SIFA - Skills Initiative for Africa
A programme of AUC and AUDA-NEPAD

Private Sector Engagement
Regional Initiatives

Progress and Achievements

FEBRUARY 2021
Using this knowledge product

This resource illustrates the work being done at regional and country levels by the SIFA Private Sector Engagement programme in support of skills development.

This Knowledge Product consists of two sections.

SECTION 1 gives the general background to the SIFA Private Sector Engagement programme, a snapshot of its reach at the start of 2021, and sets out the SIFA Private Sector Engagement Framework.

SECTION 2 is made up of discrete country profiles, describing the work done by Regional Coordinators in their respective countries.

SIFA’s Private Sector Engagement work happens at different levels – country, regional and continental – in order to support AUDA-NEPAD’s mission to improve TVET and skills development policies and services across the continent.
SECTION 1: CONTEXT AND BACKGROUND

THE MANDATE OF AUDA-NEPAD
[African Union Development Agency – New Partnership for Africa’s Development]

To coordinate and execute priority regional and continental projects to promote regional integration towards the accelerated realisation of Agenda 2063.

To strengthen capacity of African Union Member States and regional bodies, advance knowledge-based advisory support, undertake the full range of resource mobilisation and serve as the continent’s technical interface with all Africa’s development stakeholders and development partners.

SIFA PSE – PRIVATE SECTOR ENGAGEMENT

SIFA’s work in Private Sector Engagement (PSE) in skills development is carried out through having a presence within a formal structure such as a business or employer association in a specific country.

SIFA’s PSE programmes take shape according to the Private Sector Engagement Framework.

SIFA’s value-add through private sector engagement includes policy input, technical support, facilitation of partnerships and collaboration, and information sharing. This is aimed at enhancing collaboration between TVETs and employers in the private sector. Lessons and good practice examples are drawn out for continental consumption in support of AUDA-NEPAD’s mission.

(Read more in the SIFA PSE brochure ‘Supporting private sector engagement in demand-led technical and vocational education and skills development’ on the ASPYEE portal.)

SIFA – SKILLS INITIATIVE FOR AFRICA

SIFA is an initiative of the African Union Commission (AUC) and the African Union Development Agency (AUDA-NEPAD) supported by the German Government and the European Union (EU) to strengthen occupational prospects of young people in Africa.

SIFA finances and provides technical support to skills development projects in several African countries.

SIFA projects contribute to employment-oriented skills development for young people.

SIFA’s focus is on TVET systems (strategy, legislation, delivery and structures); equitable access; promotion of employment; and cooperation and collaboration with the private sector involved in these areas.
Private Sector Regional Outreach at a Glance: March 2021

<table>
<thead>
<tr>
<th>Country</th>
<th>Region</th>
<th>Regional Coordinator: Placement at Employer Associations or within GIZ offices responsible for private sector engagement in skills development (TVET)</th>
<th>Regional Coordinator: Name and contact details</th>
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<tbody>
<tr>
<td>Cameroon</td>
<td>Central Africa</td>
<td>GICAM – Groupement Inter-Patronal du Cameroun</td>
<td>Alfonce Tata</td>
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<td>Kenya</td>
<td>East Africa</td>
<td>FKE – Federation of Kenya Employers</td>
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<td>Nigeria</td>
<td>Western Africa</td>
<td>50% SKYE – Skills Development for Youth Employment 50% SIFA – Skills Initiative for Africa</td>
<td>Patricia Kormawa</td>
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<td>South Africa</td>
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<td>Tunisia</td>
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The SIFA Private Sector Engagement Framework

SIFA’s PSE Framework is based on principles of cooperation, collaboration and the sharing of information and practices. Activities are carried out at three levels: macro, meso and micro levels.

**Workstream Activity Examples**

### Regional Coordination
- Appoint regional coordinators with common Terms of Reference and Action Plans
- Identify regional conduits through which coordinators work
- Develop a common language and set of resources for PSE across regions and countries

**Resource Examples**
- PS category mapping templates
- Partnership templates
- Action Plan templates
- Guidelines for providing technical assistance
- Facilitation guidelines (e.g. for enabling partnerships of supporting events)

### Facilitation & Technical Assistance
- Influence policy for employment-oriented skills development through evidence-based good practices
- Harness technical advice from TVET experts to develop strategies and technical guidelines
- Foster the continental voice of the private sector in AU Ministerial and other high level forums
- Coordinate different skills initiatives on national, regional and continental level
- Facilitate partnerships between the private sector and the education sector (mainly the TVET sector)
- Work with the ILO to develop a skills development supply & demand modelling tool
- Work with the AUC to establish an African Continental Qualification Framework
- Scale up good practice approaches
- Facilitate continental knowledge exchange and dissemination through dialogue platforms and other events
- Convene and facilitate communities of practice (CoPs)

