

# **Access and Retention**

## **Forces and Drivers**

# Access and Retention

**The problem of equity, access and retention remains:**

**In Europe:**

- **in spite of its affluence**

**In Africa:**

- **because of its poverty**

# **Under-represented Groups in Europe**

## **The 4 dominant groups:**

- **Low socio-economic backgrounds**
- **Ethnic minorities**
- **Mature students**
- **Disability**

# **Under-represented groups in Africa**

## **The 4 dominant groups:**

- **Low socio-economic backgrounds**
- **Remote and under-developed regions**
- **Female**
- **Disability**

# **Access and WP in Europe**

## **Main drivers:**

- **Aging population**
- **Changing demography**
- **Economic slowdown**
- **Competitiveness of emerging economies**
- **The role of universities**

# **Access and WP in Africa**

## **Main drivers:**

- **Low participation rate in HE – 5%**
- **Economic & political advancement of the nation**
- **Millennium Development Goals**
- **The role of universities**

# **The Challenges**

- **How to expand access while maintaining excellence?**
- **How to provide a relevant curriculum?**
- **How to prepare students fit to serve society?**

# **Access and Retention**

- **In Africa the priority is increasing access and participation rather than widening participation**
- **In Europe the problem is less on access and more on retention**
- **In Africa it is both access and retention**

## **The Double Whammy:**

- **retention of students**
- **retention of staff**



- **Turns into a treble whammy**
  - **Scarce access**
  - **Challenge of retention**
  - **Braindrain**

# **The Brain Drain Issue**

**Africa's biggest asset is its people –  
human resources**

**Out flow of talent is crippling Africa –  
needs to stem the flow**

**Facing a mammoth task – funding,  
infrastructure, ICT, quality, etc.**

# **The Brain Drain Conundrum**

**Is it better to have your brain**

**Drained**

**Or**

**In the Drain**

**?**

# **Staunching the Brain Drain**

**EU-Africa collaboration**

**Pan-African co-operation**

**Sustained partnerships**

**Education as capacity building**

**Leadership development**

**Institutional reform**

# The Elephant in the Room



# **Good Governance**

**Efficiency**

**Transparency**

**Responsiveness**

**Openness**

**Welfare**

# Turning Brain Drain into Brain Gain

**Let us make it happen!**

<http://www.accesstosuccess-africa.eu/web/>