



6th African Social Partners Summit:

**Work-based learning in Africa: how
can we further expand TVET to develop
skills for the labour market:
A perspective from GAN**

OUR AMBITION

An equitable future for all segments of the workforce and a sustainable talent pipeline for business.

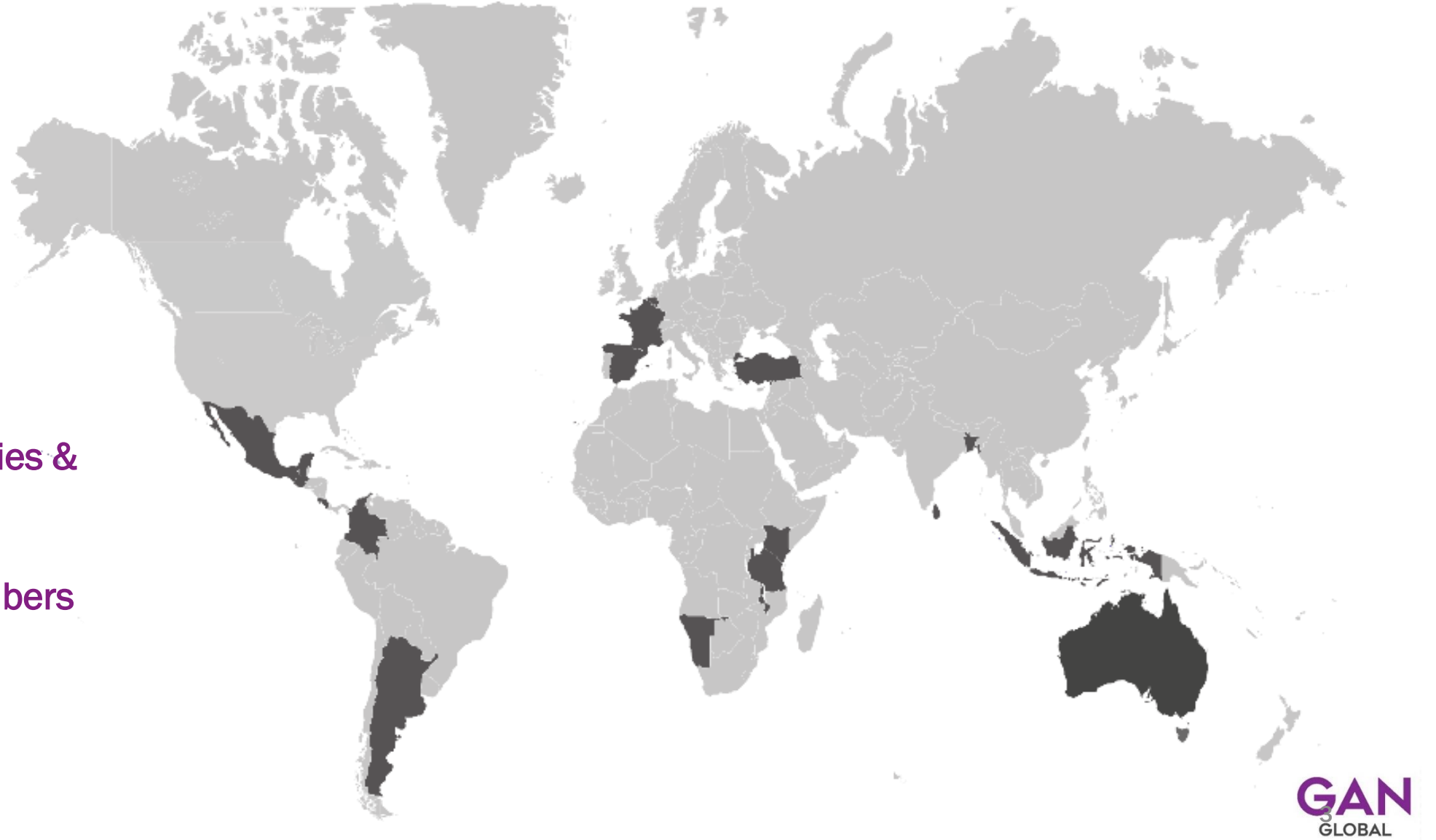
OUR PURPOSE

As a CEO led, business-driven and multisector alliance, we fuse education and employment *through work-based learning*.

