

## ***Skills Initiative for Africa launches Labour Market Assessment in a Nutshell eLearning Tool***

In its endeavours to contribute towards building capacity in skills development and employability, the Skills Initiative for Africa, a programme of the AUDA-NEPAD has developed an eLearning Tool called *Labour Market Assessment in a nutshell*.

Many stakeholders and decisions makers in the public policymaking, private and TVET sectors have a vested interest in developing a working knowledge on labour market dynamics but simply do not have enough time to read countless reports and books. The eLearning tool targets a diverse audience of actors in the labour market, ranging from decision makers at a local or national level to intermediaries and vocational training managers. It allows key actors and interested parties to gain invaluable, practical expert-approved knowledge that can be adapted and applied in different contexts.

The Covid-19 pandemic placed great strain on many organisational resources, resulting in significant reduction in travel, learning and development budgets. eLearning is emerging as a more cost-effective and convenient way of acquiring new knowledge as there are no travel or accommodation costs. The eLearning tool is free and concise. It can be completed in just over an hour; however, a user can start the course, pause and continue at a later stage at his or her own pace. It accommodates users at varying levels of proficiency and experience in eLearning. Whether one has never been exposed to eLearning or is a power user.

The course content is underpinned by the German inspired three-pillar framework to understanding labour market conditions, and integrates theory, practice and action. The course starts off with a general introduction and definitions of basic and general terms such as unemployment, then gradually builds on more dimensions to the content. The broad content outline focusses on actors, challenges, opportunities and recommendations. The recommendations equip one with practical tools to conduct an actual labour market assessment that is unique to one's context. The eLearning tool includes expert-validated inputs on data collation for formal and informal economies, hard and soft skills amongst other thematic areas. Once the user has completed the course and the certification component, they can access a downloadable and exportable pack which can be repurposed and reused thereafter.

Unami Dube, Team Leader for AUDA-NEPAD's Skills and Employability Unit says, "One of our aims of developing the Labour Market Assessment in a nutshell eLearning tool was for it to have maximum utility. There is little value in completing a course if it does not equip one with practical tools to engage key labour market actors in one's environment".

A key feature of the tool is that it brings in case studies and relatable examples from the Creative and Cultural sector in Nigeria, where SIFA recently concluded a Labour Market Assessment of the sector.

The developers adopted a mixed learning approach encompassing listening, reading and watching, multiple quizzes and self-assessment. The eLearning tool uses minimal text and relies more on animated presentations and storytelling using internationally

accepted icons visual icons to retain the attention of the user. It also incorporates testimonials from validated experts and practitioners in the labour market and employment field.

“We are excited and confident that this eLearning tool will enrich the existing base of knowledge amongst labour and employment creation actors on the African continent. The feedback that we have received so far is a positive indicator and we encourage more stakeholders to sign up and reap the benefits of gaining expert-validated tools which they can apply in their own environments” concludes Dube.