

Development of a Proficiency Framework on Digital Skills for the Workplace and Implementation of an Awareness and Assessment Tool for Higher Institutions

Segun Ogunwale

Bridgia

INTRODUCTION

Summary of Project

Digital technologies are transforming education

Background / Problem

Digital technologies have become dominant in the workplace. More than 90% of graduate jobs today already require digital skills. Employers often have high expectations that today's graduates possess digital skills to thrive in the workplace, placing the burden on higher institutions and training providers to equip students with these skills. A majority of Higher Institutions in sub-Saharan Africa do not have the tools to assess student digital skills proficiency as the required foundation for equipping students with the skills.

OBJECTIVES

1

To develop a framework covering a broad range of digital skills relevant in the workplace and in demand by employers with which Higher Education Institutions can assess students and partner-employers.

2

To implement the standard assessment for higher institutions to qualitatively and quantitatively assess students based on demonstrable digital skills.

3

To make students aware of the digital skills used in the workplace, reflect on their current skill levels and gaps, and get links to relevant resources.

01

GRANT TYPE

Post Convening Microgrant
Grant

02

DURATION

1 year

03

TARGET GROUP

Primarily: Internship and Final Year
Students in Higher Institutions.
Secondary: partner employers of
institutions.

METHODS

The areas of digital proficiency were developed an extensive review of existing work on digital skills that in demand by employers and emerging digital technologies in the workplace. The findings were used to develop a framework from which work scenarios was created. A work scenario with tasks that require digital skills across all areas in the framework to perform are presented to students as interactive questions using a chatbot. The response of students to their ability to perform each task requiring a digital skill is converted into quantitative measures.

01

Inputs / Resources

- Inputs and feedback from Information Technology Professionals and Researchers
- Similar work by JISC UK and other bodies
- Web Development Team

02

Outputs

- Digital Skills for the Workplace Proficiency Framework
- Report with Assessment Result and Links to Resources
- Chatbot for Awareness and Assessment in French and English

1. Targets: 2,000 students engaged by the end of 2023 and 5,000 students by the end of 2024.

2. Interest in 3 member institutions of Education Collaborative – PAU, ISLA and BOUE. Extending to others.

**OUTCOME /
SUCCESS STORIES
/ MILESTONE**

4. Develop a better chatbot that uses AI and visualisations.

3. Become a tool for internship and graduating students transitioning into the world of work.

IMPACT (Social, Economic, Environmental)

- Enhance the employability of graduates as job seekers aware of the digital skills gap to close and thrive in the workplace.
- Foster entrepreneurship and innovation by equipping students with digital skills can they can utilize their acquired skills to start their own ventures or contribute to technological advancements.
- Contribute to the growth of the digital workforce that Nations require to drive economic growth.

LESSONS LEARNT



- Assessments need not be limited to test of knowledge but can be reflective for awareness.
- Fast-moving pace of digital skills with advances in AI - needs to be tracked and contextualized beyond the buzz.

CHALLENGES



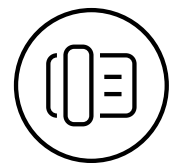
- Poor scoping of digital skills for work
- Misunderstanding of the assessment by students as tests which affect responses.
- Data collection, management and protection concerns.

RECOMMENDATIONS

- Start as lean as possible.

Acknowledgement

- Education Collaborative, special thanks to the Grant Review Team
- Professor Anne Adams - Open University UK
- Pan Atlantic University's Career and Internship Office - Nkiru Ukachukwu
- ISLA International Language and Business School - Maurice Gnamatsi
- Bamidele Olumilua University of Education, Science and Technology – Mr Tomisin Aruleba



Contact

- **+234 706 439 2363**
- **segun@bridgia.africa**