



HYBRID

SKILLS DEVELOPMENT

SKILLS FOR FAIR DIGITAL TRANSITIONS IN AFRICA

7 – 8 OCTOBER 2025
TURIN, NAIROBI & ONLINE

Information Note



International
Labour
Organization



Ministero degli Affari Esteri
e della Cooperazione Internazionale

African
Union



ITC
International Training Centre





At the intersection of skills, technology, and inclusion— co-creating pathways for Africa's fair digital transitions...



BACKGROUND

Africa stands at a defining moment in its development trajectory. By 2050, the continent's population is expected to exceed 2.5 billion, with more than 60% under the age of 25, making it the world's youngest workforce. However, nearly 100 million young Africans are currently not in education, employment, or training (NEET), highlighting the urgent need for large-scale skilling and employment initiatives. The challenge is further compounded by high levels of informality, underemployment, and slow job creation rates, which continue to hinder economic transformation. Adding to these structural constraints is the persistent digital divide, despite improved connectivity and significant advances in mobile communication technologies over the last decades. This limits equitable access to the digital skills and infrastructure increasingly essential in today's labour markets. Harnessing technology - through expanded digital literacy and access to digital tools - offers a powerful avenue to bridge this divide, enabling workers to acquire relevant skills and participate meaningfully in emerging economic opportunities.

In this context, the ***Skills for Fair Digital Transitions in Africa*** initiative, co-organized by the International Training Centre of the ILO (ITC-ILC), the Italian Ministry of Foreign Affairs and International Cooperation (MAECI) and in partnership with African Union Commission - Department of Education, Science, Technology, and Innovation, offers a unique platform to empower stakeholders across the world of work. Held on **7–8 October 2025 in Turin and Nairobi** (with a global livestream), the event will convene governments, social partners, regional bodies, training institutions, civil society, startups, and the private sector to **foster a structured dialogue that directly supports Africa's key policy priorities in skills development, employment promotion, and human capital investment.**

Aligned with the ILO Decent Work Agenda and with the education and training pillar of Italy's Mattei Plan for Africa, the event builds on continental frameworks like the African Union's Agenda 2063 and Continental Education Strategy for Africa (CESA) 2025 to place digital skilling at the core of inclusive and human-centred transitions. It is a practical contribution to the realization of AU Agenda 2063, particularly its Aspirations 1 and 6, which envision a prosperous Africa based on inclusive growth, and a continent where youth are socially and economically empowered. Additionally, by anchoring these high-level discussions in real-time, locally-driven innovation sprints, the event ensures that the ideas and solutions generated are immediately tested against—and tailored to—the specific skills challenges of African countries, creating a seamless bridge from policy to practice.

OBJECTIVES

The Skills for Fair Digital Transitions in Africa aims to **catalyse inclusive, technology-enabled pathways for skills, employment, entrepreneurship, and institutional transformation across the continent.** As Africa stands at the intersection of a demographic boom and an accelerating digital revolution, there is an urgent need to equip its workforce and institutions with the skills, tools, and policies required to navigate this transition fairly and sustainably.

This initiative provides a platform to foster cross-continental dialogue, co-create scalable solutions, and build multi-level partnerships that turn policy into practice—ensuring that no one is left behind in the digital future.

Specifically, the event will:

- **Empowering institutions and social partners** to leverage technology in addressing labour market challenges and fostering future-ready skills systems.
- **Promoting responsive and inclusive TVET ecosystems**, incorporating AI, mobile learning, and smart credentials for broader access and employability.
- **Fostering cross-sector partnerships and innovation**, including public-private cooperation and tech-powered entrepreneurship for women and youth.
- **Anchoring policy in practice** by spotlighting homegrown innovations, supporting grassroots startups, and scaling digital tools for skilling and employment.

THEMATIC FOCUS AREAS

“Skills for Fair Digital Transitions” is the central focus of this event. It aims at strengthening digital literacy and integrating AI-driven tools into skills development systems for young people, formal and informal workers across Africa. Anchored under the event’s central focus, the event will reflect on six key domains of fair digital transitions in skills systems:

1. **TVET for workforce readiness and youth employment:** Strengthening TVET systems to provide young people with the alignment between training programs and employer needs.
2. **Regular and circular labour migration pathways:** Promoting well-governed labour migration policies that enhance mobility and skills recognition across borders, contributing to regional economic integration and creating better job opportunities for migrant workers.
3. **Entrepreneurship and business development support:** Encouraging entrepreneurial mindsets and providing targeted support for small and medium enterprises (SMEs) through access to finance, AI-powered business analytics, mentorship, and market linkages, particularly for youth and women-led enterprises.
4. **The deployment of Artificial Intelligence:** Exploring AI-driven innovations in skills anticipation, workforce planning, job-matching technologies, and automated career guidance
5. **Gender, Diversity, and Inclusion, with a focus on transition to formality:** Championing equal access to skills, jobs, and opportunities for women and marginalized groups, with concrete solutions to tackle barriers in TVET, digital inclusion, labour market access, and workplace policies. Particular attention will be given to transition from informal to formal economy, as well as inclusive design and accessibility in digital tools and training systems.
6. **The role of local authorities and place-based policies:** Recognizing the critical role of regions, municipalities, and decentralized cooperation in delivering and financing innovative employment and skills programs.