Where we work

300 + companies

15 network countries &
multiple local and
regional partners
including IOE members



Key Considerations

1. Skills the new currency?
2. Coordination of skills systems
3. Fostering work-based learning approaches including apprenticeships
4. Building sound social partner engagements and collaboration

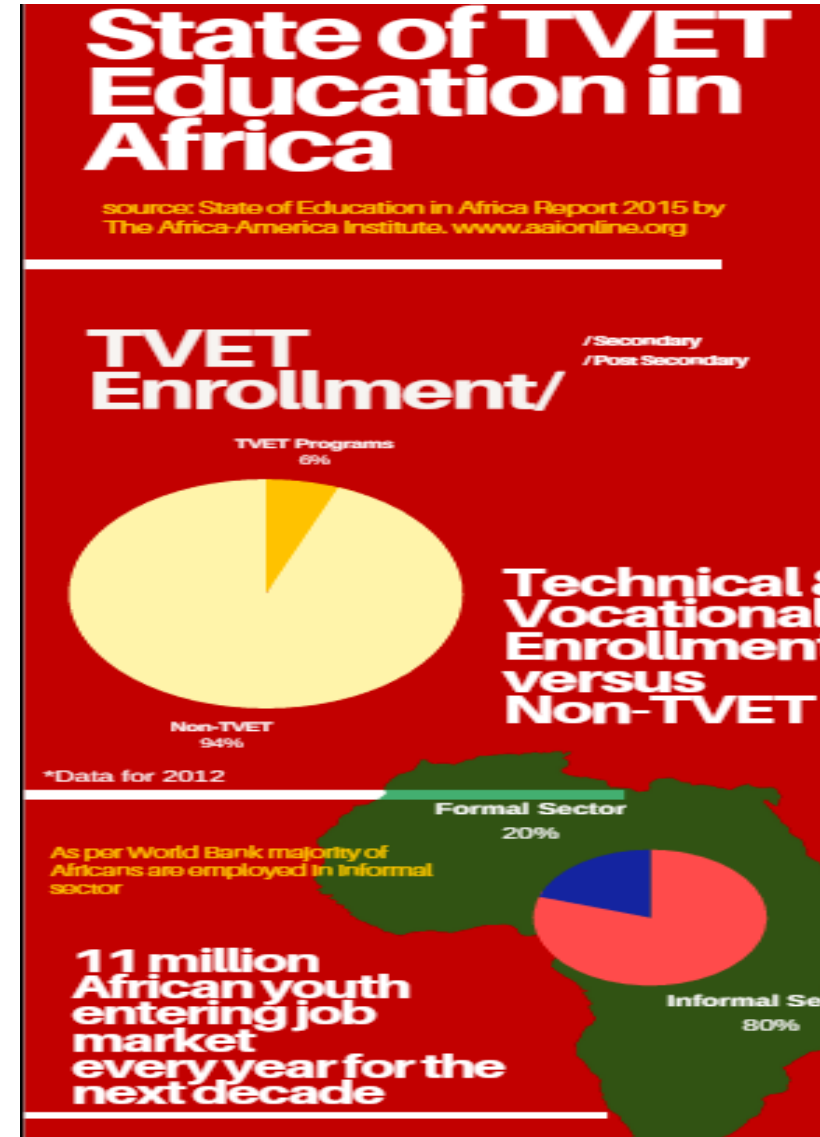
Why now?

- Work has become an evolving concept
- Driven by rapid innovation
- Mobility of people:
 - The need to ensure vertical and horizontal movement within the labour market
- Multiple and inter-generational workforces - Impact of the **Youth Bulge**
- Work and workers are in a process of reinvention:
 - Requires innovation and lifelong learning to stay relevant and keep pace
 - Skills development must evolve along with the labour market
- As Africans, we have a responsibility to develop scalable, relevant programmes aligned to demand
- A human centred approach that includes reaching societies beyond the scope of our individual organisations
- Policy alignment and the creation of an enabling environment is key

The State of VET in Africa

- In 2012, technical and vocational programs accounted for only 6 percent of total secondary enrolment in the region, a slight drop from 7 percent in 1999.
- TVET programs markedly declined in the 1980s due to budgetary shortfalls in the education sector of many African countries and have never fully recovered.
- On average, only about 2 to 6 percent of educational budgets are devoted to technical and vocational skills development.
- Companies operating in African repeatedly cite insufficiently skilled labour as a bottleneck to growth.

