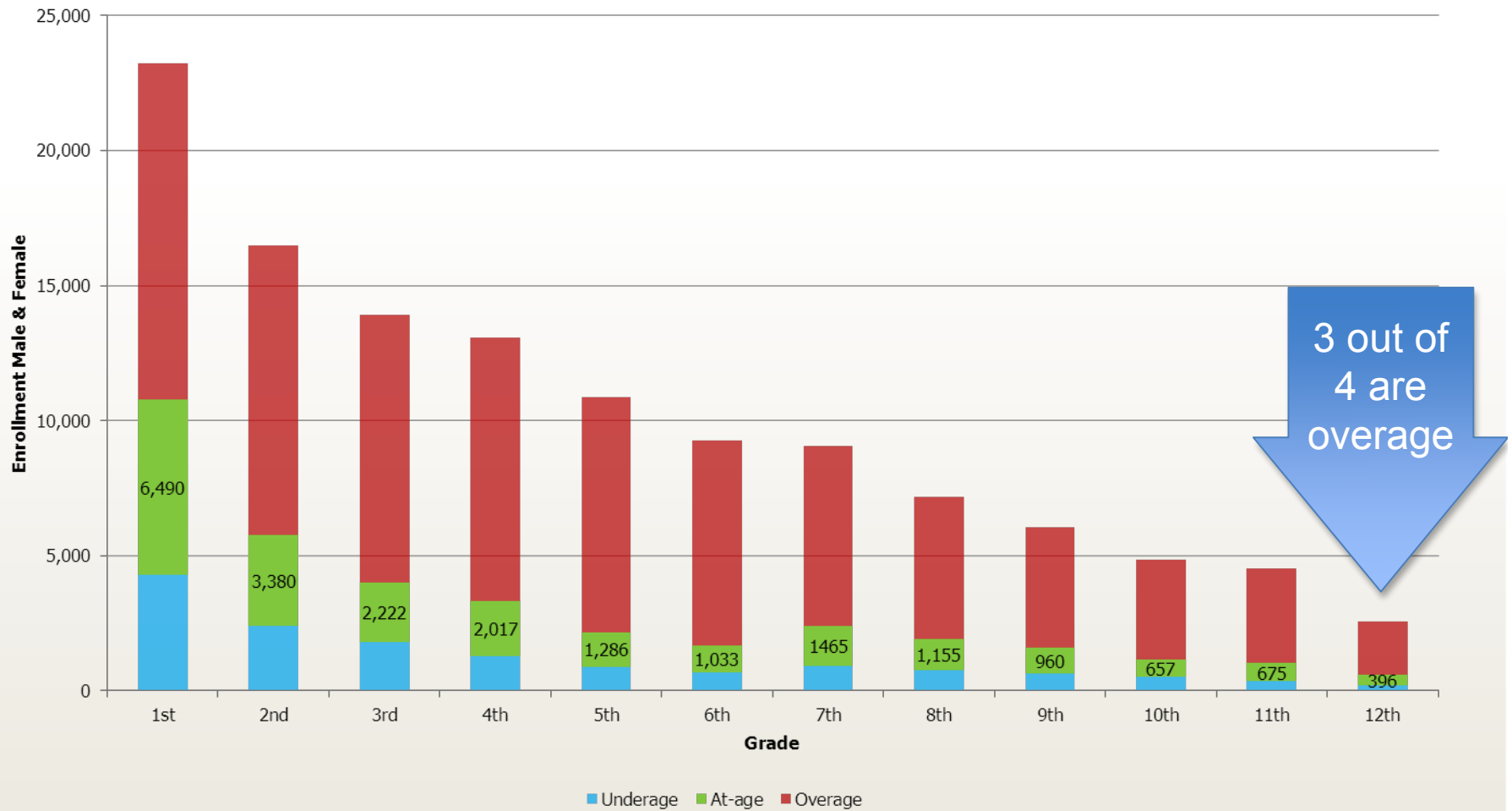
EG Enrollment Evolution

1 in 10 complete 12th grade,
Women participation drops in 11th and 12th grades
Limiting pool of applicants to technical education



