**Draft Logical Framework: Digital Content for Youth Employability Skills Training in Africa, Community of Practice**

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| **Project Goal** | **Design a curriculum as well as develop digital content for African youth employability skills that supports practical Technical, Vocational Education and Training in Africa** | | | | | |
| **Outcomes** | Enhanced employability skills course curriculum in local languages used by TVET institutions in Africa | Increased capacity of TVETs in graduating work-ready skilled youth who can join the workforce or become successful entrepreneurs and contribute meaningfully to development in Africa. | Retain and secure decent work for the African youth | Build cost effective and accessible employability skills training courseware for African youth | Learning materials will be adapted to local learning and cultural context for African youth | Enhanced capacity of trainers in Technical and Vocational institutions |
| **Inputs** | Community or Practice (10 members) | Human resources | Partnerships & Networks (GIZ, AUDA-NEPAD, CAPA-ATUPA, SIFA, ILO) | Financial resources | Context & operational framework | E-Technology infrastructure |
| **Outputs** | **Analysis TT**   * Validated Needs analysis report * Literature review report | **Design TT**   * 01 Workshop on adaptation of content done * Report on the design process undertaken * Operational framework and Guidelines for sourcing and curating OER for employability skills * Quality assurance, compliance & course standards report * Digitalized material available as Open education resource in the repository of the AUDA-NEPAD’s ASPYEE portal | **Development TT**   * Development of 08-10 interactive employability and entrepreneurial skills learning resources * Validation of 06 employability and entrepreneurial skills training resources * Development & Validation report | **Implementation TT**   * Capacity building for 50 facilitators done (depends on no. of institutions involved) * 50 Institutions identified for involvement & update of employability skills training * Implementation report | **Evaluation TT**   * M&E framework * Develop 04 M&E Data collection instruments (depending on stakeholders involved) * M&E self-evaluation Report * Report to improve the process * Sign off on Final M&E Report for approval by CAPA ATUPA, AUDA NEPAD and GIZ | **Other Outputs**   * Employability skills training for African youth designed and organised on the OERs and accessed by various African Youth in TVETS * Free digital employability skills training content & material developed & accessed * Improved skills training technology implemented * T |
| **Activities** | **Analysis TT**   * Literature review on African youth employability skills within the evolving COVID-19 context revise the needs analysis report * Ensure that the COP is familiar with the skills development needs of African youth | **Design TT**   * Design guidelines for the Creation of quality OERs for African youth employability * Conduct online curating of OERs for employability & entrepreneurial skills training * Adaptation of employability skills content production workshop * Architectural design for digitization of Employability Skills training context * Evaluation and reporting on design process * Develop programme story boards * Lead digitization for learning experiences (graphics, case studies, audios, videos, scenarios, teaching notes, assessments) * Run quality assurance & compliance checks * Design, develop and upload curriculum and digital content for employability skills on Atingi and ASPYEE | **Development TT**   * Develop the African youth employability skills curriculum and eLearning courseware * Develop interactive learning resources on employability * Develop and pilot the African youth employability skills curriculum and eLearning courseware in various formats; validate digitized content * Revise content based on findings from pilot of the course | **Implementation TT**   * Capacity building workshops for online facilitators * Map out institutions to be involved during implementation of employability skills training * Implement of employability skills training curriculum * Validate digitized content. * Upload employability skills curriculum content on Atingi and ASPYEE | **Evaluation TT**   * Finalize Theory of Change and Logical Framework * Finalize M&E Framework for a Self-Evaluation Process * Design the data gathering instruments * Provide data capture and analysis options * Monitor progress of each TT * Period report of findings |  |
| **Indicators** | **Quantitative**   * 10 curated employability and competency-based training resources available and used by African youth (target determined following the implementation assessments and self-evaluation) * 01million of participating African youth in 50 African cities able to access free employability and entrepreneurial skills training material on the OER and other sources * Fully developed digital materials and tools for employability skills training available for TVET institutions * 70% of the African youth who access the employability skills materials are well prepared with work ready skills * 75% of African youth who access materials have either joined the workforce or become successful entrepreneurs (%employed; %self-employed; % working as apprentices; % looking for job) * 65% of African youth reporting increased income * 70% of Africa youths, in diverse environment with access to both online and offline learning materials on employability skills * 70% of the trainers in TVETS access and use employability skills training course materials to improve learning/teaching * 100% TVETS with improved employability and entrepreneurial skills training materials and access to OERs * Monitoring assessments (01- design stage; 01-implementation; 01- validation of content; 01- M&E; ongoing TT monitoring) | | | **Qualitative**   * Employability skills training integrated with TVET in institutions * Facilitators trained and learner-centred approaches on employability skills * Africa youths, in diverse environment with access to both online and offline learning materials on employability skills * Increased level of awareness among the youth about employability skills training resources * Improved quality of employed African youth and entrepreneurs * Improvement in the implementation of vocational and technical skills training programmes in African institutions * Capacity building for facilitators and TVET institutions in Africa | | |
| **Risk Analysis** | **Risk Exposure**   1. **Strategic Risks**  * Political and economic interference. * Some of the proposed units or activities may be opposed by some stakeholders * Weak monitoring, evaluation and reporting framework may interfere with implementation of the plan  1. **Operational Risks**  * Inadequately skilled manpower * Inability to synchronize work plans * Lack of support from key stakeholders * External and, sometimes, internal customers not understanding the operational procedures.  1. **Financial Risks**  * Budget constraints may affect implementation of the plan.  1. Exposure to Covid-19   For team members and clients, especially in trainings   1. Legal and Regulatory Risks  * Compliance with applicable laws and regulations  1. Technological Risks  * Failure to equip and adapt to appropriate technology for management and training * Inability to manage information security * Failure to keep pace with the rapid ICT changes. * Resistance to adopt new technological changes by members of staff and stakeholders. | | | **Risk Mitigation Strategy**   * Present a business case during formative stage to ensure clarity on need for project * Continuously engage and involve the key groups & stakeholders. Community commitment, recognition of constraints and barriers and innovative solutions * Hold scheduling workshops with project team so they understand the plan and the likelihood of missed tasks is reduced * Stakeholder commitment, recognition of constraints and barriers and innovative solutions * Effective strategy implementation programs and sharing of success and challenges * Well outlined work plan, with clear TORs, milestones and robust quality assurance system for all processes * Budget based allocation and prudent management of funds. * Consider virtual engagements with various stakeholders * Continuous messaging and adherence to with the ministry of health, Africa CDC and strategic partners. * Adopt a complete referral strategy to ensure the needed support services. * Conduct an anti-corruption and ethics sensitization for all project team * Have a robust financial management system and SOPs for support documentation. * Apply anti-fraud and conflict of interest management. * Monitoring and tracking of project activities to reduce risk of setbacks and to act timely when need arises for avoidance of delays and detours * Keep abreast with changes in technology, undertake regular training of staff on ICT and upgrading of equipment in accordance with ICT trends. * Enhancing monitoring, evaluation and reporting for early detection and management of any risk. | | |