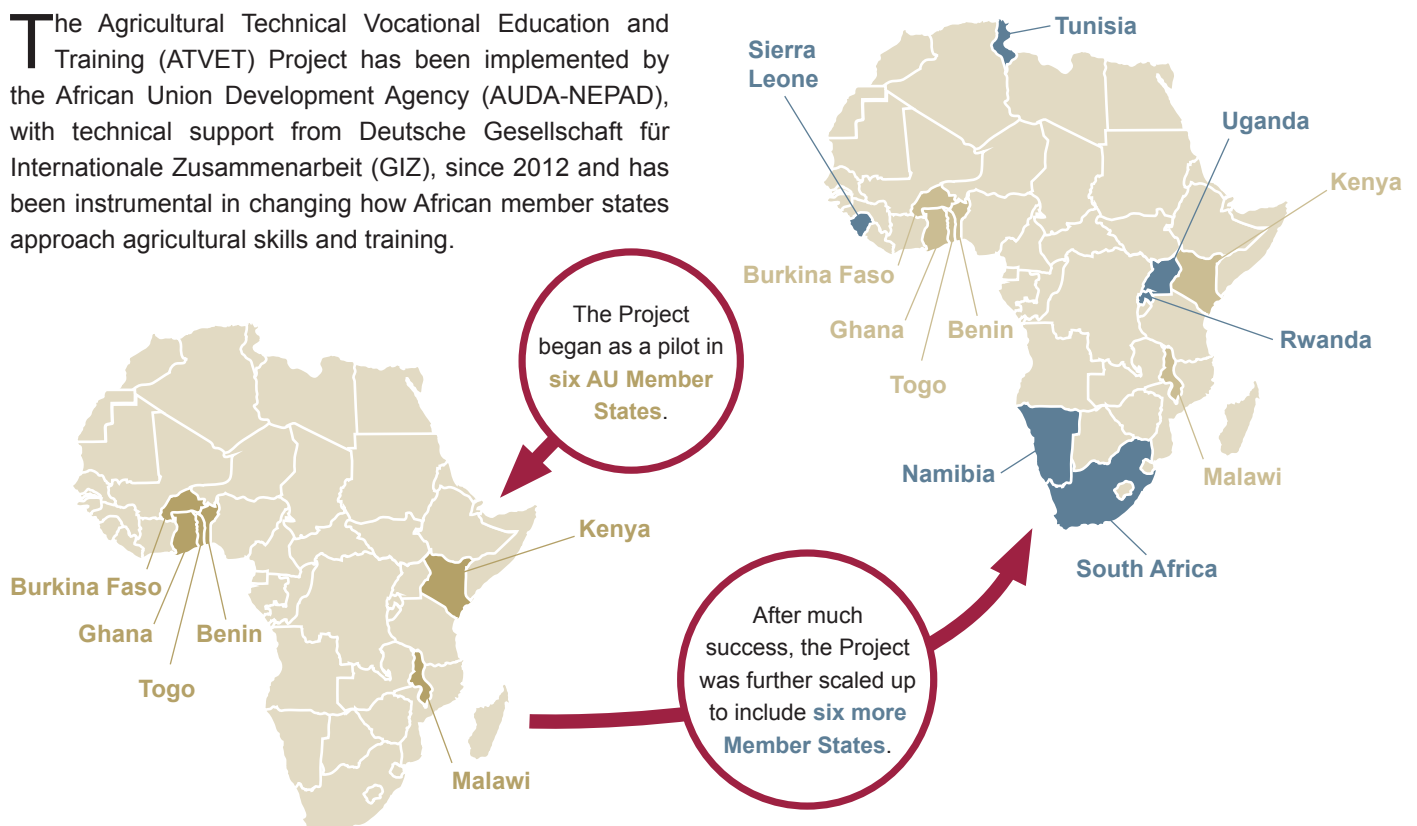


# Public-Private Partnerships (PPP) for Skills Development

## Intervention

The Agricultural Technical Vocational Education and Training (ATVET) Project has been implemented by the African Union Development Agency (AUDA-NEPAD), with technical support from Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ), since 2012 and has been instrumental in changing how African member states approach agricultural skills and training.

