

Unleashing The Power of Human Capital Education for Sustainable Development in Africa

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ABSTRACT

Human capital is one of the vital forces needed to achieve sustainable development and sustainable economic growth in Africa. Unleashing the power of human capital education among the youths in Africa will help to tackle the problems of hunger, poverty and unemployment among the youths. This study explores the vital elements needed to maximize the human capital potentials in Africa which includes team work, talents, training, trustworthy mentors and timely climate change education. It further identifies that climate change is a global issue which we must of necessity tackle with urgency to help unleash the power of human capital in Africa.

Keywords

Climate Change, Education, Human Capital, Sustainable Development, Unleash.

Introduction

Human capital includes any human quality or value that can improve economic output and productivity. Human capital can be defined as the skills, knowledge and experience possessed by an individual or population viewed in terms of their value or cost to an organization or country [1]. The term "human capital" refers to the economic value of a worker's experience and skills. Human capital includes assets like education, training, intelligence, skills, health, and other things employers value such as loyalty and punctuality. Human capital is perceived to increase productivity and thus profitability. The more investment a company makes in its employees, the chances of its productivity and success becomes higher [2]. An organization is often said to

only be as good as its people. Directors, employees and leaders that make up an organization's human capital are critical to its success. Human capital is the economic value of the abilities and qualities of labor that influence productivity, such as education, investing in these qualities produces greater economic output [1]. Education is the bedrock of the society and the wings on which our nation can soar to greater heights. Education for the sustainable development of the various sectors of our nation will certainly require lifelong learning [3]. Studies have shown that there is a great need for human capital education amongst the youths in Africa which will help to reduce the rate of unemployment and help to achieve sustainable economic growth in Africa. Human capital recognizes the intangible assets and qualities that improve worker performance and benefit the economy. Human capital development is the process of improving an organization's employee performance, capabilities and resources. If a manager or human resources department were to ask, "what can be done

to make employees more productive?" the answer would be considered to fall within the scope of development. Being diverse and comprehensive, human capital development can range from on-the-job training to tuition assistance to team-building activities—not only along any given spectrum (in terms of quantitative and qualitative commitments), but also along multiple spectrums, such as skill development, project management and morale building [4].

Methodology

This study adopted a systematic approach and relevant information was derived from published works including academic articles, books written by renowned motivational speakers, academic journals, conference papers, magazines, text books and internet materials. The researchers gathered adequate materials for the research but summarized the characteristics that focused more on unleashing the power of human capital education for sustainable development in Africa. This enabled the researchers to generate the synthesis of various researchers' views on the subject matter.

Results and Discussion

In unleashing the power of human capital education for sustainable development in Africa especially among the youths, the following are vital:

Team Work

We can never underestimate the power of team work. John Maxwell, a world-renowned motivational speaker and leadership expert rightly said that "Team work makes the dream work" [5]. Team work which involves partnership between individuals, companies and institutions in order to achieve worthy goals is essential for the unleashing of the power of human capital. Our youths must learn to collaborate thereby creating synergy. Team work will enable the effective use of talents deposited in our youths for generating income to boost the economy of our continent. Team work is valuable because it demonstrates the value of collaboration to researchers, as well as some of the processes that enable and constrain collaboration. Furthermore, the process of research collaboration and team work has been examined in other disciplines, such as the medical fields [6]. Team work will also allow a healthy competition among the youths which will encourage them to increase their value and seek to put in their very best thereby unleashing the power of human capital.

Talents

Our youths in Africa must be encouraged to discover and develop their talents which has the capacity to make them self-employed and financially independent [7]. A lot of talents including poetry which are latent in our youths need to be harnessed, honed and maximized for the good of the youths and communities in Africa [8]. These talents which include painting & drawing, song-writing, poetry, cartooning, etc. have the capacity to create jobs for the youths and generate income when properly utilized to help improve the economy of countries in Africa. A good example is the BENJY POETRY AND MUSIC GLOBAL CONCEPTS, a company founded by an entrepreneurial youth based in Nigeria which has the goal of spreading joy and beauty to the communities

and institutions in Africa through educational poetry and music [7]. This company which also champions the Project Green Initiative has been able to generate income and provide jobs for other youths in Nigeria by maximizing the talents of research, poetry and music and thus unleashing the power of human capital. Poetry with its therapeutic benefits has been discovered as a valuable tool which can be used in climate change education for sustainable development in Africa [8]. Poetic transcription, like other forms of qualitative analysis, empowers participants by placing their voices in the "center of inquiry, analysis, and discussion rather than on the margins" [9].