MEC Statistics 2010-11

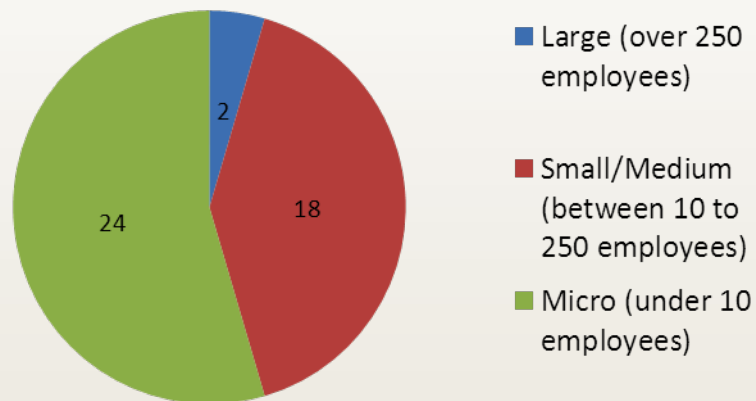
EG Education by Age



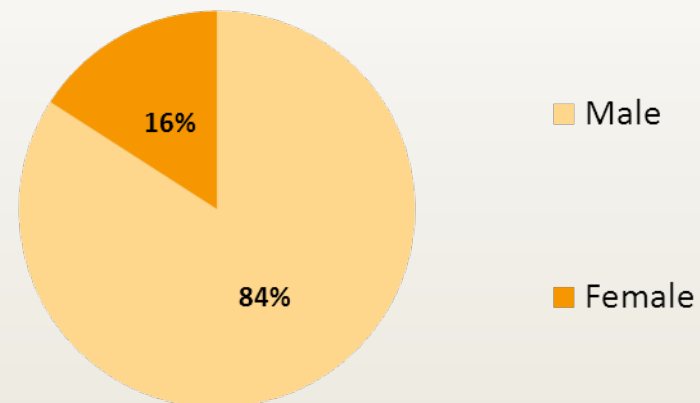
The Study

- Survey covered
 - Employer survey: 44 companies
 - Tracer Study of Institute graduates: 98 workers

Size of Organizations Surveyed



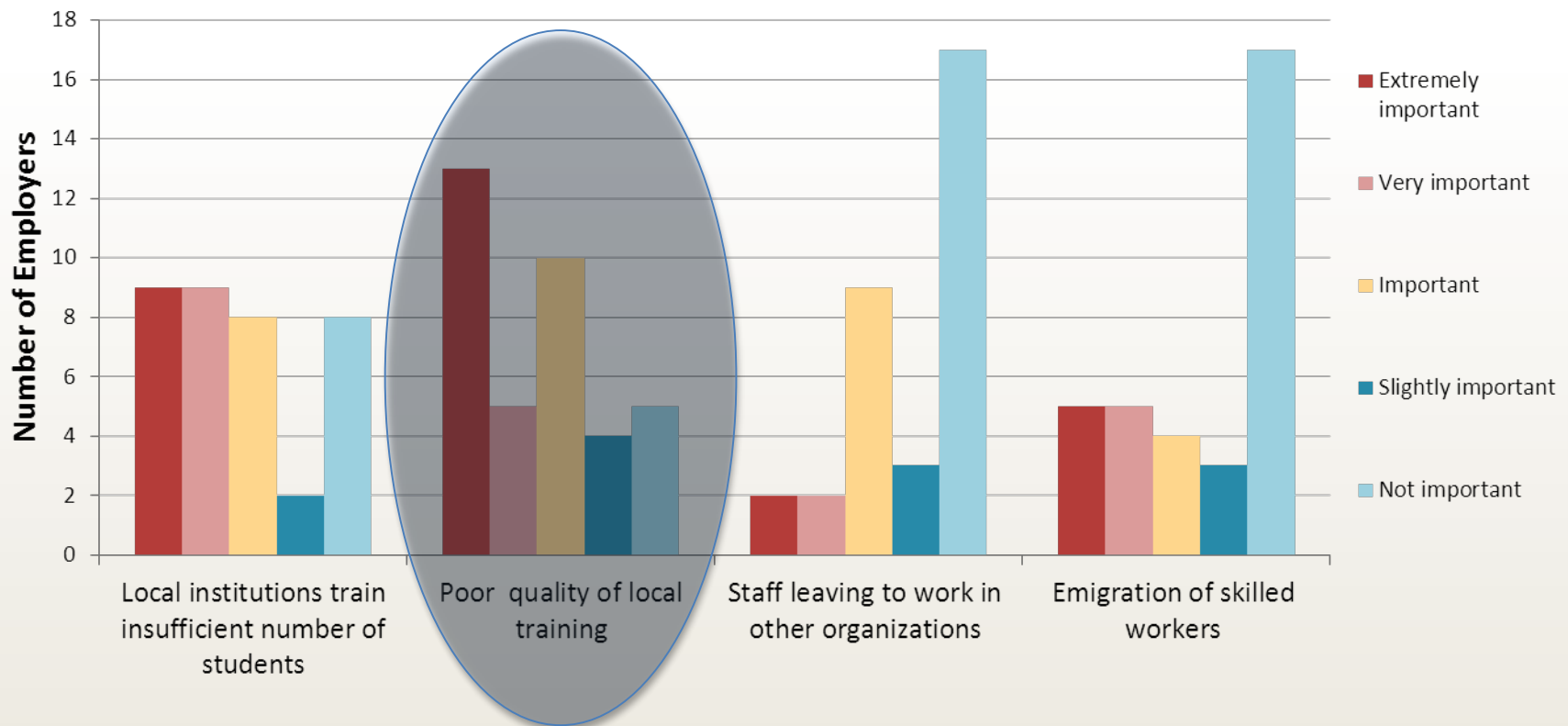
Institute Graduates in Oil Sector by Gender



