

SKILLING AND RESKILLING NEEDS DURING COVID-19

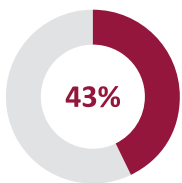
KENYA



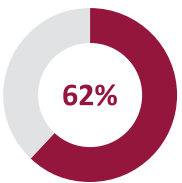
This infographic presents research conducted in 2020 through literature review, interviews (11), enterprise (158) and individual (440) surveys using various virtual platforms to understand the effects of COVID-19 on skills and employment in the surveyed sectors which include education, manufacturing and food/accommodation.*

► What was the impact of COVID-19 on the key sectors?

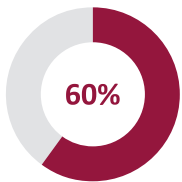
EDUCATION SECTOR



employees felt they were not well-prepared to adapt to the health crisis.



individuals surveyed, did not receive any other training to ensure they have the necessary skills to do their job during the COVID-19 crisis.

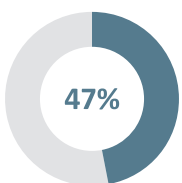


employees indicate teaching from home as an opportunity.

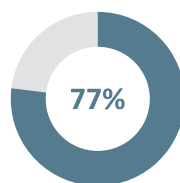
Private institutions effectively lost their only source of revenue - student fees. Some private institutions closed permanently.



MANUFACTURING SECTOR



decrease in employment among manual workers



employees worked mostly on-site during pandemic

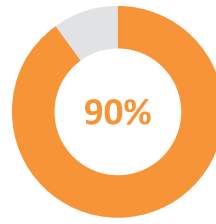
Manufacturing activity slowed down due to lack of imported raw materials, decline in exports, closure of the borders, and low demand locally and abroad.

This programme is co-funded by the European Union and the Federal Ministry for Economic Cooperation and Development



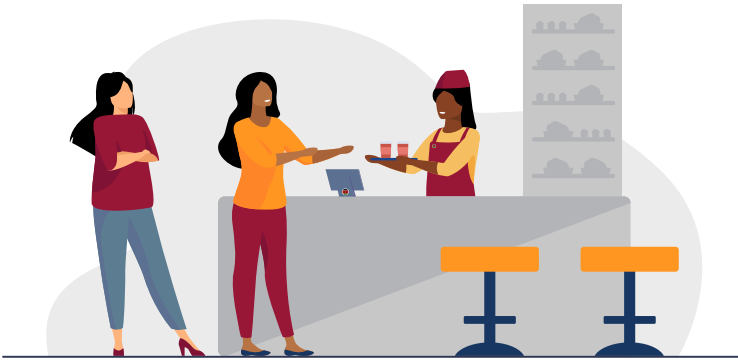
FOOD/ ACCOMMODATION SECTOR

Occupations in this sector are usually **not suitable for working from home**, nor do all individuals live in places with the infrastructure to work from home.

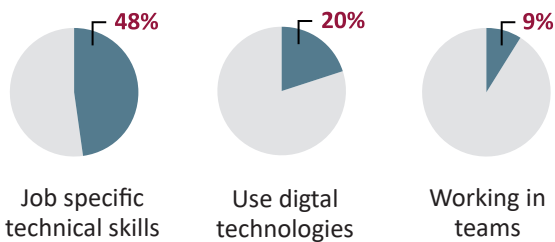


employees indicate distributing goods as an opportunity

Most of the individuals have not received any training to ensure that they have the necessary skills to do their job during the COVID-19 crisis.

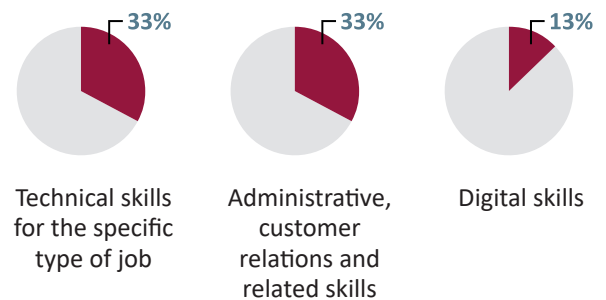


Top 3 skills needs employers look at to keep workers jobs after the COVID-19 crisis



Source: Employer survey

Top 3 skills individuals need training in



Source: Individual survey

RECOMMENDATIONS



Train employees to use **digital communication technologies** and **basic computer literacies**.



Invest in **innovation, localisation**, and **local beneficiation**, complemented by **skills training** at all occupational levels.



Train employees at various **occupational levels** in customer service, communication, time management, digital marketing and advertising, sales, supervision, problem-solving, listening, negotiation, and international business.



Expand training in **occupational health and safety**.



Devise and **implement** a **skills plan** for **key sectors**.