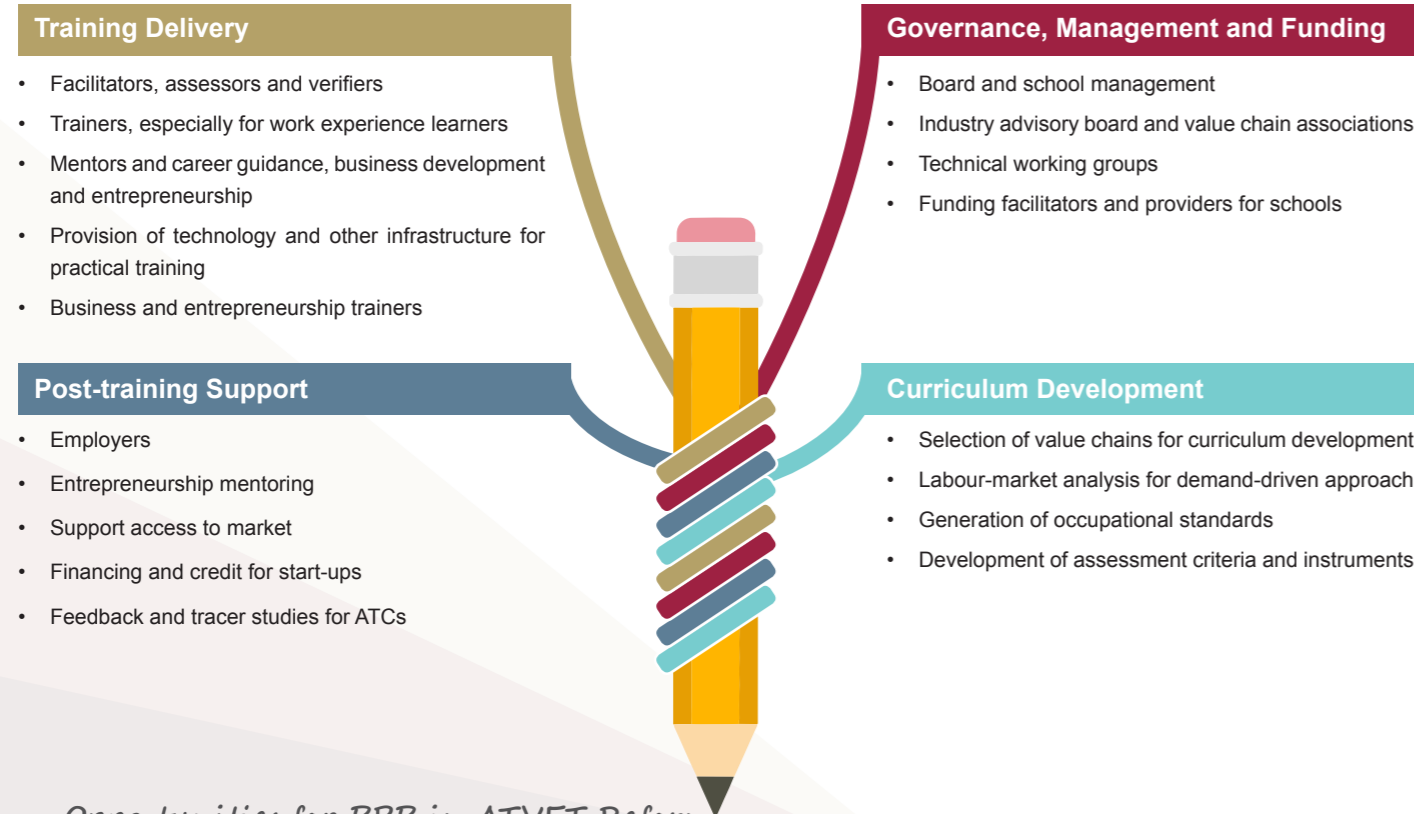


The ATVET Project, from its initial implementation, recognised the key role of the private sector and made the effort to engage its support for the Project implementation. The Project's appraisal studies in all countries identified the potential roles of the private sector and other relevant value chain/commodity association players in each country's specific socio-economic situation. An implementation framework was designed around this.

**1. The Role and Opportunities of the Private Sector in ATVET Reform in Africa**

The success of ATVET reform in Africa depends on the effectiveness and efficiency of private sector involvement in the design and implementation of the chosen approach. A key success factor in the reform process is the mobilisation of the private sector in the country to ensure a common understanding of the reform journey. Private sector support for ATVET reform includes:

- ▶ Training delivery
- ▶ Governance, management and funding
- ▶ Post-training support
- ▶ Curriculum development



*Opportunities for PPP in ATVET Reform*

Private sector support of training delivery at ATC Level, adapted from an illustration by Abraham Sarfo in the ATVET Toolkit for Private Sector Engagement in ATVET Reforms

**2. The Role and Opportunities for an Employer**

With the dwindling opportunity for employment in the public sector, entrepreneurship and private sector employment have become critical for the absorption of qualified trainees emerging from the TVET system. ATVET reforms see the private sector as an equal partner in employment and job creation. Therefore, understanding the specific needs of the private sector is vital. More significantly, understanding the typology of the private sector in an economy, region or locality - and tailoring skills delivery to their specific needs around the employability of trainees - will enhance the reform process.

