

**NEWS BUSINESS**

**SHIFT**

**Soft skills a priority for employers in 2023 - WEF**

**JACKONE LAMU/** There is a shift in the employment skills that will be required by a majority of employers in the next five years as 14 million jobs are set to be cut off.

A majority of employers are now embracing analytical thinking, creative thinking, resilience, flexibility and agility as top requirement for employees this year. The changing trends have continued to create a mismatch between graduates and the job market needs as most education systems focus on technical skills while ignoring soft skills such as proper communication and emotional intelligence.

However soft skills are now emerging as the most marketable that will

likely survive the digital automation sweep at the work place by 2030.

In the next five years, 83 million jobs are projected to be lost and 69 million are projected to be created, this is a two percent drop in global workforce.

World Economic Forum, Future of Jobs Survey 2023 shows that workers will require skills training if companies are to meet the increasing ethical demands placed on them as a result of adopting frontier technologies and adapting to the green transition.

"Cognitive skills are reported to be growing in importance most quickly, reflecting the increasing importance of complex problem-solving in the workplace," the report reads in part.

The top 10 leading skills that will likely secure you or that will ensure you are in employment by 2030 are analytical thinking, creative thinking, resilience, flexibility and agility.

Others are motivation and self-awareness, curiosity and lifelong learning, technological literacy, dependability and attention to detail, empathy and active listening, leadership and social influence and quality control. This, according to experts, has left students across various educational institutions with good reasons to be anxious as some career paths will be rendered non-viable.

This is bad news to some 500,000 to 800,000 young people who join the

market looking for jobs or livelihood opportunities annually.

Project Management Institute, youth lead in the Sub-Saharan Africa, Joanna Baidu says that regardless of which way the pendulum swings and which jobs AI swallows, it is prudent that the youth commit to lifelong learning and up-skilling.

"There is no denying that AI will profoundly impact the future of work. Tech innovations of the past decade have already made bank tellers, cashiers, telemarketers, and travel agents relics of the past," said Baidu. It notes that as AI is changing how firms work, those who do some of these work will change too.

**RESTRUCTURING**

**KQ scouting for capital investor to offset Sh186.4 billion debt**

This follows government's decision to withdraw funding for 2023-24 year



Kenya Airways CEO Allan Kivuluka answers questions when he appeared before The Public Debt and Privatization Committee in Parliament /EZEKIEL AMINGA

year starting July 1.

"We have cut funding for KQ, which received a substantial bailout in the last and the current budgets," National Treasury PS Chris Kiptoo told the National Assembly's Finance and Planning committee on May 16.

He revealed that a critical plank of this strategy will be a financing plan that does not depend on operational support from the exchequer beyond December 2023.

The plan, if implemented, could save taxpayers billions of shillings spent annually to keep afloat the national carrier that last returned a profit in 2012.

President William Ruto had earlier indicated that the State was seeking a strategic investor to buy a controlling stake in KQ to wean it off debts and subsidies and steer its growth. The airline has listed several pending debts, including \$439.8 million owed to Tsavo, a special purpose vehicle incorporated in the State of Delaware, USA.

KQ says that failure to pay will see a recall of a sovereign guarantee

for the balance of \$403 million as of May. This, in addition to the risk of grounding the aircraft, default notices by lenders, and accrual of default penalties.

The airline borrowed a total of \$924 million in 2012 to procure six 787-8 aircraft, one 777-300ER aircraft and one Genx engine.

Approximately 90 per cent of the \$841.6 million was provided by Citibank NA and JP Morgan Chase Bank NA and was fully guaranteed by US Exim Bank.

The 10 per cent balance of \$82.6 million was funded by Africa Import Export (Afrexim) Bank.

The national carrier is also expected to settle \$97.7 million owed to Samburu, another SPV incorporated in the Cayman Islands. It runs the risk of calling up of letter of credit worth \$32.5 million if it fails to clear the loan on time.

Other repercussions include the risk of grounding the aircraft, default notices by lenders, and accrual of default penalties.

The airline borrowed \$310 million for the acquisition of ten Em-

braer E-jets. This was a syndicated loan led by Standard Chartered Bank and includes China Development Bank, Nedbank, Afrxim Bank and Trade Development Bank (formerly PTA Bank).

The aircraft leasing plan was part of the Project Mawingu conceived in 2009 aimed at seeing the airline increase its footprint by growing destinations from 53 to 115 touching 77 countries by 2021.

It is also expected to pay local banks that bought a stake in the 2015 restructuring close to \$225 million, failure to which they will call up a sovereign guaranteed loan of a similar amount.

Others are \$420.5 million and \$165.2 million owed to the Kenyan government and suppliers respectively.

Unlike other past restructuring plans, Project Kifaru focuses on an optimised fleet and network plan. A short and long-term fleet strategy has been developed aimed at achieving the right number of aircraft. This has seen the exit of 2 B737-700 and two Kenya Airways E190 jets from the fleet. The business has also decided to optimise the current and future fleet types for ease of operation maintenance and training.

**139.35**

THE DATA

**The indicative value of the shilling to the dollar.**

Kenya's shilling remained weak against the US dollar on Monday amid high demand for the dollar by importers.

**FINANCIAL MARKET**

**FOREX EXCHANGE RATES**

Currency	Buy	Sell	Mean
US DOLLAR	139.2500	139.4500	139.3500
EURO	149.9194	150.1824	150.0509
STG POUND	174.9612	175.2559	175.1085
SA RAND	7.4349	7.4492	7.4421
KES / US\$	26.6301	26.7531	26.6916
KES / T\$HS	16.9953	17.0916	17.0435
AE DIRHAM	37.9097	37.9683	37.9390
JP ¥ (100)	99.9928	100.1580	100.0754
IND RUPEE	16885	16914	16900
CHINESE YUAN	19.5225	19.5585	19.5405

**NSE BIGGEST WINNERS**

Company	Price	Change (%)
WILLIAMSON TEA	197.50	6.18
OLYMPIA CAPITAL	3.44	5.20
UCHUMI	0.21	5.00
BK GROUP	37.00	4.23
BAWUBURI CEMENT	26.20	3.35

**NSE BIGGEST LOSERS**

Company	Price	Change (%)
LONGHORN PUBLISHERS	2.33	8.27
WPP SCANGROUP	2.81	6.02
SAFARICOM	15.75	5.12
EAFERADY	1.54	4.94
KPLC	1.54	4.94



**TIP OF THE DAY**

**ASK YOUR EMPLOYEES TO PUT IN 85% EFFORT**

To build a high-performing team, you don't have to expect 100% effort from your employees all the time. In fact, asking them for less-than-maximum effort can actually lead to increased productivity over time. Here's how to lead a high-performing team without burning people out. First, create a "done for the day" time. This means setting a reasonable and realistic hard stop for the workday—a collective expectation that it's time to leave work unless there's an emergency. If you notice team members online or at the office after that time, you can say something like: "Why are you still here? We don't stay late here unless there is an absolute emergency. We want you to be fresh tomorrow morning. Please go home." Next, emphasize that the most effort doesn't always lead to the best results. To help coach employees to get to and stay in this sweet spot, ask, "What does it feel like to be at 100% intensity?" Then follow up with: "How can you keep this closer to the 85% level to avoid fatigue?" And be sure to lead by example. If your team sees that you abide by these norms, they'll be more likely to do so themselves.

**38.3BN**

THE DATA

**The airline losses more than doubled in the year ended December 31.**

President William Ruto had earlier indicated that the State was seeking a strategic investor to buy a controlling stake in the airline