![iiAfrica logo - Industry Immersion Africa]

INDUSTRY IMMERSION PROGRAM

Info Sheet

Prepared for Candidates

Presented by:

iiAfrica Team
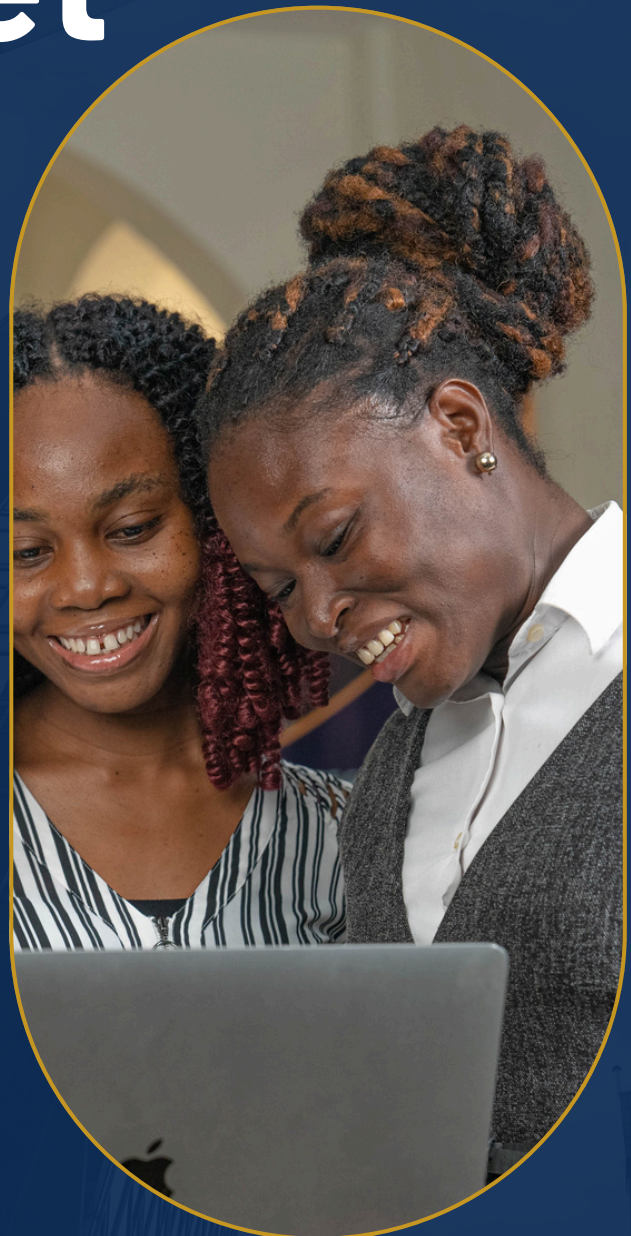
Agenda

ESMT BERLIN

MEDA

AWB | USF
Academics without Borders
Universitaires sans frontières

University of Victoria

INSENDI

SOS KINDERDÖRFER WELTWEIT

Dr. Jost Henkel Stiftung

Harvard Business Publishing

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INTRODUCTION

Too often, as the African Development Bank states, young African talent is not adequately prepared for a business career. Traditional approaches in university research and education prevent graduates, in particular in STEM disciplines, from considering a business career after graduation. It is more important than ever that Africa's youth is prepared to bring knowledge and skills to solve problems, make sense of information, and know how to gather and evaluate evidence to make decisions. Precisely these skills are developed in science, technology, engineering, and math disciplines, collectively known as STEM.

The Industry Immersion Program (IIP) is designed to enhance the employability of STEM graduates across the African continent. Through a blend of technical and soft skills training, the program equips participants with industry-ready skills to excel in their professional journeys. This impactful initiative is proudly delivered in partnership with SOS-Kinderdörfer, fostering opportunities for young talents to bridge the gap between academia and industry.

Dr David Attipoe
Chief Executive Officer (CEO)
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> **The Industry Immersion Program is designed to adequately prepare young African talents for a business career.**

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OVERVIEW

The Industry Immersion Program (IIP) is a well-structured 8-week program designed to provide comprehensive training to participants.

