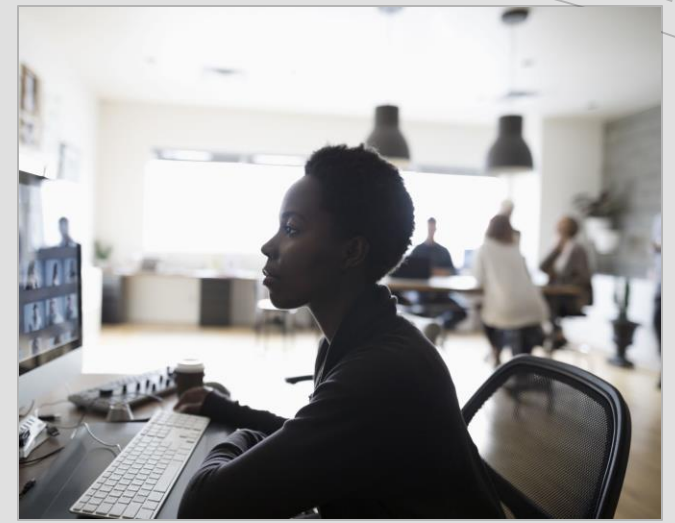# EMPLOYMENT AND LIVELIHOODS DEVELOPMENT

- SKILLS DEVELOPMENT AND TRAINING

INTRODUCTION

- In an age where technology is creating a new world era, one can see the need to learn a digital skill that keeps one relevant in the business world. According to Wiley between 2021 and 2022, organisations reported that skills gap jumped from 55% to 69% WHY? It's because workers now understand the impact of skills and how technology is overtaking traditional learning path.

- Digital skills helps not only the employees or workers but also students and unemployed. These skills improve their knowledge, create job opportunities where one can implement their skills and it reduces the rate of unemployment. Thereby creating a world of balance where the people evolve with the world.

WHAT IS SKILLS DEVELOPMENT

- Skills development refers to the process of acquiring, improving and enhancing a wide range of skills and competencies. It encompass technical skills such as programming, data analysis or graphic design, as well as soft skills such as, communication, leadership and problem solving.

- Skills development is crucial for individuals to adapt to changing work environment, enhance their employability and achieve career goals.

- It can be achieved through this means:

- 1. Formal Education

- 2. Training Programs

- 3. On The Job Experience

- 4. Self Study and Mentoring E.T.C

DIGITAL UPSKILLING

Digital upskill involves providing useful and relevant training resources to ensure an individual or workforce can keep pace with digital transformation.

In a world where technology is evolving, new skills and ideas are coming about, it is needed for people to be prepared. To understand and make use of the resources being put out.

Upskilling gives one the opportunity to gain the knowledge, tools and ability needed to use advanced and ever changing technologies in their workplace and daily lives.

Examples of Digital Upskill:

- Programming: is a skill which involves the writing of code, or instructions, that computers use to perform tasks and solve problems.

-Video Production: Video production is the process of producing **video** content for video. It is the equivalent of filmmaking, but with video recorded either as Analog signals on videotape, digitally in video tape or as computer files stored on optical discs, hard drives, SSDs, magnetic tape or memory cards instead of film stock

-Web And App Development: is the process of designing, building, testing and deploying a web based app

-CRM Software: is a technology for managing all your company's relationships and interactions with customers and potential customers.

-Analytical skills: Analytical skills are the traits and abilities that allow you to observe, research and interpret a subject to develop complex ideas and solutions

-Digital Marketing E.T.C

BARRIERS TO DIGITAL LITERACY

There are certain factors that affect the use of digital literacy

1. Lack of reliable high speed broad band connection.

2. Lack of supportive access and digital tools.

3. Lack of time to learn digital skills.

4. high cost learning resources and so on.

Assumptions that digital literacy is not a priority.

These barriers hinders the productivity and effectiveness in employees. It creates a large gap causing business to struggle in remaining competitive in global market causing a decline in innovation and loss of market share.