<https://medium.com/@VivekVerma1978/emphasis-on-technical-vocational-education-and-training-tvet-to-accelerate-africas-growth-befa88c18ed6>



Building on the Youth Bulge- a benefit to the continent!

African countries: youth population
(aged 15-34) (2019)

Population aged 15-34 in 2019 (%)

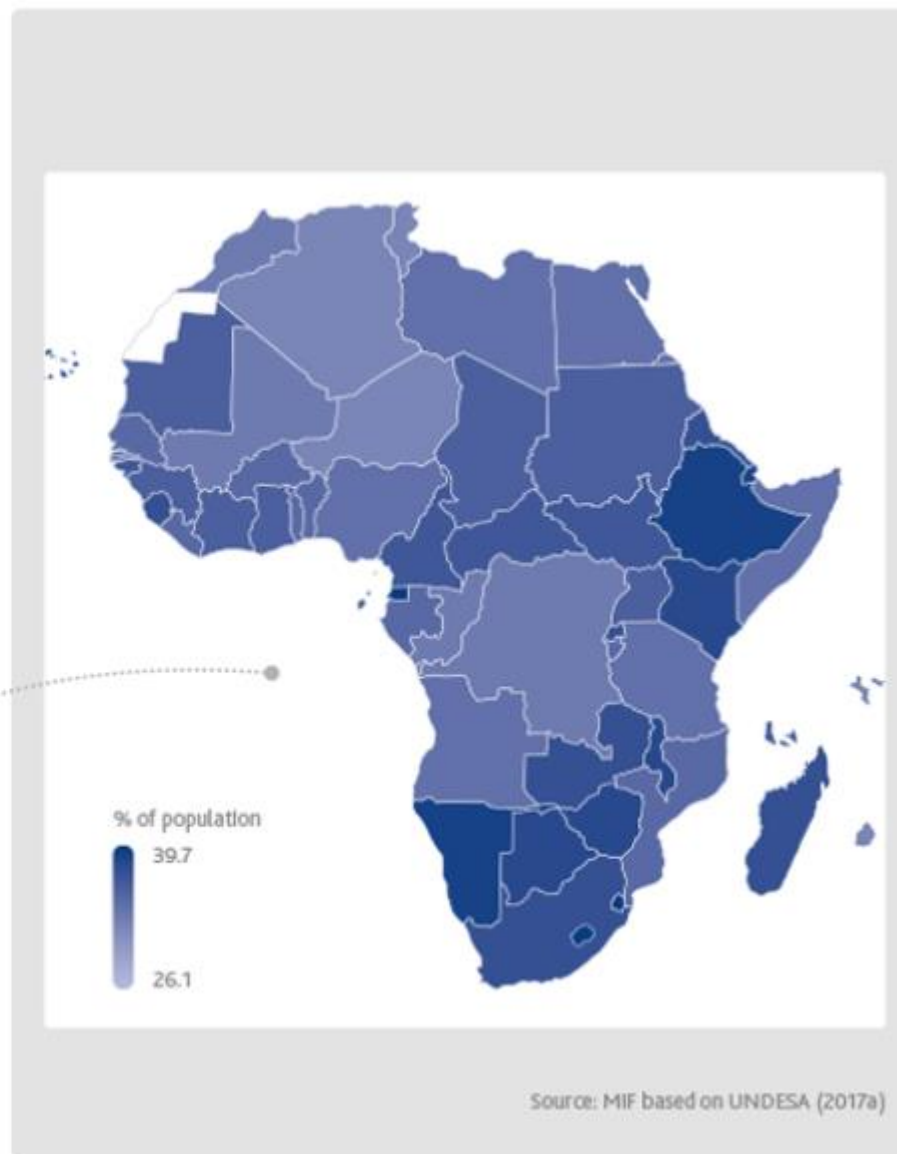
Africa: 33.9

Europe: 23.6

Change in population aged 15-34 (%)
(2019-2100):