Training & Mentorship

Proper training is essential for effective unleashing of the power of human capital among our youths in Africa. Our youths need to be well educated and trained on financial intelligence, emotional intelligence, feasibility and sustainability of a business model, how to write a good business plan, and how to raise funds to expand their businesses. Proper training and education on unleashing the power of human capital will ensure that funds given to our youths will be effectively used for the purpose of productivity and sustainable development. For the youths who want to engage fully in poetic expressions, proper education and training in that field of endeavor is necessary [10]. Training will also enable the youths to hone their skills and talents which will enable them to function optimally and to generate income for sustainable economic growth in Africa. This training for the youths should be undertaken by qualified professionals, educators and mentors for the unleashing of the power of human capital among the youths in Africa. Mentorship requires that our youths should be connected with competent mentors in their field of specialization in order to help them maximize their potentials in their various fields of human endeavors. When our youths are properly connected to mentors who can share with them from their wealth of experience and expertise, success in career and business will be inevitable. These tested and trusted mentors will help to guide the youths in their chosen career path and thereby help them to unleash the power of human capital.

Timely Climate Change Education

Climate change has been discovered to affect the unleashing of the power of human capital in Africa [11]. Climate change is one of the most critical challenges ever to face humanity. It can cause the worst forms of economic, health and security problems for humanity. Climate change is one of the challenges confronting Africa among other continents of the world. Climate change according to World Bank [12] is expected to hit developing countries the hardest. Its effects which include higher temperatures, changes in precipitation patterns, rising sea levels, and more frequent weather-related disasters—pose risks for agriculture, food, and water supplies. Climate change education is seen as a key instrument for achieving climate change adaptation and mitigation across communities and cities around the world. Climate change adaptation and mitigation strategies must be utilized in the unleashing of the power of human capital and sustainable development in Africa. Timely

climate change education which is well targeted to the youths is vital to enable them to understand the impacts of climate change, the causes and solutions for our sustainable development [7]. Through timely climate change education, our youths can be made to realize and utilize the green entrepreneurial opportunities in climate change adaptation and mitigation strategies. The economic opportunities in renewable energy, recycling and tree-planting which are climate change mitigation strategies will certainly go a long way in unleashing the power of human capital in Africa.

Recommendations

- Our youths must learn to collaborate thereby creating synergy. Team work will enable the effective use of talents deposited in our youths for generating income to boost the economy of our continent.
- Our youths must be encouraged to discover and develop their talents which has the capacity to make them self-employed and financially independent.
- Our youths need to be trained on financial intelligence, feasibility and sustainability of a business model, how to write a good business plan, and how to raise funds to expand their businesses.
- Our youths should be connected with competent mentors in their field of specialization in order to help them maximize their potentials in their various fields of human endeavors.
- Discovery institutes should be built and positioned in various strategic parts of the continent where youths can come and be helped to discover their talents, gain proper self-awareness and learn how to maximize their talents for the unleashing of the power of human capital in Africa.
- Our youths should be educated on the power of unleashing their human capital and encouraged to realize, utilize and maximize the green entrepreneurial opportunities in climate change adaptation and mitigation strategies.

Conclusion

The need of the 21 Century is purpose driven leadership since everything will either succeed or fail according to the capacity of leadership [5]. To prepare a person for leadership is simply to prepare the person to be responsible, accountable, excellent and purpose driven. A person who is well prepared for leadership will excel in business, career, service to community, education and relationships. A leader is not irresponsible at the place of work. This person adds great value to the organization that employs him or her. This person does not work for salary the person works with passion, vision and conviction. It is the developed and emerged leader that solves societal problems. Leaders resist corruption, tackles unemployment, challenges indiscipline, campaign against violence, cultism, prostitution, diseases, illiteracy, poverty, gender violence, domestic abuse, election manipulation and all forms of systematic oppression in societies, schools and organizations. The

person whose leadership skill is developed will become a better child, spouse, parent or siblings because purpose driven leadership is also needed for success in families and homes. It will therefore be very profitable for Discovery Institutes to be built and strategically positioned in various parts of the continent where youths can come and be helped to build their leadership abilities and, in the process, discover their talents, gain proper self-awareness and learn how to maximize their talents for the unleashing of the power of human capital in Africa.

In conclusion, Unleashing the power of human capital education among the youths in Africa will help to solve the problem of hunger, poverty, unemployment and under-employment among the youths in Africa. It will further enhance the economy of the continent and thereby ensure our sustainable economic growth and sustainable development.

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