Key Findings from the Employer Survey

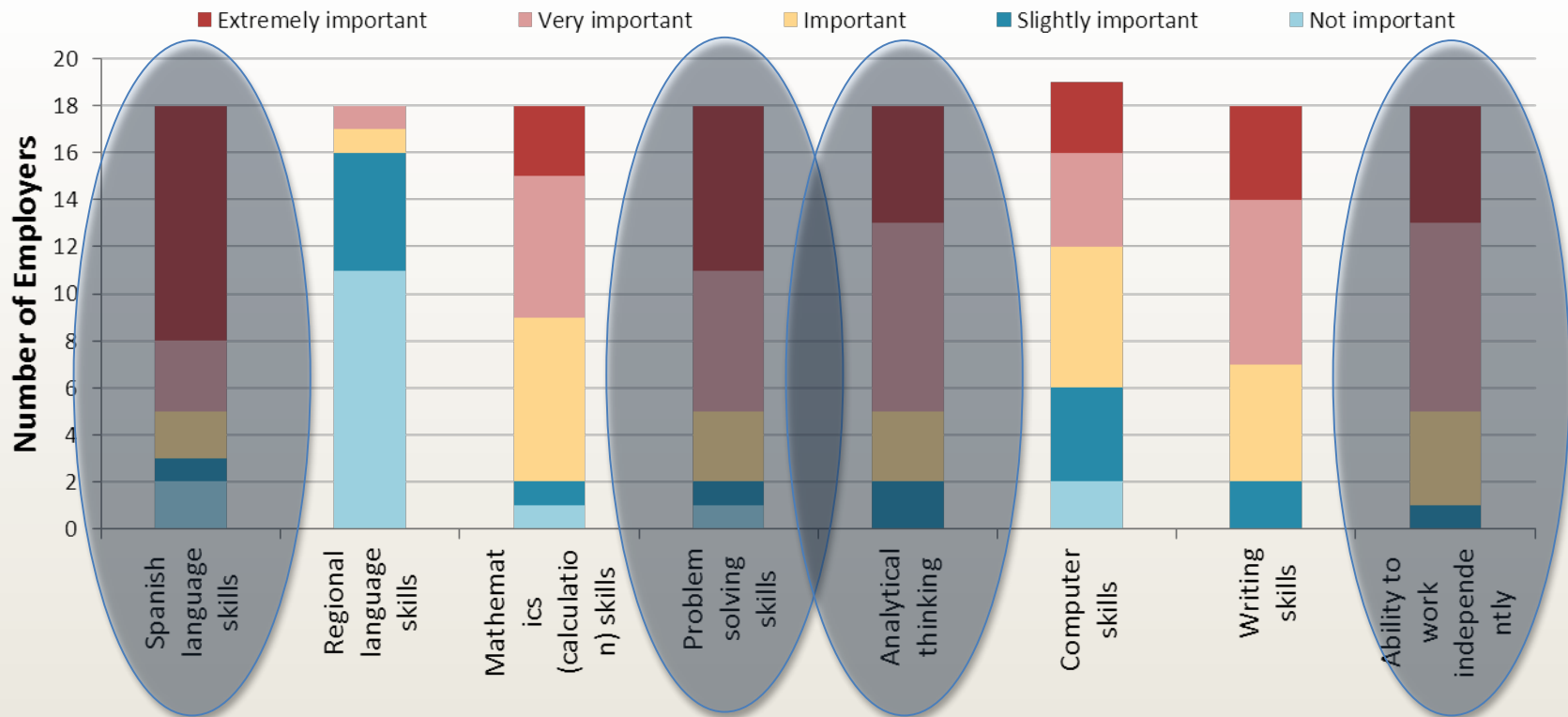
Employer Survey: Findings

In your opinion,



Employer Survey: Findings

What are the basic skills you are looking for in new employees, particularly for jobs you are currently in recruitment?



Employer Survey: Findings

How difficult is it to find skilled labor to fill vacancies in your firm?



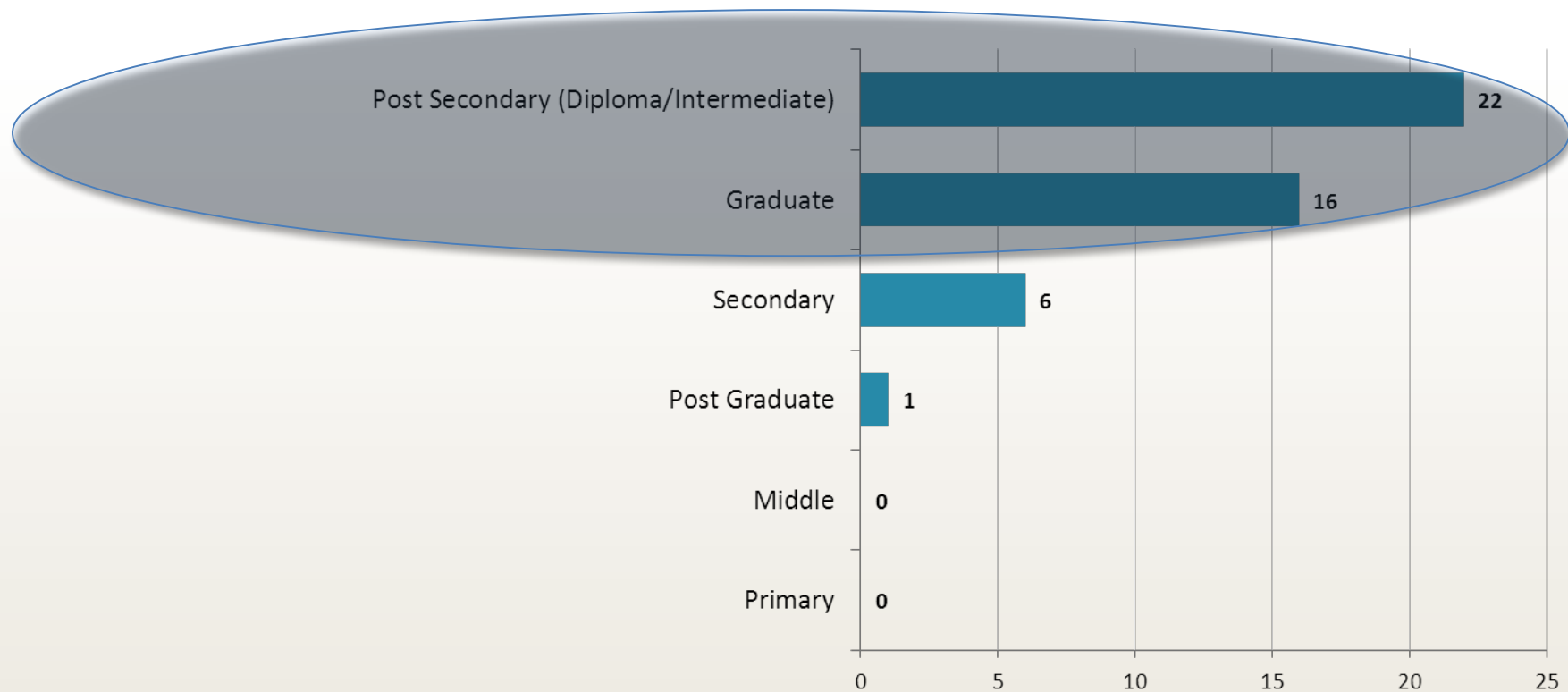
Summary

- **What personal and basic skills do enterprises consider most important?**
 - Personal skills: punctuality, commitment, honesty, intellectual skill level, and personal appearance
 - Basic skills: communication (including Spanish language), general literacy, customer relation skills, and problem solving.
- ***Skills absent from current secondary education, highly dependent on personal background***
- ***The majority of labor market demand is for jobs requiring secondary school education, and a large proportion with post secondary qualifications***