Across these, **social dialogue will serve as a foundational mechanism**—both a strategic tool and an inclusive platform—for engaging stakeholders, shaping responsive policy interventions, and ensuring coherence across all thematic and cross-cutting dimensions.

EVENT FORMAT

Skills for Fair Digital Transitions in Africa unfolds across a connected, hybrid programme that links high-level dialogue, regional insight, and youth-led innovation in **Turin** and in **Nairobi**. Each component is designed to reinforce the others—creating a shared platform for ideas, solutions, and partnerships that extend across countries and constituencies.

TURIN SEGMENT

Location: UN Campus, Turin | **Dates:** 7–8 October 2025 | **Format:** Hybrid

DAY 1: THE TURIN SUMMIT

- Session 1: Opening Plenary – A Vision for Fair Digital Transitions
High-level panel discussion with interactive Q&A
- Session 2: Key Challenges in Skills Systems for a Fair Digital Transition
Constituent Presentations on Challenges on Skills for Fair Digital Transitions in Africa
- Session 3: Reimagining Skills Systems for the AI-enabled Age
Roundtable Discussion on Shaping a Future-Ready and Inclusive Skills Ecosystem
- Session 4: Building Inclusive Digital Futures
Lightening Talks: Beyond Connectivity—Confronting Barriers to Inclusive Digital Skills and Employment
- Session 5: Innovation in Action – Pitch for the Tech & Partnership Fair
Innovation Pitch Session with Tech & Ecosystem Leaders

DAY 2: TURIN TECH AND NETWORKING FAIR

- Exhibition walk-throughs with adaptive learning, VR/AR, and Spotlight Demo Sessions on African-Italian innovation partnerships
- Structured networking tables fostering partnerships between African and European actors.
- Tech Transfer Clinics connecting African stakeholders with research institutions and private sector innovators.
- Live pitch finale of hackathon winners streamed from Nairobi with real-time jury voting and awards ceremony.

NAIROBI SEGMENT

Location: Nairobi, Kenya | **Dates:** 7–8 October 2025 | **Format:** On-site + Livestream

NAIROBI HACKATHON: TECH CHALLENGE FOR FAIR DIGITAL TRANSITIONS (7–8 OCTOBER)

A 2-day hackathon is bringing together 20 selected African startups in Nairobi for an intensive, collaborative sprint. During the hackathon, startups will develop and prototype solutions, focusing on real-world challenges aligned with key areas of fair digital transition.

The challenges are drawn from priorities identified in consultation with social partners and relevant stakeholders and presented by the representing constituents in the Turin summit.

The solutions developed will then be presented and pitched to a tripartite panel or jury in the Turin Summit, where representatives from the constituent groups will engage with the startups' innovations, provide feedback, and explore potential pathways for piloting, partnership, and policy uptake. The winning teams will enter an ITCILO incubation programme through December 2025.

The challenge promotes solutions that close the digital divide, empower marginalized communities, and advance the skills system and youth employment, particularly by leveraging technologies such as AI, adaptive learning systems, digital credentialing, and open data platforms.

These innovations will be grounded in ethical principles, with a strong emphasis on accessibility, sustainability, and policy relevance.

WHY IT MATTERS?

This initiative stands out not only for who are in the rooms but for the shared commitment to shaping practical, forward-looking responses to Africa's skills and employment priorities.

Over two days, delegates will:

- Contribute to **regional and global conversations** on digital skills, green and fair transitions, and inclusive employment systems.
- Engage with **youth-led innovations addressing concrete challenges** in skills development, digital access, and labour market inclusion.
- Forge **cross-sector and international partnerships**—linking public institutions, training providers, startups, and social partners.
- Generate insights that **inform national strategies, policy dialogue**, and institutional capacity building.
- Reinforce **long-term cooperation** between Africa, Italy, and international partners on innovation, human capital, and decent work.

This is an event that combines policy dialogue and hands-on connections for collaboration, co-creation, and strategic alignment—designed to advance shared priorities through collective action.

WHO'S INVOLVED?

Expect a diverse, influential mix of participants:

- Ministers and high-level government representatives from Africa and Europe
- Employers' and workers' organizations (including IOE and ITUC)
- Public institutions and TVET providers
- Development partners and international organizations
- African youth-led startups, digital solution providers and tech incubators from Europe and Africa
- Academia, subject matter experts and researchers

LANGUAGES

The events will be run in **English, French and Portuguese**.

REGISTRATION

Reserve your seat for the event in Turin: <https://oarf2.itcilo.org/STF/E1018937/en>

A contribution of €600 will provide accommodation on the Campus and full board for 3 days.

Reserve your seat for the online event (free): <https://oarf2.itcilo.org/DSB/E9718932/en>

CONTACT

catalyst@itcilo.org

INFO

**FOR FURTHER INFORMATION
PLEASE CONTACT**

International Training Centre of the ILO
Catalyst Initiative
Viale Maestri del Lavoro, 10
10127 Turin – Italy

catalyst@itcilo.org
www.itcilo.org

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