**3. Governance, Regulation, and Support for Management**

The private sector plays a major role in the design of policies for skills demand and analysis, curricula design and development, monitoring and evaluation of training delivery, and managing public Agricultural Training Centres (ATCs).

Furthermore, many colleges and training institutions do not have private sector or industry representation on their boards. However, for public ATVET to work successfully in partnership with the private sector, the latter must be given an important role, lead several activities and, where possible, be nominated for positions of influence.

**4. Training and After-training Support Roles and Opportunities**

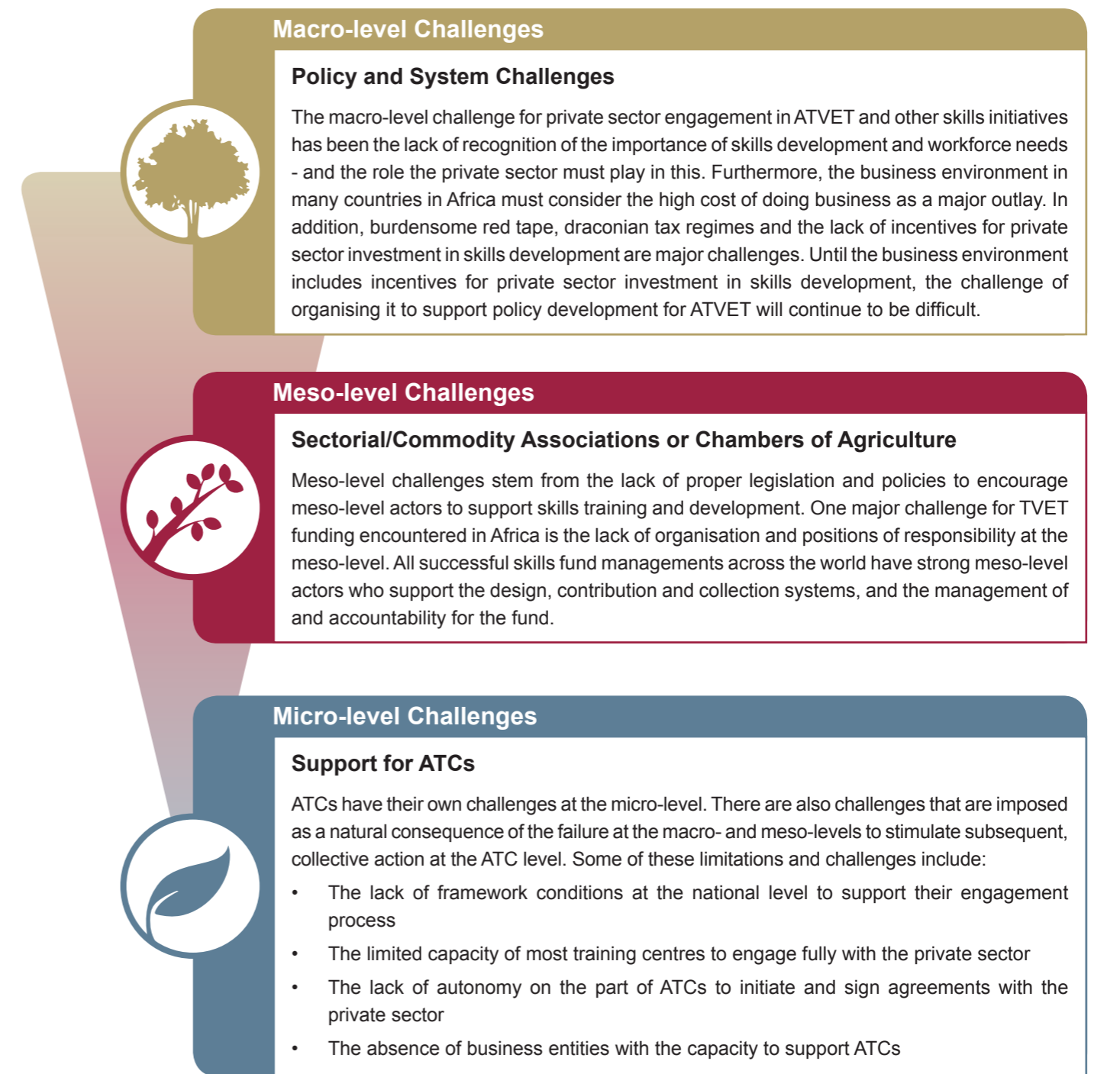
The private sector has expertise in encouraging entrepreneurship along the value chain and can provide non-financial support such as training, mentorship and networking. However, a major role of the private sector in training and post-training is the support given to workplace experience learning (WEL), as many successful TVET systems around the world advocate this as the bedrock of Competency-based Training (CBT).

