

FACT SHEET 02-2020

SKILLS ANTICIPATION

OVERVIEW

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

The Skills Initiative for Africa (SIFA) is an initiative of the African Union Commission (AUC) and the African Union Development Agency (AUDA-NEPAD) with support from the German Government and the European Union. Under the EU funded component, the AUC and AUDA have collaborated with the International Labour Organization (ILO) to promote anticipation and forecasting of skills as

an integral part of labour market information systems (LMIS). The mismatch and imbalances between the demand and supply of skills contribute to costly economic inefficiencies, which include among others difficult transition from education to productive employment, and under-utilisation of existing skills at the work place, as well as limited portability of skills and qualifications across countries, regions and the continent.

The skills anticipation component works with AUC, AUDA-NEPAD and with the RECs to build the capacity of Member States to effectively identify, and strategically address current and future labour market skills needs, with the ultimate objective of minimizing the gaps between the demand and supply of skills in the continent.

COVERAGE AND COUNTRIES OF IMPLEMENTATION

The Skills Anticipation Component targets eleven (11) AU Member States with core skills anticipation interventions and three (3) Member States with COVID 19 mitigation measures

- **Cameroon**
- **Equatorial Guinea**
- **Ethiopia**
- **Eswatini**
- **Gabon**
- **Ghana**
- **Kenya**
- **Mali**
- **Mauritania**
- **Tanzania**
- **Tunisia**
- **Zambia**
- **Zimbabwe**

In all 11 Member States:

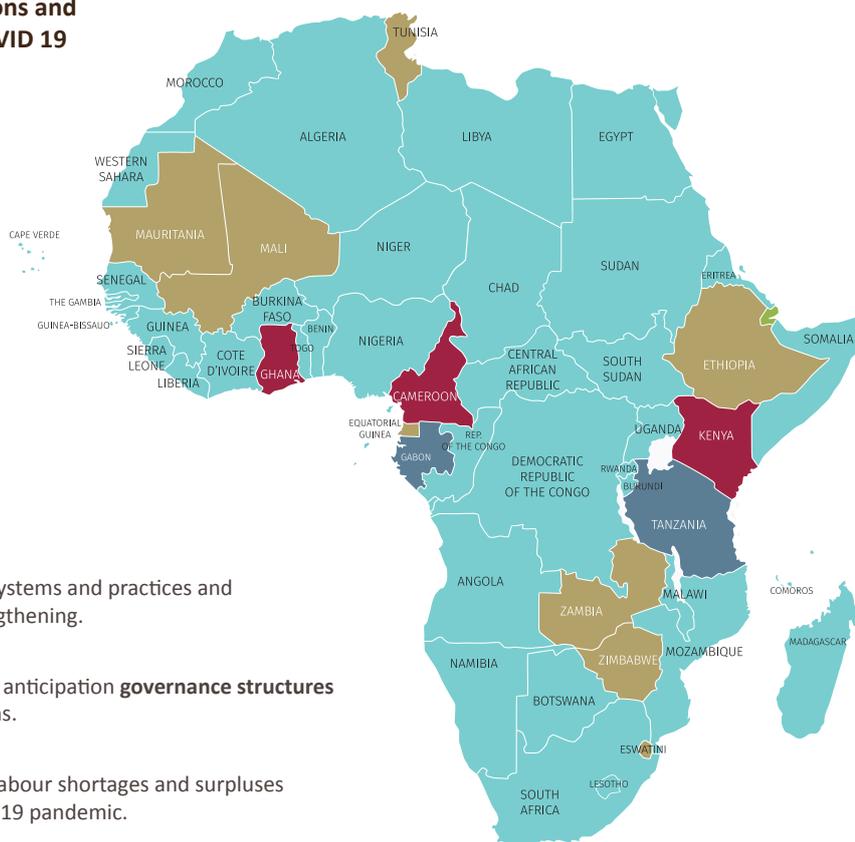
Mapping of existing skills anticipation systems and practices and identification of needs for system strengthening.

In Gabon and Tanzania:

Support towards establishment of skills anticipation **governance structures** and **pilot** skills anticipation interventions.

In Cameroon, Ghana and Kenya:

Rapid Assessment to identify skill and labour shortages and surpluses resulting from the impact of the COVID 19 pandemic.



EXPECTED RESULTS

The Skills Anticipation component will build the capacity of labour market and skills experts in the 11 Member States to apply skills anticipation approaches and methodologies to identify current and future labour market skills needs. In addition, this component will support development of related tools and guidance notes, that will facilitate

replication to other Member States. Through role demonstration and hand holding, Member States will be supported to institutionalize skills anticipation into national labour market information frameworks with the view to improve the responsiveness of skills development to labour market needs.

SKILLS ANTICIPATION

A strategic and systematic process through which labour market actors identify and prepare to address future skills needs, with the view to avoid potential gaps between the demand and supply of skills

KEY DELIVERABLES



Increased appreciation of skills anticipation as a means to achieving labour market responsive skills development: Continental conferences to raise awareness among policy makers and key labour market actors about the important role that skills anticipation plays in securing more efficient and well-functioning labour markets.



Skills Anticipation Guidance Notes: Guidance Notes to support AUC and AUDA-NEPAD to provide guidance to Member States on how to apply skills anticipation and matching as strategy for addressing the continent's imbalance in the demand and supply of skills.



Rapid Skills Assessment Toolkit: Toolkit to support quick identification of reskilling and upskilling needs arising from COVID 19 pandemic developed, and piloted in three Member States, and recommendations for mitigation measures defined.



Enhancing Capacities: In 11 Member States, Capacity of 200 labour market and skills experts to generate, analyse and interpret labour market information and to use effective dialogue and coordination mechanisms to envision and develop labour market responsive skills development policies and strategies enhanced.



Institutionalize Skills Anticipation: In two (2) Member States, skills anticipation approaches are integrated into existing labour market information systems, skills anticipation initiatives are piloted, and recommendations for labour market responsive skills development are provided developed.



Knowledge Management and sharing: Good practice and innovative ideas are documented and disseminated for possible replication.

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