LEARNING PATHWAYS

KNOWLEDGE PROJECT.

UNDP-MBRF
Future Skills Academy

Track 1: Transferable skills

Soft skills pathway

This pathway covers a range of interpersonal skills and attributes that are meant to complement learners' existing knowledge and hard skills. These skills teach learners how to interact effectively with others and build positive relationships in the workplace. The soft skills covered in this pathway are communication, problem-solving, analytical thinking, and learning.

Programme Name	Courses	Entity	Duration
Soft skills pathway 1 (Ar, En, Fr)	Solving Problems with Creative and Critical Thinking	IBM	3 months at 3 hours a week
	Learning how to learn	Deep Teaching Solutions	
	Teamwork Skills: Communicating Effectively in Groups	University of Colorado Boulder	
	Work Smarter, Not Harder: Time Management for Personal & Professional Productivity	University of California, Irvine	
	Successful Presentation	University of Colorado Boulder	
Soft skills pathway 2 (Ar, En, Fr)	High Performance Collaboration: Leadership, Teamwork, and Negotiation	Northwestern University	3 months at 5 hours a week
	Building Your Leadership Skills	HEC Paris	
	The Growth Mindset	University of California, Davis	
	Storytelling and Influence: Communicate with Impact	Macquarie University	

Foundational digital skills pathway

This pathway covers foundational digital skills that will enable learners to use digital technologies effectively at work. These skills enable learners to use a range of communication applications, networks, and software programmes to perform work-related functions more efficiently. The digital skills covered in this pathway are digital awareness and safety, data analysis and visualization, artificial intelligence, and Excel.

Programme Name	Courses	Entity	Duration
Foundational digital skills (Ar, En, Fr)	Digital Safety and Security	Arizona State University	3 months at 4 hours a week
	Excel Basics for Data Analysis	IBM	
	Work Smarter with Microsoft PowerPoint	Microsoft	
	Generative AI for Everyone	DeepLearning.AI	
	ChatGPT Advanced Data Analysis	Vanderbilt University	
Generative AI for Everyone (Ar, En, Fr)	Generative AI: Introduction and Applications	IBM	

	Generative AI: Impact on Business and Society	University of Michigan	2 months at 3 hours a week
	Generative AI: Prompt Engineering Basics	IBM	

Career Readiness

This pathway offers skills needed for learners to navigate the workplace and job market and manage their careers from entry into the workforce, to job maintenance, and career progression. The skills covered in this pathway are career planning, networking, and interviewing.

Programme Name	Courses	Entity	Duration
Career Readiness (Ar, En, Fr)	Career Planning: A Pathway to Employment	Kennesaw State University	2 months at 3 hours a week
	Create a Profile and Network on LinkedIn	Coursera Project Network	
	Successful Interviewing	University of Maryland, College Park	
	How to Write a Resume (Project-Centered Course)	The State University of New York	

English for Professional Success

This pathway combines fundamental aspects of the English language into a tailored learning programme that covers the basics of English grammar, the basics of business English for professionals, and intermediate grammar. From mastering fundamental grammar to tackling business-related language challenges, including a capstone project, this comprehensive approach equips learners with essential skills for effective communication in English across diverse contexts.

Programme Name	Courses	Entity	Duration
English: Beginner 1 (Ar, En, Fr)	Learn English: Beginning Grammar	University of California, Irvine	2 months at 5 hours a week
English: Beginner 2 (Ar, En, Fr)	Learn English: Intermediate Grammar	University of California, Irvine	3 months at 10 hours a week
English: Intermediate (Ar, En, Fr)	English Language Skills A2-B1 CEFR: Low-Intermediate	Voxy	3 months at 10 hours a week
Business English: Beginner (Ar, En, Fr)	Improve your English Communication Skills	Georgia Institute of Technology	3 months at 10 hours a week
Business English: Intermediate 1 (Ar, En, Fr)	- Business English Communication Skills Specialization - Business English: Capstone Project	University of Washington	2 months at 6 hours a week
Business English: Intermediate 2 (Ar, En, Fr)	- Business English Communication Skills Specialization - Business English: Capstone Project	University of Washington	2 months at 6 hours a week
Business English: Advanced (Ar, En, Fr)	- Business English: Networking - Business English: Meetings - Business English: Planning & Negotiating - Business English: Making Presentations - Business English: Capstone Project	University of Washington	3 months at 10 hours a week
	- Business English: Management and Leadership - Business English: Finance and Economics - Business English: Marketing and Sales - Business English: Marketing and Sales	Arizona State University	