WEL has been a major challenge in TVET delivery in all sectors in Africa, and ATVET is no exception. The current

systems focus on theoretical learning and some 'practical skills' work mainly within the training institution. This excludes job-specific training prescribed for a period at the work placement. This does not allow learners to experience fully integrated learnerships with the emphasis on WEL.

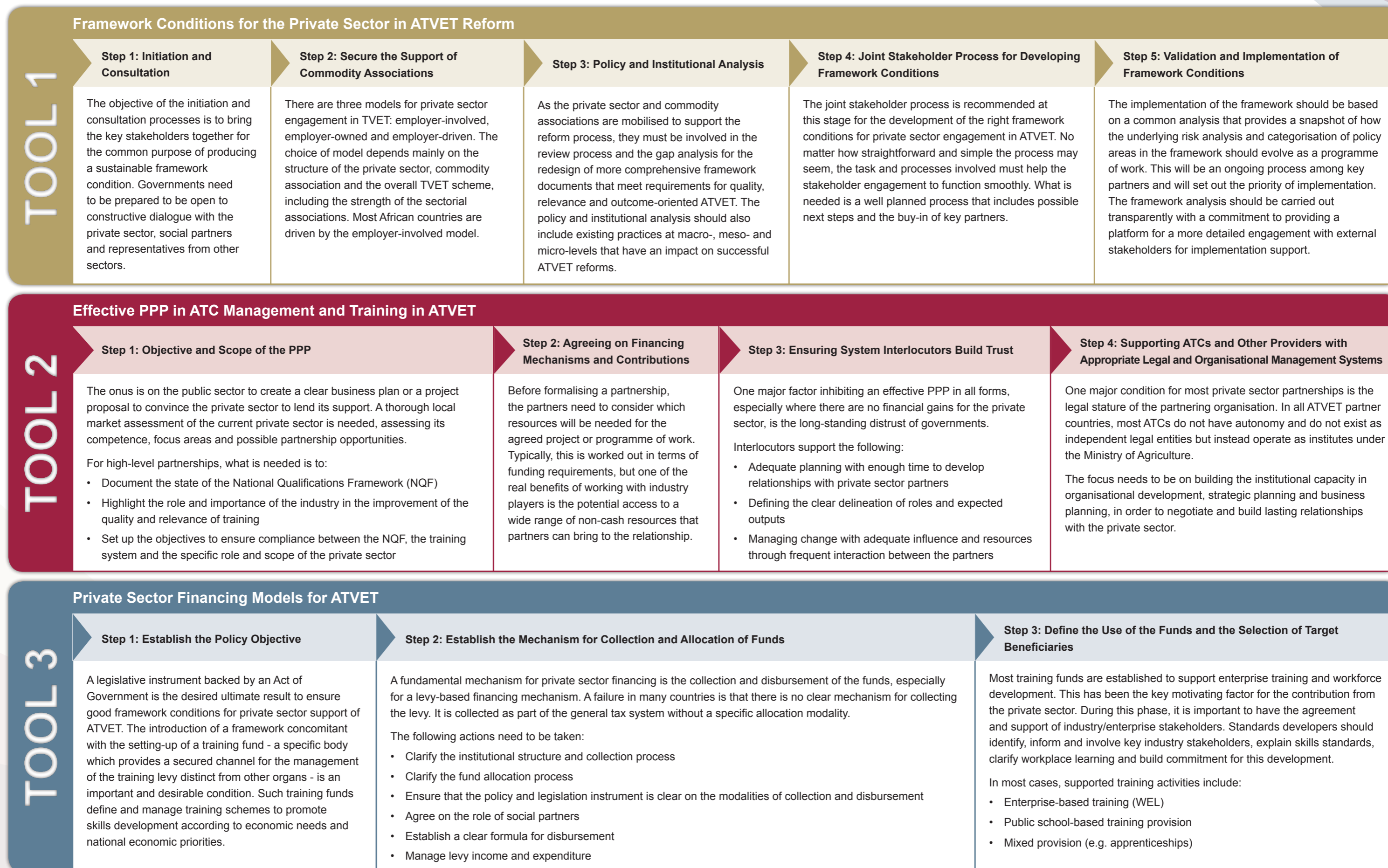
**5. The Challenges of Private Sector Engagement in Africa**

There are comprehensive systemic challenges at all levels (Macro, Meso and Micro) of the ATVET chain that impact on private sector involvement.