Africa: +181.4

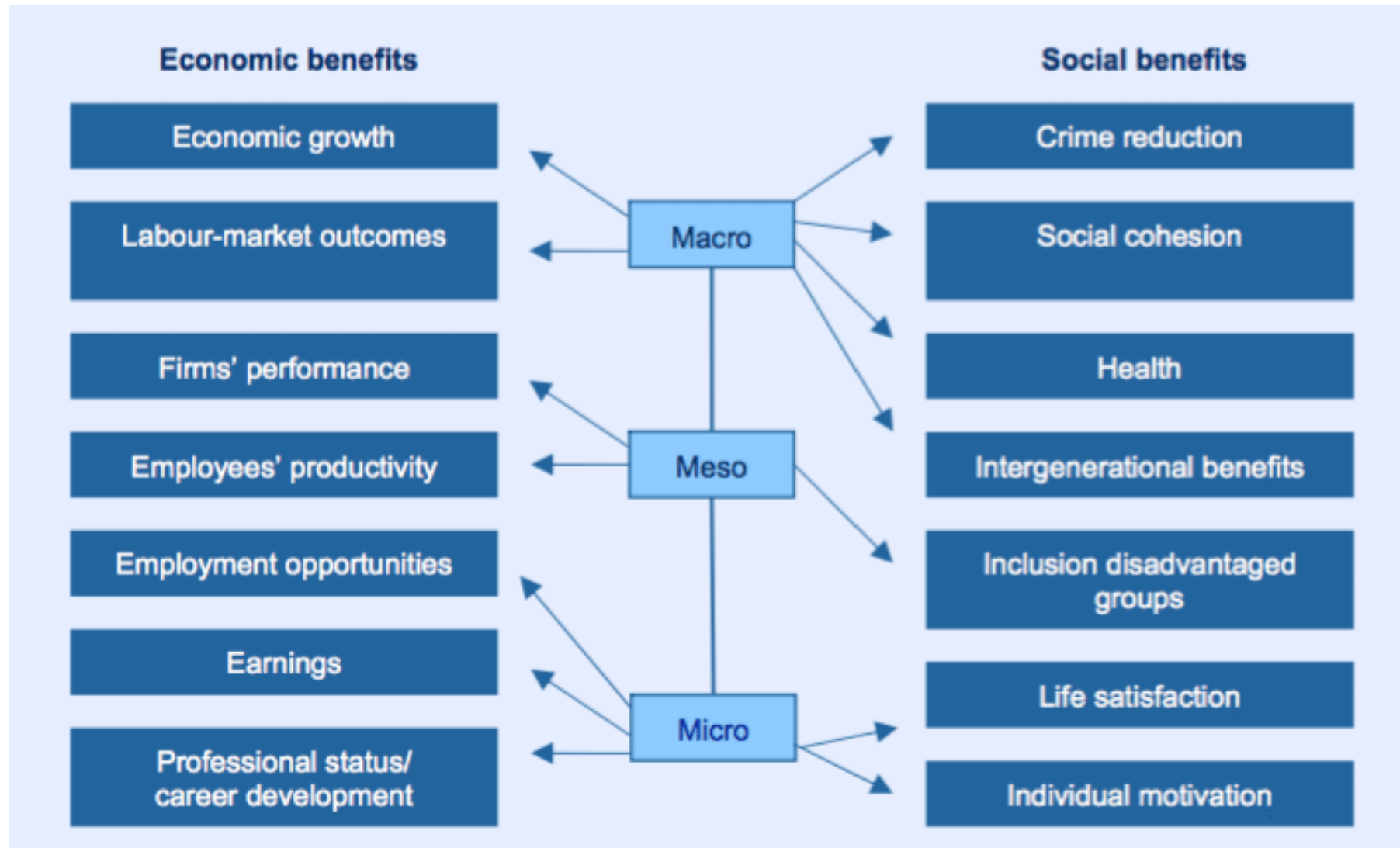
Europe: -21.4



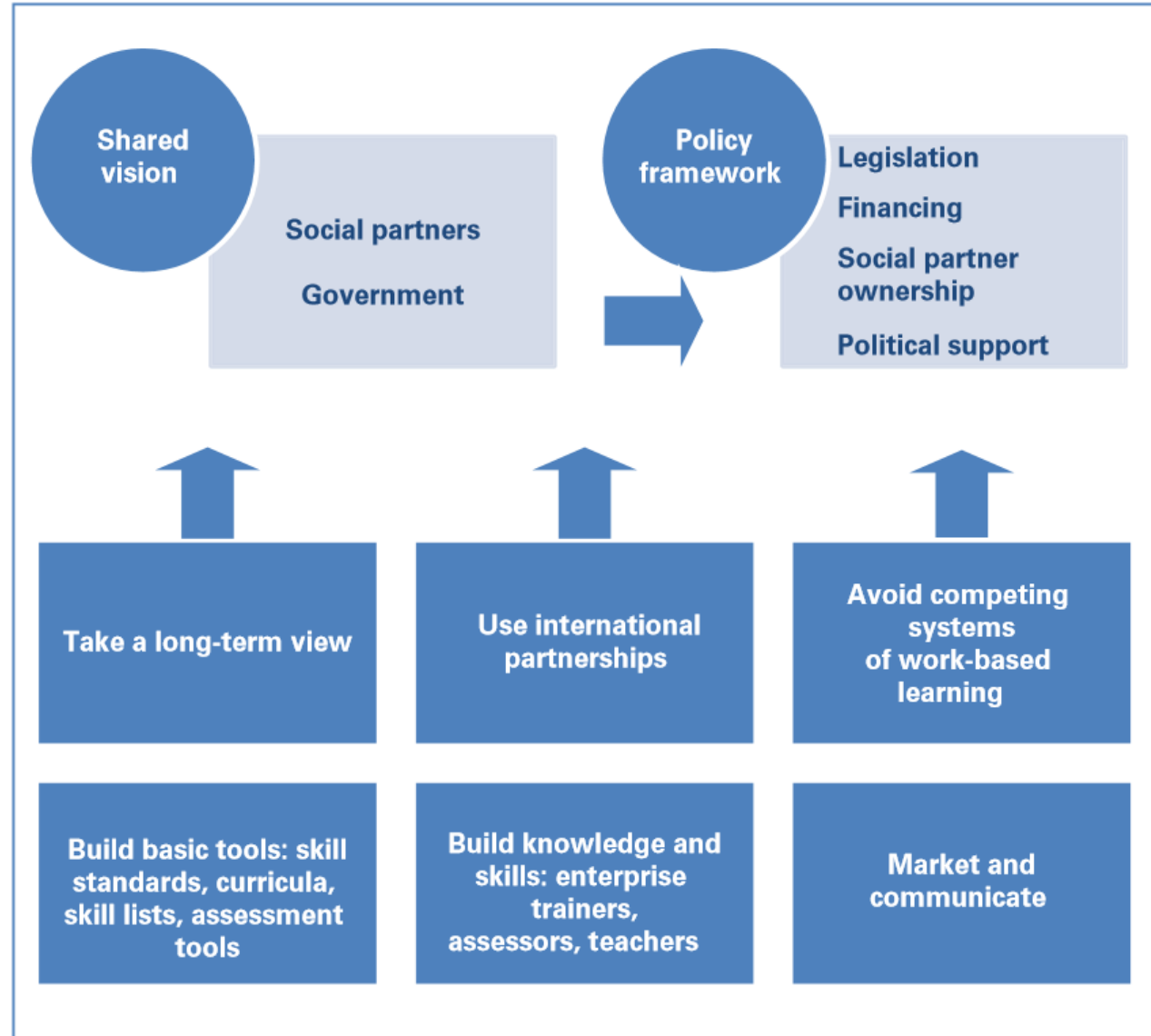
A matter of Urgency!!

An estimated 40 million more youth are projected to drop out of school in the next decade. Lacking adequate work and life skills, many will face an uncertain future. Governments and private sector alike must develop workforce development and training programs that recognize that most youth will be self-employed or work for a small enterprise.