Leadership pathway

This pathway develops key leadership skills, including communication, collaboration, decision-making, and innovation. It equips learners to enhance team performance, manage talent, and navigate organizational challenges, with a capstone project for practical application of leadership concepts. **To enroll in this pathway, you will need to complete the Soft Skills Programs 1 and 2.**

Programme Name	Courses	Entity	Duration
Leadership (Ar, En, Fr)	Why Smart Executives Fail: Common Mistakes & Warning Sign	Dartmouth College	2 months at 5 hours a week
	Decision-Making: Blending Art & Science		
	Superbosses: Managing Talent & Leadership		
	Lessons on Wisdom: Personal Leadership for Your Life		

Pathways

Track 2: Entrepreneurial skills

Pathway 1: Entrepreneurship accelerator

A specialized pathway tailored for established entrepreneurs looking to elevate their business acumen. This pathway focuses on honing skills in business modelling, project management, innovation, leadership, data analysis, and communication, offering a concise yet impactful curriculum.

Programme Name	Courses	Entity	Duration
Entrepreneurship Accelerator (Ar, En, Fr)	Business Model Canvas: A Tool for Entrepreneurs and Innovators (Project-Centred Course)	University System of Georgia	4 months at 3 hours a week
	Project Management: The Basics for Success	University of California, Irvine	
	Developing Innovative Ideas for New Companies: The First Step in Entrepreneurship	University of Maryland, College Park	
	High Performance Collaboration: Leadership, Teamwork, and Negotiation	Northwestern University	
	Excel Basics for Data Analysis	IBM	
	Leadership Communication for Maximum Impact: Storytelling	Northwestern University	

Pathway 2: Entrepreneurship mastery

An all-encompassing pathway designed to equip entrepreneurs with a wide array of skills, including leadership, project management, innovation, business modelling, data analysis, communication, financial management, marketing, and branding.

Programme Name	Courses	Entity	Duration
Entrepreneurship Mastery (Ar, En, Fr)	Creative Thinking: Techniques and Tools for Success	Imperial College London	6 months at 5 hours a week
	New Venture Finance: Startup Funding for Entrepreneurs	University of Maryland, College Park	
	Business Model Canvas: A Tool for Entrepreneurs and Innovators (Project-Centered Course)	Kennesaw State University	
	Financial Accounting Fundamentals	University of Virginia	
	Digital Product Management: Modern Fundamentals	University of Virginia	

Pathway 3: Social entrepreneurship

Unlock the potential of social entrepreneurship as a powerful tool to address pressing societal issues, merging business acumen with a commitment to positive change. Learn to create innovative ventures that not only generate profits but also drive meaningful impact and be part of the solution to the challenges our world faces.

Programme Name	Courses	Entity	Duration
Social Entrepreneurship (Ar, En, Fr)	Identifying Social Entrepreneurship Opportunities Social Business Model and Planning for Social Innovation Unleashing the Impact of your Social Enterprise | Coursera	Copenhagen Business School	4 months at 3 hours a week

Pathway 4: Technology entrepreneurship

This pathway will enable you to launch your own technology startup company. Learn how to form, fund, and launch a new technology venture.