### Knowledge Management through ASPYEE Portal
- Gather knowledge & research with private sector partners and agencies such as ILO
- Develop knowledge products
- Distil, share and disseminate information

**Product Examples**
- Regional and national stakeholder mapping
- Country profiles of PSE partnerships
- Country profiles of TVET & skills development legislation & structures
- Macroeconomic studies
- Sub-sector deep dives
- Event reports
- Good practice examples and case studies
- Guidelines and resources
SIFA Private Sector Value Add

**MAPPING**

- **General TVET & Skills Development Landscape**
  - High level description of the key characteristics of each country: governance, funding, main economic sectors, challenges and opportunities.

- **Private Sector Structures Key Players**
  - Listing of major players in relation to organisation type (e.g. industry, commercial organisations, training providers, NPOs), functions (e.g. associations, umbrella bodies, advocacy bodies, public/private partnerships), and key roles.

- **Levels of operation and influence**
  - MACRO: Public policy engagement
  - MESO: Stakeholder engagement
  - MICRO: Local sector and workforce planning

- **Skills Development Data**
  - Knowledge collation and knowledge management for country profiles, macro & micro economic studies, good practice examples and other relevant data.

**IN ORDER TO...**

- **Provide technical assistance to business associations on at both policy & implementation levels**

- **Stimulate private sector engagement with country, regional & continental best practice and uptake of innovations**

- **Provide engagement platforms at policy & implementation levels (e.g. dialogues, working groups, expert inputs)**

- **Facilitate public private partnerships in skills development and youth employment (e.g. identifying gaps, helping to structure)**

- **Provide private sector cooperation engagement framework & guidelines for implementation**

- **Gather and share skills development content and data**

**...IMPLEMENT SIFA PSC VALUE ADD ACTIVITIES**

At macro, meso and micro levels
### General Glossary: Abbreviations and Acronyms

<table>
<thead>
<tr>
<th>Abbreviation</th>
<th>Full Form</th>
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<tbody>
<tr>
<td>ACJ</td>
<td>Africa Creates Jobs</td>
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<tr>
<td>ASPYEE</td>
<td>African Skills Portal for Youth Employment and Entrepreneurship</td>
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<tr>
<td>ATJ</td>
<td>Africa Talks Jobs</td>
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<td>AU</td>
<td>African Union</td>
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<td>AUC</td>
<td>African Union Commission</td>
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<tr>
<td>AUDA-NEPAD</td>
<td>African Union Development Agency – New Partnership for Africa’s Development</td>
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<td>BA</td>
<td>Business Africa</td>
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<td>BMOs</td>
<td>Business Membership Organisations</td>
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<td>BMZ</td>
<td>Federal Ministry for Economic Cooperation and Development</td>
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<td>CBOs</td>
<td>Community Based Organisations</td>
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<td>CESAs</td>
<td>Continental Education Strategy for Africa</td>
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<td>CoP</td>
<td>Community of Practice</td>
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<tr>
<td>GIZ</td>
<td>Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH (Germany)</td>
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<tr>
<td>KfW</td>
<td>Kreditanstalt für Wiederaufbau</td>
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<tr>
<td>NGOs</td>
<td>Non-governmental Organisations</td>
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<tr>
<td>NPOs</td>
<td>Non-profit Organisations or Not for Profit Organisations</td>
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<tr>
<td>PSE</td>
<td>Private Sector Engagement</td>
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<tr>
<td>RPL</td>
<td>Recognition of Prior Learning</td>
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<tr>
<td>SIFA</td>
<td>Skills Initiative for Africa</td>
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<tr>
<td>SMME</td>
<td>Small, medium or micro enterprise</td>
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<tr>
<td>TVET</td>
<td>Technical and Vocational Training</td>
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<td>WIL</td>
<td>Work Integrated Learning</td>
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</table>
SECTION 2: COUNTRY PROFILES

SIFA’s Private Sector engagements and achievements are summarised in each country profile through:

- Mapping the private sector landscape in skills development, including organisational structures and roles.
- Giving an illustrative sample of other private sector initiatives and role players.
- Outlining SIFA’s engagement with the private sector in skills development, including facilitation and support for partnerships and collaborative events as well as other forms of technical support.

Each Country Profile is a stand-alone knowledge product. You will find these Profiles and other resources on the African Skills Portal for Youth Employment and Entrepreneurship (ASPYEE).

Contact the Regional Coordinator listed on page 4, or contact Sabine Klaus, Deputy Programme Manager at +27 79 094 4767 (GIZ AU Project based in South Africa) or sabine.klaus@giz.de.

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