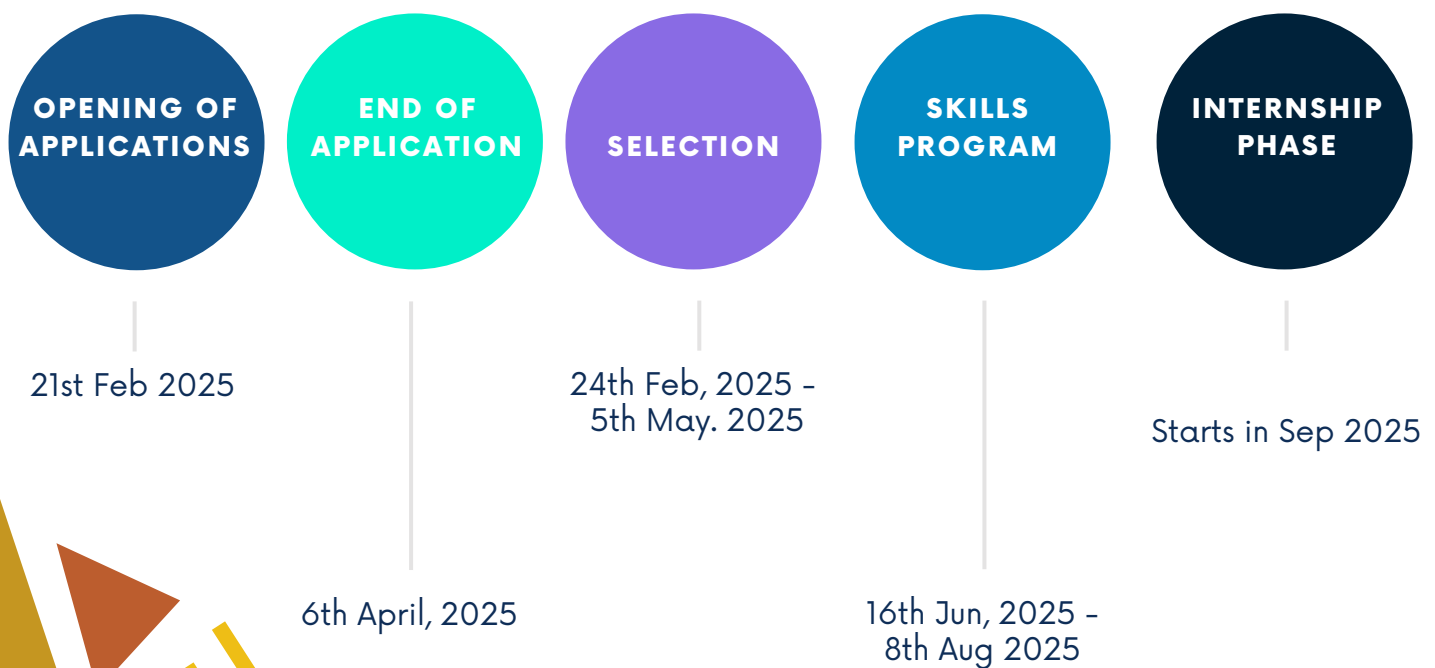One key component of the program is an 8-week module that covers
- Design Thinking
- Data Analytics and Visualization
- Machine Learning
- Soft Skills

These modules will be delivered at the same time across all participating countries, ensuring a consistent and high-quality learning experience for all students.

Upon successfully completing the first phase, students advance to the second phase of the IIP, where they have the opportunity to undertake a 24-week internship in their chosen industry. This internship provides invaluable hands-on experience, enabling participants to apply their newly acquired skills in real-world professional settings.

To give you an overview of the first phase of the program, kindly find on Page 8 the curriculum for the 8 weeks, focusing on essential skills development and knowledge acquisition.

PROGRAM TIMELINE

OPENING OF APPLICATIONS	END OF APPLICATION	SELECTION	SKILLS PROGRAM	INTERNSHIP PHASE
21st Feb 2025	6th April, 2025	24th Feb, 2025 - 5th May. 2025	16th Jun, 2025 - 8th Aug 2025	Starts in Sep 2025

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Who can participate?

The program is designed for 100 selected top STEM Masters and PhD Graduates in Africa

PREREQUISITES

The program is a highly inclusive initiative created for high-potential STEM Master's and PhD graduates who are committed to advancing their data analysis skills, strengthening their problem-solving abilities, and enhancing their efficiency in the workplace.

