



**THE CORDAID SIERRA LEONE  
'DOING BETTER BUSINESS'  
SEMINAR SERIES  
PRESENTS**

**Investing in Human Capital**

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**30<sup>th</sup> January 2016**



# Investing in Human Capital

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1. What is human capital?
2. Human capital in Sierra Leone
3. Investment options for businesses
4. Benefits of investing in human capital
5. Challenges
6. Conclusion

# Investing in Human Capital

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**What is Human capital?**

# What is human capital?

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*“the **skills, knowledge, and experience** possessed by an individual or population, viewed in terms of their **value or cost to an organisation or country.**”*

*“a measure of the **economic value** of an employee’s **skill set**. This measure builds on the basic production input of labour measure where all labour is thought to be equal.”*

*“**health, knowledge, motivation, and skills**, the attainment of which is regarded as an end in itself because they yield fulfilment and satisfaction to the possessor.”*

*“stock of **knowledge, habits, social and personality attributes**, including creativity, embodied in the ability to perform labour so as to produce **economic value.**”*

# Investing in Human Capital

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## Human capital in Sierra Leone

# Human Capital in Sierra Leone

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## According to UNDP:

- Life expectancy at birth is 48 years
- 70% of youth are unemployed or underemployed
- Youth age has been extended to 35 years
- 60% of Sierra Leoneans live below the national poverty line
- Adult literacy rate is 41%
- 9.5% women have reached secondary or higher level of education compared to 20% male

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**Investment options for businesses**

## Investment options for businesses

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- **Skills Development for employees and youths**
  - Formal education
  - External and in-house training programs
  - Internships and apprenticeships
  - Mentoring and coaching
  - Delegate – on-the-job training
  - Inclusive decision-making processes



## Investment options for businesses

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- **Welfare (Health)**
  - Medical schemes
  - Safe and secure working conditions
  - Reward and recognition
  - Work/life balance

# Investing in Human Capital

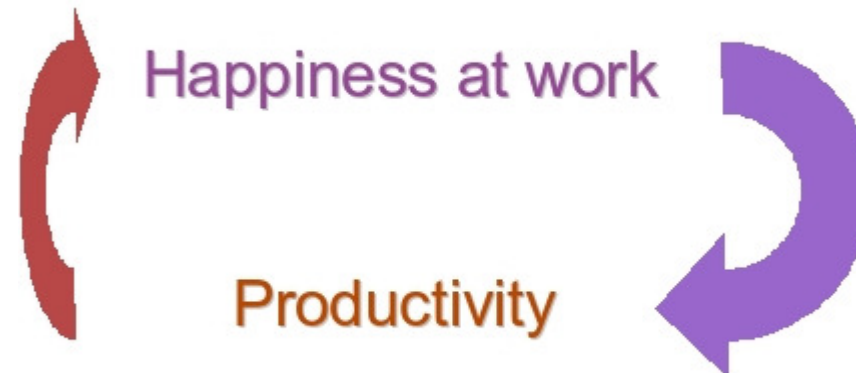
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**Benefits of investing in human capital**

# Benefits of investing in human capital

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- Increased productivity
  - Increased revenue
  - Know-how
  - Loyalty
  - Less stress



# Benefits of investing in human capital

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- Competitive advantage
  - Better service
  - Lower cost



## Benefits of investing in human capital

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- Marketing opportunity
- Employer of Choice
- Improved human capital indices
  - Higher pay
  - Reduction in unemployment
  - Increased life expectancy rate



# Investing in Human Capital

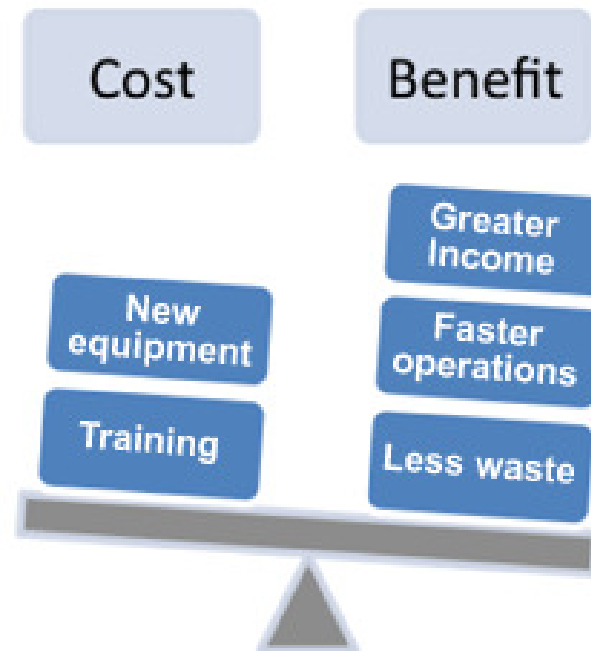
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## Challenges

# Challenges

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- Costly
- Time consuming
- Loss of investment



# Investing in Human Capital

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**Conclusion**



# Conclusion

**Engage + enable** your employees  
and here's how you could benefit

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Increase **employee performance** by



**40%**

Increase **customer satisfaction** rates by



**18%**

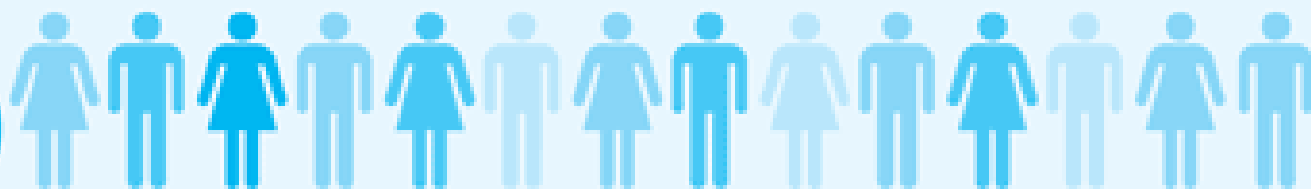
Multiply your **financial success**



**x4½**

Decrease **employee turnover** by

**14%**



Source: Based on linkage case studies using Hay Group's global normative database



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**Thank you.**  
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**[www.jobsearchsl.com](http://www.jobsearchsl.com)**

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