HOW DOES DIGITAL UPSKILLING SERVES AS A GATEWAY, BREAKING DOWN THE BARRIERS OF ENTRY TO ENHANCE DIGITAL LITERACY?

- Digital upskilling serves as a gateway by empowering individual with the essential skills needed to navigate and thrive in the digital world, reducing the barriers to entry in the digital landscape. It enhances digital literacy by enabling people to participate more effectively in the digital economy, access opportunities and adapt to evolving technologies.

Impact of digital upskilling through innovation for employment opportunities.

Digital upskilling through innovation significantly expand employment opportunities by aligning individuals with in-demand skills. This not only meets the evolving needs of industries but also boost economic growth by creating a workforce equipped to contribute to technological advancements. Overall it catalyzes job creation and empowers individuals to thrive in a rapidly changing job market.
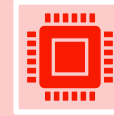
INNOVATIVE SOLUTIONS USING DIGITAL UPSKILLING IN ORGANISATIONS.

In these day and age, it's hard to find workers and graduates with digital upskills and talents highly sought after in the business sector which leads to high cost. Therefore the company needs to create an avenue to train workers on digital skills, provide resources in order for them to access and implement what is learnt.
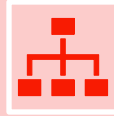
It is important for an organisation to start by analysing the qualities of talents an employee holds. See which fields they best perform, discover their hobbies and ask questions about their personal and corporate interest like where they see themselves in five[5] years or if they have any projects for the company. These analysis help you discover potential talents.

For instance, a system worker may acquire the skills to become a cyber security specialist or an account worker may have interest in data analysis hence becoming a Data Analyst.

INNOVATIVE SOLUTIONS USING DIGITAL UPSKILLING IN ORGANISATIONS.

After identifying the talents of employees, develop a training programme for various departments, inform attendees about the growth they will experience both professionally and personally.

Develop a hybrid programme [online and practical courses] as well as training practice. Learning by trial and error will help reshape their knowledge.

Invite workers to propose projects to be developed in the organisation so that their hands on practice becomes more authentic.

Customized Training Programs:

- Tailor training programs to meet the specific needs of different departments and roles within the organization.

- Offer a mix of online courses, workshops, and hands-on training to accommodate diverse learning styles.

INNOVATIVE SOLUTIONS USING DIGITAL UPSKILLING IN ORGANISATIONS.

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Mentorship and Coaching Programs:	- Establish mentorship programs where experienced employees guide and support others in acquiring digital skills.	- Implement coaching programs to provide ongoing feedback and assistance throughout the upskilling process.
Gamification:	- Introduce gamified elements to make learning more engaging and enjoyable.	- Create challenges, competitions, and rewards to motivate employees to actively participate in upskilling programs.
Scenario-Based Learning:	- Introduce scenario-based learning where employees can apply digital skills in simulated real-world situations.	- Encourage problem-solving and critical thinking within the context of the organization's specific challenges.
Adaptive Technology:	- Embrace adaptive learning technologies that personalize training experiences based on individual learning styles and progress.	- Utilize emerging technologies such as virtual reality (VR) or augmented reality (AR) for immersive learning experiences.

INNOVATIVE SOLUTIONS USING DIGITAL UPSKILLING IN ORGANISATIONS.

- In my opinion I would suggest that large organisations creates a place called SKILLS INCUBATOR. This will be a place where small organisations with lack of funds and resources bring their staffs to learn new skills from expert employees. It not only increase productivity but also a form of revenue for the organisation.

SUMMARY

The rate of unemployment has been reduced because of the introduction of digital upskilling. It has create a balance and has improved the working sector.
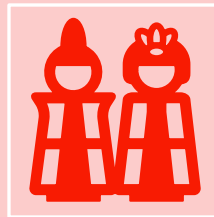
Youths and women are now more involved as there is no gender or age barrier to digital upskilling.