Key Findings from the Tracer Study of Institute Graduates

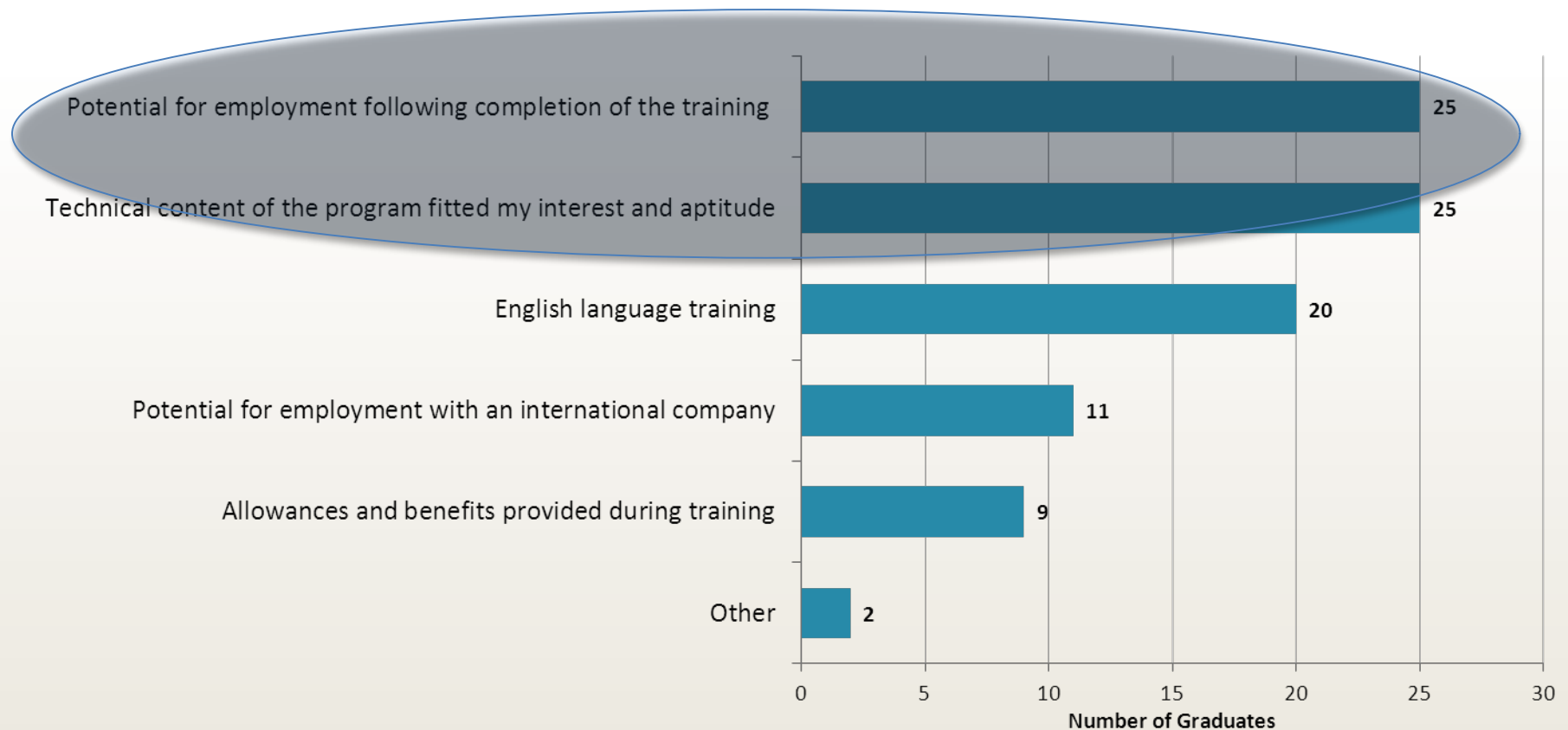
Education level required to gain admission to the Institute

What academic level of education did you have when admitted to the Institute?