Programme Name	Courses	Entity	Duration
Technology Entrepreneurship (Ar, En, Fr)	Getting Started with Technology Startups Creating a Technology Startup Company Forming, Funding, and Launching a Technology Startup Company	University of Colorado Boulder	4 months at 3 hours a week

Track 3: Advanced /Technical skills

Roles and specializations

The role-specific track covers the 56 most in-demand roles/specializations grouped within 11 categories, and which are offered at two levels (reskilling (LEVEL 1) and upskilling (LEVEL 2)) where possible. Upon completion of any of their designated pathways, learners will obtain either a professional certificate or a specialization, depending on the role.

- Level 1 (No or limited previous knowledge) - Reskilling:

  Reskilling, often referred to as Level 1 – No or limited previous knowledge, is the process of equipping employees with entirely new skills that are different from their current skill set. It typically occurs when individuals need to transition into different roles or job functions within an organization or when their existing skills have become obsolete due to technological advancements or changes in the industry. Reskilling aims to provide employees with the competencies necessary to perform their new roles effectively. It can involve training and education programmes that help employees acquire entirely fresh skill sets relevant to their new positions.

- Level 2 (Good previous knowledge) - Upskilling:

  Upskilling, often referred to as Level 2 – Good previous knowledge, is the process of enhancing the existing skills and knowledge of employees. Unlike reskilling, upskilling focuses on improving the capabilities of individuals in their current roles or related roles within the same field. The goal of upskilling is to make employees more proficient, adaptable, and competitive in their existing positions or in positions that require a higher skill level within the same industry or domain. Upskilling programmes typically concentrate on improving specific competencies or upgrading knowledge and expertise in a particular area.

Artificial intelligence and machine learning

Role	Specialization	Entity	Duration
Artificial Intelligence Engineer 1 (Level 1 - No or limited previous knowledge)(Ar, En, Fr)	IBM AI Engineering Professional Certificate	IBM	3 months at 4 hours a week
Artificial Intelligence Engineer 2 (Level 1 - No or limited previous knowledge) (Ar, En, Fr)	IBM AI Engineering Professional Certificate	IBM	3 months at 4 hours a week
Artificial intelligence: AI enterprise workflow - L2 (Level 2 - Good previous knowledge) (Ar, En, Fr)	IBM AI Engineering Professional Certificate	IBM	4 months at 5 hours a week
Generative AI Engineering (Ar, En, Fr)	AI Engineering Specialization	Scrimba	2 months at 5 hours a week
Machine Learning - L1 (Ar, En, Fr)	Machine Learning in Production DeepLearning.AI	DeepLearning.AI	4 months at 5 hours a week

Customer service

Role	Specialization	Entity	Duration
Call centre customer service professional (Level 1 - No or limited previous knowledge) (Ar, En, Fr)	CVS Health Call Center Customer Service	CVS Health	5 months at 4 hours a week
Retail customer service professional (Level 1 - No or limited previous knowledge) ((Ar, En, Fr)	CVS Health Retail Customer Service	CVS Health	5 months at 4 hours a week

Data science

Role	Specialization	Entity	Duration
Big data specialist (Ar, En, Fr)	Modern Big Data Analysis with SQL	Cloudera	2 months at 5 hours a week
Business analyst (Level 1 - No or limited previous knowledge) (Ar, En, Fr)	Business Statistics and Analysis	Rice University	6 months at 4 hours a week
Business analyst: Advanced business analytics (Level 2 - Good previous knowledge) (Ar, En, Fr)	Advanced Business Analytics	University of Colorado Boulder	4 months at 4 hours a week
Data analyst (Level 1 - No or limited previous knowledge) (Ar, En, Fr)	Google Data Analytics	Google	6 months at 10 hours a week
Data analyst (Level 2 - Good previous knowledge) (Ar, En, Fr)	Google Advanced Data Analytics	Google	6 months at 10 hours a week
Data engineer (Level 1 - No or limited previous knowledge) (Ar, En, Fr)	IBM Data Engineering	IBM	6 months at 8 hours a week
Data warehouse engineer (Level 1 - No or limited previous knowledge) (Ar, En, Fr)	IBM Data Warehouse Engineer	IBM	6 months at 5 hours a week