Given the technical rigor of the program, preferred candidates should meet the following criteria:

- Academic Excellence: A Master's or PhD degree in a STEM field with a strong academic record.
- Technical Proficiency: Basic knowledge of Excel and Python programming.
- Communication & Interpersonal Skills: Strong English verbal and written communication, along with the ability to collaborate effectively.
- Work Ethic & Professionalism: Demonstrates commitment, adaptability, and a willingness to learn in a fast-paced environment.
- Industry Awareness: A solid understanding of industry trends, challenges, and opportunities.
- Career Focus: A clear vision for their professional path and a keen interest in industry applications.

Note: Only open to African nationals residing in Africa at this time.

TIME COMMITMENT

The Industry Immersion Program (IIP) is entirely cost-free for all selected candidates.
All we require of our students is access to a working laptop, reliable internet connectivity, and a commitment of time and dedication to the program.

The program requires a time investment of approximately 6 hours per day over 8 weeks of intensive coursework.
To be eligible for the program certificate, candidates must be available for the full duration. If a scheduling conflict arises, participants are encouraged to communicate with their assigned tutor. Please note that candidates who miss more than four days of the program will be automatically withdrawn from participation.

The program offers both training and career advancement and is meant for those who have an interest in industry. It is ideally suited for those who are passionate about applying their STEM background in real-world, industry-focused environments.

Participants will develop in-demand business and data skills, learning how to collaborate effectively in teams, analyze and manage large datasets, and apply insights to inform strategic business decisions.

Graduates of the Industry Immersion Program—our IIP Fellows—are expected to become leaders in data and business, driving innovation across companies in Africa and beyond.

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Curriculum

Through our collaboration with prestigious academic partners from around the world, we have meticulously crafted a curriculum that effectively bridges the gap between academia and the business world. This curriculum serves as a valuable resource for graduates as they navigate their transition into the workforce, equipping them with the necessary skills and knowledge for success. It is the culmination of extensive development efforts spanning multiple years, incorporating global expertise from top-tier business schools and universities, along with a deep understanding of local ecosystems within the continent.

As part of the comprehensive Industry Immersion Program, we have curated a collection of modules sourced from renowned universities worldwide. These modules focus on both business and soft skills training, designed to enhance participants' capabilities over 8 weeks.

TEACHING PLATFORM

The **iiAfrica Learning Management System** will serve as the primary hub for all of the course material and activities, providing an engaging and interactive environment for students. The curriculum will involve a combination of individual and group tasks, allowing students to collaborate and learn from one another.

The program will feature online sessions facilitated through a specialized **Microsoft Teams Virtual Campus.** These sessions offer a unique opportunity for participants to actively engage with instructors and peers in real-time, fostering meaningful discussions and enhancing the overall learning experience.

TEACHING METHODS

The program will feature online sessions facilitated through the innovative Microsoft Teams Virtual Campus. These sessions offer a unique opportunity for participants to actively engage with instructors and peers in real-time, fostering meaningful discussions and enhancing the overall learning experience.

SOFT SKILLS

The development of soft skills plays a pivotal role in facilitating the smooth transition of talents from academia to the industry. In our program, we prioritize the cultivation of these essential skills, offering a wide range of training opportunities. Our curriculum includes courses on Personal Branding, Communication, Design Thinking, and Business Etiquette, among others. These courses will be delivered by esteemed lecturers from ESMT Berlin, and the University of Victoria, as well as world-class speakers from Industry and the iiAfrica team, among other distinguished experts.

To further enrich the learning experience, we will provide a unique opportunity for candidates to virtually interact with industry experts. This engagement allows candidates to gain valuable insights and perspectives from industry leaders, fostering a deeper understanding of the professional landscape.

By offering comprehensive soft skills training and facilitating connections with accomplished professionals, our program aims to empower candidates with the necessary attributes to thrive in their future careers.

BUSINESS SKILLS TRAINING

The program offers a range of business skills courses that are jointly taught by ESMT Berlin in Germany and the University of Victoria in Canada. Expert lecturers from these esteemed institutions will provide the course material, ensuring a comprehensive learning experience for our candidates.

