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Learning & Development Africa: 2022 edition concluded

Concluded the third African education conference titled "Leave No One Behind in Learning and Development"

The **Learning & Development Africa conference**, dedicated to strategies on how to "**Leaving No One Behind in Learning and Development**" was held last October 6 and 7 in Tema, Ghana.

The conference was coordinated by Rainbow Consult in collaboration with key players in the learning and development sector, such as Grow Learn Connect of the International Finance Corporation. Representatives from the World Bank IFC, ANDE (Aspen Network of Development Entrepreneurs), Shell, and various industries such as oil and gas, financial institutions, trainers, consultants, and human resource specialists were present.

Conference themes

The central themes of the event were employee **upgrading and retraining**. In this area, the spread of technology has had a major impact on educational methodologies in recent years, forcing companies to revise the tools they use to make their workforce increasingly competitive.

Also on the subject of **technology**, several strategies were presented that can be adopted to increase the motivation of course students: gamification, microlearning, mobile learning, personalized learning and social learning.

Other central themes of the conference were **diversity and inclusion** with a focus on people with disabilities and the use of technology for greater accessibility.
There are 80 million people with disabilities in Africa; worldwide, they represent 15 percent of the total population. This points to the need for instructional design that takes into account students with disabilities, ADHD, autism, etc.

Still on the subject of technology, several strategies were presented that can be adopted to increase **learner motivation**: gamification, microlearning, mobile learning, personalized learning and social learning.

But that's not all. The event also analyzed the "**great exodus of talent**" from the African continent and ways to prevent it. Thousands of young talents are leaving the continent in search of opportunities for their personal development. One of the causes of this exodus is the lack of investment by companies in retraining and upgrading their workforce. Human capital has long been considered a cost and not an investment, which speaks volumes about attitudes toward L&D. But attitudes are changing, faster in some countries than in others.

In general, a huge thirst for knowledge and expertise has emerged. And it is precisely with knowledge and skills that there is an opportunity to unleash the untapped potential of the African continent's most important resource: people.

DynDevice LMS eLearning Platform

DynDevice LMS, the eLearning platform of Mega Italia Media was one of the main sponsors of the conference.
During the event, the opportunities offered by DynDevice LMS to improve corporate training and skills development were outlined:

? Management and delivery of corporate training
? Creation of customized online courses (including microlearning)
? Management of human resources and performance appraisal processes.

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