Finance and fintech

Role	Specialization	Entity	Duration
Accountant (Level 1 - No or limited previous knowledge) (Ar, En, Fr)	Intuit Academy Bookkeeping	Intuit	4 months at 4 hours a week
Accountant: Financial management (Level 2 - Good previous knowledge) (Ar, En, Fr)	Financial Management	University of Illinois Urbana-Champaign	6 months at 5 hours a week
Cost Accounting (Ar, En, Fr)	Cost Accounting Specialization	Technical University of Munich (TUM)	2 months at 5 hours a week
Auditor (Level 1 - No or limited previous knowledge) (Ar, En, Fr)	Auditor	University of Illinois Urbana-Champaign	4 months at 4 hours a week
FinTech Specialist (Ar, En, Fr)	FinTech Specialist	The Hong Kong University of Science and Technolog	2 months at 5 hours a week
Blockchain specialist (Level 1 - No or limited previous knowledge) (Ar, En, Fr)	Blockchain Revolution	INSEAD	5 months at 4 hours a week
Blockchain specialist: Web3 and blockchain in global commerce (Level 2 - Good previous knowledge) (Ar, En, Fr)	Web3 and Blockchain in Global Commerce	INSEAD	5 months at 4 hours a week
Financial analyst (Level 1 - No or limited previous knowledge) (Ar, En, Fr)	Financial Analysis - Skills for Success	University of Illinois Urbana-Champaign	3 months at 4 hours a week
Financial analyst: Strategic business analytics (Level 2 - Good previous knowledge) (Ar, En, Fr)	Strategic Business Analytics	ESSEC Business School	3 months at 4 hours a week
Globalization, economic, growth and stability (Ar, En, Fr)	Intuit Academy Bookkeeping	IE Business School	3 months at 4 hours a week

Human resources

Role	Specialization	Entity	Duration
Human resources generalist (Level 1 - No or limited previous knowledge) (Ar, En, Fr)	HRCI Human Resource Associate	HRCI	6 months at 5 hours a week
Recruiter (Level 1 – No or limited previous knowledge) (Ar, En, Fr)	A Manager's Guide to Modern Hiring by AIRS®	Automatic Data Processing, Inc. (ADP)	2 months at 4 hours a week
	Talent Acquisition	HRCI	

Information technology

Role	Specialization	Entity	Duration
Android developer (Level 1 - No or limited previous knowledge) (Ar, En, Fr)	Meta Android Developer	Meta	6 months at 10 hours a week
Emerging Technologies (Ar, En, Fr)	Emerging Technologies: From Smartphones to IoT to Big Data Specialization	Yonsei University	4 months at 5 hours a week
Augmented Reality Developer - L1 (Ar, En, Fr)	Extended Reality for Everybody Specialization	University of Michigan	4 months at 5 hours a week
Back-end developer (Ar, En, Fr)	Meta Back-End Developer	Meta	6 months at 8 hours a week