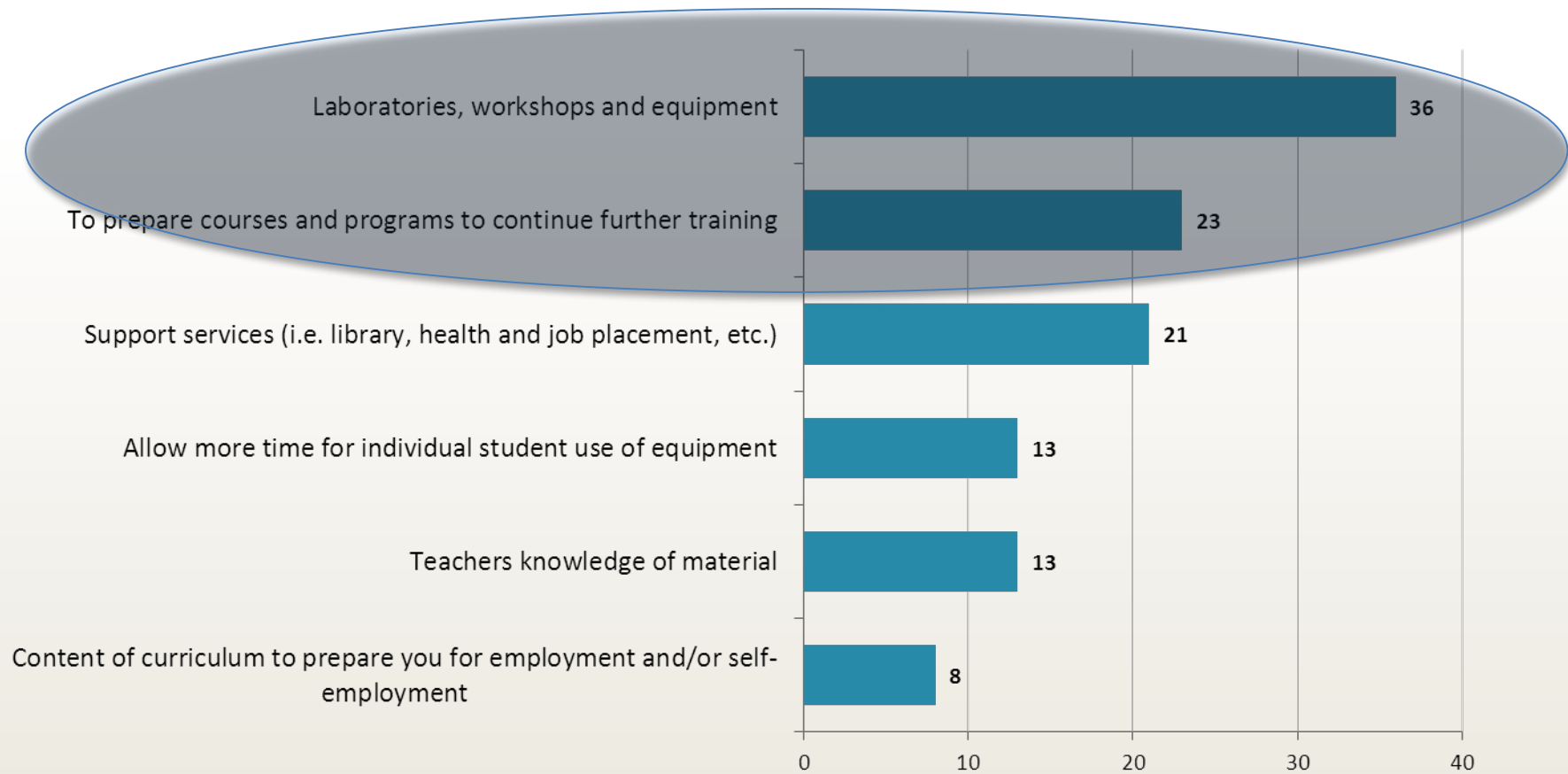
Tracer Study: Findings

What are the two most important factors to enroll in the Institute?



Tracer Study: Findings

What would you improve in your training in secondary and technical education?



