

Skills Initiative for Africa Skills for Youth Employability

Background

The high number of African youth not in education employment or training; who are uneducated, unemployed or engaged in precarious jobs represent a challenge for decision makers. This coupled with inadequate skills development systems presents a cause for more determined action and partnerships in the development of appropriately skilled young people and the creation of quality jobs in Africa.

In response to the challenge, the African Union Commission (AUC) has adopted strategies for addressing the medium and long-term aspirations for a more prosperous Africa, notably, the Agenda 2063, the African Youth Charter (2006), the Continental education strategy for Africa (CESA 2016-2025), the Continental TVET Strategy (2014) and an initiative to advance Agenda 2063 by boosting education, technology and innovation.

The intervention initiative

Against this background, NEPAD-AUDA, the development agency of the African Union is collaborating with the German Development Agency (GIZ), the International Labour Organization (ILO) and the European Training Foundation (ETF) to implement a Project initiative on skills for youth employability (SYEP). SYEP is part of AUC's Skills Initiative for Africa (SIFA) and is a three component collaborative intervention

Within the context of the SIFA - Skill for Employability Project, the ILO is implementing Output 3 on supporting integration of skills anticipation and forecasting as integral parts of labour market information systems (LMIS).

Whys skills Anticipation?

The mismatch and imbalances between the demand and supply of qualifications and skills contributes to costly economic inefficiencies, which include difficult transition

from education to productive employment, and under-utilisation of existing skills at the work place; limited portability of skills and qualifications across countries, regions and the continent. Existing asymmetries and scarcity of information and data on trends in demand and supply of skills, and the absence of a framework for comparability and recognition of education credentials and qualifications across sectors and countries are among the reasons for these challenges.

The ILO supported project component will implement interventions to enhance the capacity of public institutions and key stakeholders to effectively apply knowledge, technical skills, strategies and instruments to address the challenge of mismatch and imbalance of skills demand and supply across the African Continent.

What Project intends to achieve

To enhance employment prospects for young Africans by contributing towards the improvement of the continental frameworks for employment-oriented skills development

Expected Results - What will Change

Capacities of AUC, NEPAD, SADC, EAC, ECOWAS and national authorities for labour market forecasting and skills needs anticipation enhanced

Geographical coverage

Countries

Equatorial Guinee, Ghana, Ethiopia, Eswatini, Mali, Mauritania, Tunisia, Zambia and Zimbabwe

Regional Economic Communities:

Southern African Development Community (SADC),
Economic Community of West African States (ECOWAS)

Continental Organizations

African Union Commission (AUC)
African Union Development Agency

Focus Countries

Tanzania and Gabon

Key Actions (All Countries)

-  **Awareness Raising:** Continental conference to raise awareness and understanding of importance and relevancy of skills anticipation
-  **Capacity Development:** Training of Trainers in skills anticipation for key stakeholders from AU, NEPAD, selected RECs and 11 countries
-  **Digitization:** A digital tool for coordination of data collection and analysis, and linking of skills anticipation results to broader policy objectives
-  **Country Level Skills Anticipation Frameworks:** Development of national skills anticipation frameworks and implementation plans
-  **Knowledge Management:** Documentation of good proactive and innovative approaches and continental conference on disseminations of lessons and good practice

Key Actions – Focus Countries

-  **Situation Analysis:** Review of current practices and capacities and development of concrete recommendations for further improvement and implementation
-  **Skills Anticipation implementation structures:** Identify lead Institution and establish inter-ministerial skills anticipation committee
-  **Capacity Enhancement:** Conduct training of key actors in labour market data collection and analysis and documentation
-  **Institutionalize skills anticipation:** Develop framework for skills anticipation and institutionalize process into national structures
-  **Skills Anticipation Pilot:** Based on country priorities undertake a pilot skills anticipation survey develop related recommendations
-  **Results Dissemination:** Disseminate research results and engage relevant Institutions to integrate recommendations into skills development strategies



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