African Union

Continental TVET Strategy and Decade Plan of Action (2019-2028)

CONTINENTAL STRATEGY FOR TECHNICAL AND VOCATIONAL EDUCATION AND TRAINING (TVET)

TO FOSTER YOUTH EMPLOYMENT

Plan of Action for the African Decade for Technical, Professional, Entrepreneurial Training and Youth Employment (2019-2028)

An Integrated, Prosperous and Peaceful Africa
The strategy examines the transformative role of TVET in meeting continent’s economic development, and regional integration. It is aimed at:

- **Building a unified framework** that can serve as a continental platform around which AU Member States will cluster or be invited to build coherent and integrated TVET systems at national, regional and continental levels.

- **Position TVET within the education system** as a tool for the empowerment of African people, especially youth as a culmination of all the training needed for the social-economic development of the continent.

- **Promoting TVET to foster youth employment** through a Paradigm Shift with an emphasis on skills for job creation.
Objectives of TVET Decade Plan of Action

• Serve as a **road map** on the accelerated implementation of the Continental Strategy for TVET to Foster Youth Employment.

• Enhance the **relevance and quality** of the African TVET systems (**formal, informal and non-formal**) for equipping youth and adults with the skills required for (self) employment, decent work, entrepreneurship and lifelong learning by regularly aligning TVET programmes with the labour market requirements.

• Ensure **inclusive and equitable** TVET and promote lifelong learning opportunities for all.

• Promote **efficient and cost-effective** TVET systems in Africa with enhanced governance, leadership and management implementation capacities at all levels.
• Strengthen or ensure the **status and attractiveness** of TVET

• Develop a **sustainable financing** system for TVET.

• Establish a **benchmark of standards**, indicative criteria's and accountability during the implementation, monitoring, evaluation and reporting of this PoA.

• Strengthen the **knowledge base** of TVET providers through their engagement in **R&D**.

• Contribute to the implementation of the continental and global development agendas namely Africa’s Agenda 2063 and the SDGs.
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<th>Issues</th>
<th>Challenges</th>
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<td>Youth Employment and Entrepreneurship</td>
<td>• 70% of youth unemployment out of the total unemployment</td>
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<td>Inadequate economic diversification</td>
<td>• 80% employed in the informal economy</td>
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<td>• Retail sector in Africa is <em>over-traded</em> and characterised by ‘me too’ operations, with low margins and low growth potential.</td>
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<td>Inadequate Innovativeness and entrepreneurship</td>
<td>• Insufficient business support and Advice (i.e., rarely well-known at the grassroots level, lack of mentorship training and networking,</td>
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<td>Issues</td>
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<td><strong>Skills Development/The African TVET Systems</strong></td>
<td><strong>Access and Equity</strong>&lt;br&gt;• Low level formal TVET enrolment (image, fees, transition, etc.)</td>
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| | **Quality and Relevance:**
| | • TVET-largely *decontextualized* from the economic and social reality in which young people live
| | • Limited prospective employers/private sector engagement (input into curriculum design, training delivery and students’ assessment and certifications)
| | • *Inadequately qualified TVET teachers* (lack relevant practical work experiences, low level of salaries, social status and career perspectives)
| | • *Inadequate infrastructure resources* - undervalued and devoid of resources result in poor infrastructure (obsolete or damaged)
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| Skills Development/The African TVET Systems | **Inadequate implementation capacities at all levels**  
• Weak coordination and partnerships among salient stakeholders  
• Weak Governance, Leadership and Management capacity of TVET at all levels  
**Weak Labour Market Information system for TVET**  
• Absence or inadequate latest and accurate LMIS on the supply and demand sides of skills  
**Low Prestige and Attractiveness of TVET**  
• Still considered as a domain for less academically gifted students  
**Insufficient Funding**  
• Inadequate funding from main governmental sources  
• Limited diversification and differentiation of sources of resource  
• Resource allocation mechanisms  
**Weak M&E and reporting capacities at all levels** |

Cont’d
FA 1: Strengthening LMIS, Skills Forecasting /Anticipation System, and quality of Employment Services and Career Guidance;

FA 2: Improving Quality and Relevance of TVET in Africa for an Ever-Changing World of Work;

FA 3: Enhancing Equitable Access of TVET for All;

FA 4: Promoting Digital, Green and Blue Skills in African TVET Systems;

FA 5: Fostering Innovation and Entrepreneurship in Africa;

FA 6: Strengthening Governance, Leadership and Management Capacities at All Levels;

FA 7: Image Building, Advocacy and Social Mobilisation for TVET;

FA 8: Ensuring Sustainable TVET Financing Mechanisms; and

FA 9: Monitoring and Evaluation System for TVET.
Expected outcomes of the Decade

• Re-oriented the African TVET systems to **address mismatch** between education and training and labour market needs through high quality learning experiences and coherent policies at regional and national levels.

• Significantly raised **TVET achievement** in terms of equitable access, relevance, quality, and efficiency, while addressing the current youth un(der)employment and contributing for socio-economic growth;

• Significantly **enhance attractiveness** and esteem of TVET as a pathway for skills development, employability and economic development.

• Implement an **outcome-based** national TVET system by fully involving the productive sector starting from needs articulation to certification.
• Promoted entrepreneurship and innovation for ensuring self-employment of TVET graduates
• Improved governance, leadership and management capacities at all levels
• Implemented feasible funding and resource mobilization strategies towards the implementation of the Action Plan
• Developed Monitoring, Evaluation and Reporting Framework for the implementation of the Action Plan
On-going Initiatives

Policy Interventions

- Development of Digital Education Strategy for Africa
- Development of African Continental Qualification Framework (ACQF)

Coordination Issues

- Coordination of the TVET Cluster

Programmes

- Skills Initiative for Africa, with support from German Government and EU
- Pan-African Initiative on Digital Transformation of TVET
- Enhanced capacities for skills forecasts and need anticipation systems
Thank You