Items not selected by any respondents: Disbursement of allowances; Job placement services; Exams and grading system

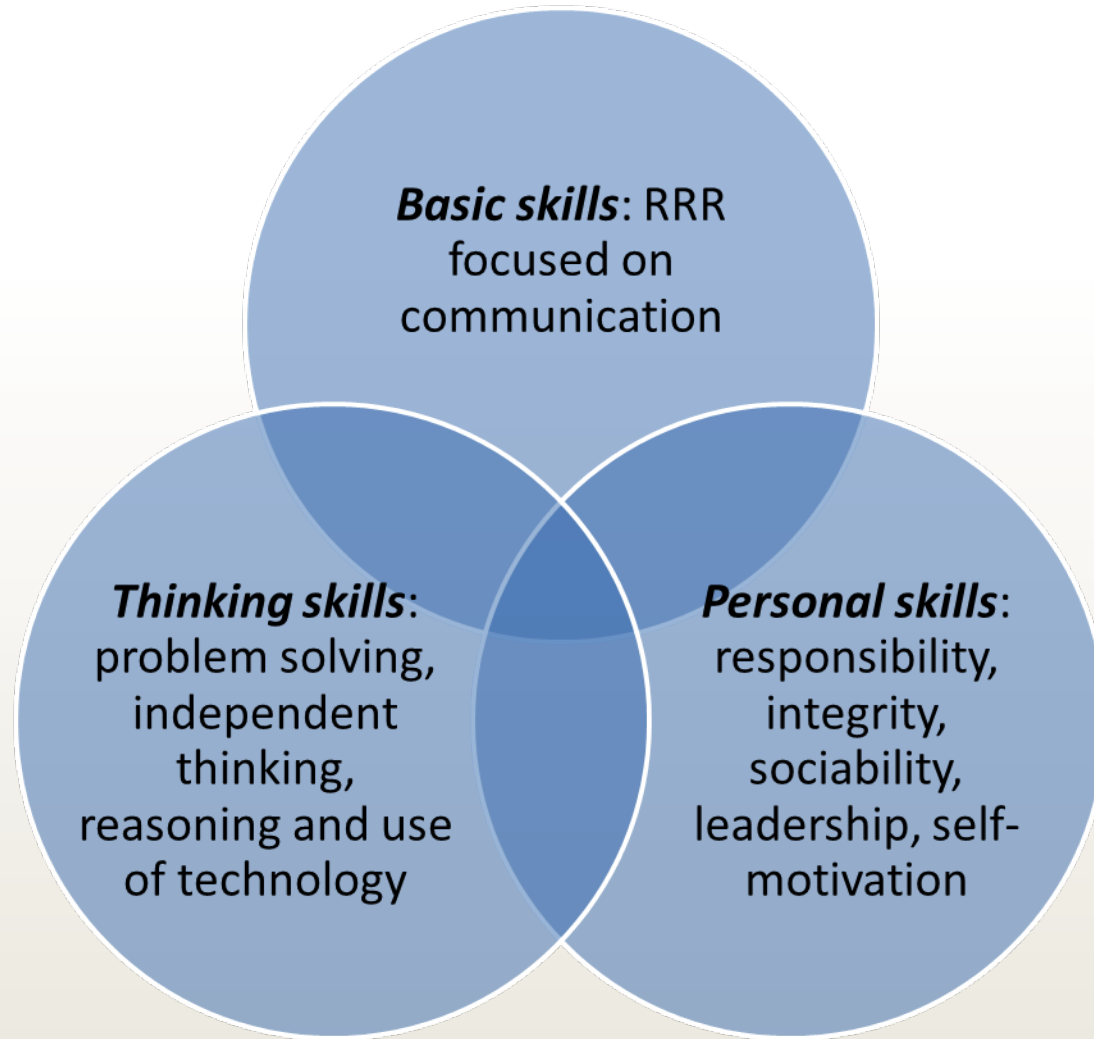
Summary

- Institute picks the “elite” of the public schools
- Majority of Institute applicants had university degrees
- Hands on practice and access to laboratory (equipment) seen as key
- Most see Institute as a key step to continue education specialization, especially overseas
- Institute degree clearly linked to job prospects

Implications for Secondary Education

- Secondary education is the bridge (or gap) to access advanced degrees, esp. technical training
- Reduce overage students, reduce repetition
- National compulsory education through 10th grade
- Shifting secondary curriculum from prescriptive professional tracks to a core transferable skills
- Prepare graduates that are life-long learners that know how to leverage technology and communicate in English

Future secondary education core skills



Thank you

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