## Recommendations

There are three tools for developing framework conditions for sustainable private sector engagement in ATVET.



## Burkina Faso

### Florence Bassono Kabore

Growing up in a rural environment, Florence Bassono Kabore developed a love for agriculture. She is 35 years old, married with three children and has a stable job as an executive assistant. Despite being a paid employee, Florence grew steadily interested in entrepreneurship. She started practising cassava processing in her free time.

In 2009, Florence created the transformation unit, Faso Attiéké. The unit has since become a benchmark of Burkina Faso's agrifood sector. Thanks to Florence's determination and dynamism, Faso Attiéké is producing about 550 tons of attiéké (fermented cassava) per year. The unit has transformed the lives of 39 employed women and improved the living conditions of 9 000 local people.

Florence plans to continue organising women in rural areas. Her main goal is to assist them in the development of income-generating activities. To help women fulfil their entrepreneurial potential, Florence proposes setting up awareness programmes for men to understand the importance of supporting women.



### Karim Kolga

Once an onion and tomato producer, Karim Kolga has now embarked on the cultivation of cassava. He made this change because cassava is more profitable in the local market. Karim has ten children and abandoned his activity of selling cattle to focus on agriculture that he considers more beneficial and stable.

Since 2014, Karim started collaborating with the group Burkina Journalier, a local processing unit. This has allowed him to increase his cultivable areas from half a hectare to three hectares. Karim produces about 40 tons of cassava per harvest, sold at about 4,000,000 FCFA (approximately 6,000 EUR). Karim has ambitious plans to increase production further through the purchase of new equipment and the identification of a wider clientele.

He is admired by other producers for his success story. Working during both the rainy and dry seasons, Karim contributes to food self-sufficiency and the increased popularity of the cassava crop in his locality.

## Benin

### Teddy Kossougbe

Dr Teddy Kossougbe is a passionate agripreneur and President of the rural farming cooperative, Koberside International. His efforts have seen the cooperative partner with Super U, one of Benin's largest urban supermarkets, to ensure Koberside's locally produced eggs and meat are readily available in this mega-store. Through his leadership, the partnership with Super U is helping over 100 rural poultry and small-livestock farmers to access urban markets and to boost their income. With the support of the ATVET Project, Koberside was able to offer income-enhancing training to farmers. As a result, productivity has increased by over 100%, and the quality of farmers' products now meets the standards demanded by an urban market.



### Augustin Faton

Augustin Faton's success is driven by his personal experience. Augustin established Bouge ONG, an ATC focused on skills development for vulnerable youth and graduates who face difficulties finding employment. The word 'bouge' translates into 'getting active'. Thanks to Augustin's activism, he has become one of Benin's most important figures in transforming the lives of young people by enhancing their skills and employability in agriculture.



## Malawi

### Ngaba and Dziko Chatata

Ngaba and Dziko Chatata are a successful wife and husband duo. Together they are paving the way to their emergence as leading vegetable producers in Malawi. Seven years ago, the Chatatas established and now co-own Thanthwe Farms, an innovative agribusiness venture that specialises in horticulture, livestock and community outreach. With support from the ATVET for Women (ATVET4W) Project, Ngaba and Dziko offer mentorship and skills training to budding farmers and vulnerable households surrounding their farm in Likuni. This out-grower scheme uses a household approach to champion joint decision-making for farming and home-related management decisions. This approach has proven successful for Ngaba and Dziko as equal and empowered partners, in both marriage and their agribusiness. As a husband and business owner, Dziko understands that joint ownership and management of Thanthwe Farms gives the couple higher chances of success. If women are empowered both socially and economically prospects for the future are brighter. The Chatatas now serve as role models for other households and agribusiness partnerships in Likuni, Malawi and beyond.

## Acronyms

<b>ATC</b>	Agricultural Training Centre
<b>ATVET</b>	Agricultural Technical Vocational Education and Training
<b>ATVET4W</b>	Agricultural Technical Vocational Education and Training for Women
<b>AU</b>	African Union
<b>AUDA-NEPAD</b>	African Union Development Agency - New Partnership for Africa's Development
<b>CAADP</b>	Comprehensive Africa Agriculture Development Programme
<b>CBT</b>	Competency-based Training
<b>GIZ</b>	Deutsche Gesellschaft für Internationale Zusammenarbeit
<b>NQF</b>	National Qualifications Framework
<b>PPP</b>	Public-Private Partnership(s)
<b>TVET</b>	Technical Vocational Education and Training
<b>WEL</b>	Workplace Experience Learning