The purpose of these business skills courses is to introduce our candidates to essential leadership and business competencies. Participants will gain valuable insights into key aspects of effective leadership.

These modules go beyond traditional college experiences by adopting a participant-centered approach to learning. We believe in fostering a collaborative and professional culture that empowers our candidates to succeed throughout their studies.

DIGITAL AND DATA SKILLS

In today's business landscape, organizations widely recognize the benefits of adopting a data-driven strategy, seeking talented individuals who can provide valuable insights from the vast amount of information available. Research indicates that a significant majority of CEOs worldwide, by 2021, express a preference for job candidates equipped with data capabilities. As our physical world continues its transformation into the digital realm, the demand for skilled analysts is set to rise.
Drawing on our extensive research and eight years of experience delivering the IIP, we have observed a growing trend among African companies. They increasingly prioritize candidates who possess essential 21st-century data and digital skills to ensure their relevance and competitiveness in the market.

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Please see Table 1 for more information on the courses that will be delivered during the 8-weeks program and Table 2 for the daily schedule respectively.

BLENDED IIP CURRICULUM

Week	Monday	Tuesday	Wednesday	Thursday	Friday
	16-Jun-25	17-Jun-25	18-Jun-25	19-Jun-25	20-Jun-25
1	IIP 2025 Opening Ceremony and Onboarding	Data Analytics for Business			Data and Decisions
	23-Jun-25	24-Jun-25	25-Jun-25	26-Jun-25	27-Jun-25
2	Data and Decisions		Advanced Microsoft Excel for Data Analytics		Design Thinking
	30-Jun-25	1-Jul-25	2-Jul-25	3-Jul-25	4-Jul-25
3	Selection Of Cap-Stone Project and Briefing			Capston Project Start Date	
	Storytelling with Data	Design Thinking Teaching continued and Office hours		Machine Learning	
	7-Jul-25	8-Jul-25	9-Jul-25	10-Jul-25	11-Jul-25
4	Capstone Project continued				
	Machine Learning			Marketing and Sales	
	14-Jul-25	15-Jul-25	16-Jul-25	17-Jul-25	18-Jul-25
5	Capstone Project continued	Time with Alumni		Capstone Project continued	
	Design Thinking Project School presentations and Final presentations				
	21-Jul-25	22-Jul-25	23-Jul-25	24-Jul-25	23-Jul-25
6	Capstone Project continued		Cap-Stone Project Presentation		
	Customer Analytics				
	28-Jul-25	29-Jul-25	30-Jul-25	31-Jul-25	1-Aug-25
7	Placement Info Session	Negotiations	Job Search Blueprint Resume Writing Interview Skills		No Session
	People, Teams and Organizations			Mock Interviews (2hrs)	
	4-Aug-25	5-Aug-25	6-Aug-25	7-Aug-25	8-Aug-25
8	Communication in the workplace	Office Hours for Internship	Personal Branding	Office Hours for Internship	Virtual Graduation

Table 1: IIP Blended Curriculum

(Core Skills color)	Core Skills
(Elective Skills color)	Elective Skills
(Cap-Stone project color)	Cap-Stone project
(Communication color)	Communication/Personal Branding/Pitching session

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Time Zone	Regular Program TimeTable					
	Time (Ghana, Guinea, Senegal)	Time (Cameroon, Chad, Nigeria, DR Congo)	Time (Zambia, Zimbabwe, Rwanda, Swaziland, Lesotho, South Africa)	Time (Kenya, Ethiopia, Madagascar, Tanzania, Uganda)	Time (Professor)	Arrangement
6 hours	08:00-09:00	09:00-10:00	10:00-11:00	11:00 - 12:00		Hub-Learning
	09:00-10:00	10:00-11:00	11:00-12:00	12:00 - 13:00		Hub-Learning
	10:00-11:00	11:00-12:00	12:00-13:00	13:00-14:00	ET/SAST/PDT	Live Session
	11:00-12:00	12:00-13:00	13:00-14:00	14:00-15:00	ET/SAST/PDT	Live Session
	12:00-13:00	13:00-14:00	14:00-15:00	15:00 -16:00		Break
	13:00-14:00	14:00-15:00	15:00-16:00	16:00-17:00		Tutor Session
	14:00-15:00	15:00-16:00	16:00-17:00	17:00 - 18:00	ET/SAST/PDT	Live Session
	15:00-16:00	16:00-17:00	17:00-18:00	19:00 - 20:00	ET/SAST/PDT	Live Session

Table 2: Daily Schedule

Internships

The Industry Immersion Program (IIP) offers STEM graduates a chance to gain hands-on experience in their field through an in-person 12-week internship with businesses in their location.