		IBM	3 months at 10 hours a week
Back-end developer (Ar, En, Fr)	IBM BACK-END DEVELOPER 1	IBM	3 months at 10 hours a week
Back-end developer (Ar, En, Fr)	IBM BACK-END DEVELOPER 2	IBM	3 months at 10 hours a week
Cloud Computing at Scale 1 (Ar, En, Fr)	Cloud Computing at Scale 1	Duke University	3 months at 5 hours a week
Cloud Computing at Scale 2 (Ar, En, Fr)	Cloud Computing at Scale 2	Duke University	3 months at 5 hours a week
Cybersecurity professional (Level 1 - No or limited previous knowledge) (Ar,En, Fr)	Google Cybersecurity	Google	6 months at 7 hours a week
Cybersecurity leadership and management (Level 2 - Good previous knowledge) (Ar, En, Fr)	Cybersecurity Leadership and Management	Infosec	2 months at 3 hours a week
Front-end developer (Level 1 - No or limited previous knowledge) (Ar, En, Fr)	Meta Front-End Developer	Meta	6 months at 7 hours a week
iOS developer (Level 1 - No or limited previous knowledge) (Ar, En, Fr)	Meta iOS Developer	Meta	6 months at 10 hours a week
IT support (Level 1 - No or limited previous knowledge) (Ar, En, Fr)	Google IT Support	Google	6 months at 10 hours a week
Software engineer: Software developer (Level 1 - No or limited previous knowledge) (Ar, En, Fr)	IBM Full Stack Software Developer	IBM	6 months at 7 hours a week
Software engineer: Software architecture for big data (Level 2 - Good previous knowledge) (Ar, En, Fr)	Software Architecture for Big Data	University of Colorado Boulder	4 months at 4 hours a week

Marketing			
Role	**Specialization**	**Entity**	**Duration**
Digital marketing and e-commerce 1 (Ar, En, Fr)	Google Digital Marketing and E-commerce 1	Google	3 months at 10 hours a week
Digital marketing and e-commerce 2 (Ar, En, Fr)	Google Digital Marketing and E-commerce 2	Google	3 months at 10 hours a week
Graphic designer (Level 1 - No or limited previous knowledge) (Ar, En, Fr)	Graphic Design	California Institute of the Arts	5 months at 4 hours a week
Marketing analytics (Level 1 - No or limited previous knowledge) (Ar, En, Fr)	Meta Marketing Analytics	Meta	5 months at 4 hours a week
SEO specialist (Level 1 - No or limited previous knowledge) (Ar, En, Fr)	Search Engine Optimization (SEO)	University of California, Davis	6 months at 5 hours a week
Social media marketing (Level 1 - No or limited previous knowledge) (Ar, En, Fr)	Meta Social Media Marketing	Meta	3 months at 4 hours a week
UX/UI designer (Level 1 - No or limited previous knowledge) (Ar, En, Fr)	Google UX Design	Google	6 months at 10 hours a week

Project and product management			
Role	**Specialization**	**Entity**	**Duration**
IT project manager (Level 1 - No or limited previous knowledge) (Ar, En, Fr)	IBM IT Project Manager	IBM SkillUp EdTech	6 months at 7 hours a week
Product manager (Level 1 - No or limited previous knowledge) (Ar, En, Fr)	Digital Product Management	University of Virginia	3 months at 4 hours a week
Project manager (Level 1 - No or limited previous knowledge) (Ar, En, Fr)	Google Project Management	Google	6 months at 10 hours a week

Sales			
Role	**Specialization**	**Entity**	**Duration**
Sales development representative (Level 1 - No or limited previous knowledge) (Ar, En, Fr)	Salesforce Sales Development Representative	Salesforce SV Academy	6 months at 5 hours a week

Supply chain and logistics			
Role	**Specialization**	**Entity**	**Duration**
Supply chain management specialist (Level 1 - No or limited previous knowledge) (Ar, En, Fr)	Supply Chain Management	Rutgers the State University of New Jersey	5 months at 4 hours a week
Six Sigma (Ar, En, Fr)	Six Sigma	Kennesaw State University Copenhagen Business School	4 months at 6 hours a week

Sustainability			
Role	**Specialization**	**Entity**	**Duration**
Renewable energy specialist (Level 1 - No or limited previous knowledge) (Ar, En, Fr)	Renewable Energy	University of Colorado Boulder	4 months at 3 hours a week
Sustainability analyst (Level 1 - No or limited previous knowledge) English Only	Sustainability Analyst Fundamentals	Arizona State University	4 months at 3 hours a week
Sustainable cities specialist (Level 2 - Good previous knowledge) (Ar, En, Fr)	Sustainable Cities	Johns Hopkins University	4 months at 3 hours a week

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