Students who have completed the IIP are encouraged to seek an internship placement for 12 weeks (6 months) to apply their academic knowledge in a real-world setting, gain professional skills, and build connections with industry experts. This phase of the program is student-led with the active support of the Internship Placement Team, who will guide you in finding and securing an internship that aligns with your career goals.
Note: Under certain circumstances, some students may be eligible for a monthly stipend to help cover daily expenses. If this stipend is granted, it will be in place of a salary contribution from your host company.

How we help

The Placements team is ready to help! If there are specific organizations students already have a connection with and would like the opportunity to engage with, the placements team will reach out to them on their behalf.

iiAfrica Job Portal
As a participant of the Industry Immersion Program, students have access to our Job Portal, where they can search through internship and full-time opportunities across the African continent.

Letter of Support
To aid you in the internship search, iiAfrica will provide a letter of support on a student's behalf upon request. This letter will provide details of the program they have completed and their intention to complete an internship.

Revised Resume and Curriculum Vitae (CV)
Once a student has completed their new CV with the help of our industry experts, the Placements Team will use this new version in reaching out to companies on their behalf.

EXECUTIVE TEAM

Dr. David Attipoe
Chief Executive Officer(CEO)

Deborah Wilsnagh
Chief Operating Officer(COO)

Mark Heerden
Strategic Advisor

ADMINISTRATIVE AND OPERATIONS

Georgia Schrikker
Programs and Industry Placement Manager

Mercy S. Amponsah
Senior Program Officer

Emmanuel Nutsugah
Edtech Lead

John Addison
Operations Lead and Industry Support

Dorothy Kwarteng-Adjei
Program Officer

Hellen Batigna
EdTech Officer - Website Development

Ekow Nyankah
Technology Development Officer

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OUR FACULTY

Ulf Schaefer , PHD
Associate professor of practice SDA Bocconi and affiliate/visiting lecturer ESMT Berlin

Matthew Bothner
Associate Professor of Organizations and Strategy at University of Chicago GSB

Johannes Habel
Associate Professor bei University of Houston, C.T. Bauer College of Business

David Dunne
Professor at the Peter B. Gustavson School of Business, University of Victoria.

Henry Sauerman
Professor at ESMT Berlin

Konstantin Korotov
Professor of Organizational Behavior, Faculty Lead Executive MBA Program

Rajshri Jayaraman
Associate professor of economics and academic director of the FUTURE Institute for Sustainable Transformation at ESMT Berlin.

Catalina Stefanescu-Cuntze
Professor of Management Science at the European School of Management and Technology

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OUR TUTORS - YOUR PERSONAL GUIDE

Our program tutors are dedicated educators committed to guiding you through your learning journey to achieve your learning objectives.

They will act as your sole point of contact during the program, supporting you by ensuring you receive the appropriate and timely assistance from the ecosystem.

They serve as facilitators, helping you understand course content, develop essential skills, and achieve your academic goals.

Beyond the live sessions, tutors provide personalized support, clarify doubts, offer constructive feedback, and create an inclusive learning environment where every student feels valued.

They are your partners in learning, encouraging active participation, promoting collaboration, and ensuring that you gain both theoretical knowledge and practical insights to excel in the program.

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iiAfrica Partners 2025

READY TO BECOME A DATA-DRIVEN DECISION MAKER?

JOIN US ON OUR EIGHT MONTHS JOURNEY OF IMPACT AND TRANSFORMATION

HAVE QUESTIONS ABOUT THE PROGRAM OR
HOW IT FITS IN WITH YOUR CAREER GOALS

SPEAK TO ;

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LET'S GET INTERACTIVE

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Facebook: https://web.facebook.com/industryimmersioniafrica

Twitter: https://twitter.com/_iiAfrica?t=uDy1Vg6hmUuBJH58JKKvIg&s=09

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