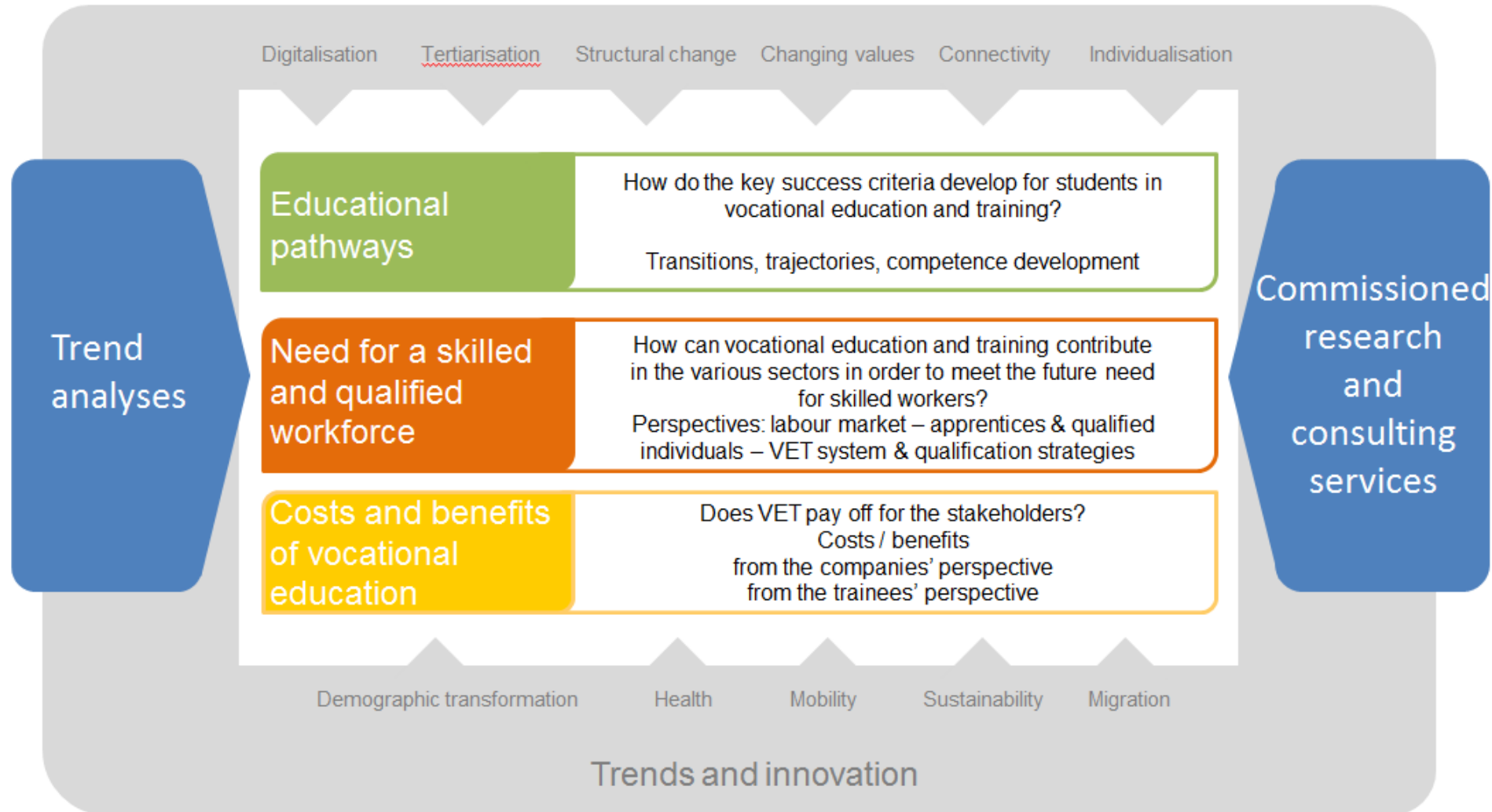
The socio-economic benefits of investing in skilling



What are the policy considerations in implementing WBL programmes? A systems approach...



The influence of WBL- a sustainable approach to skilling



A collective effort

- Engagement across stakeholders - governments, employers, workers and communities
- Policy and advocacy
- Peer-to-peer learning
- Thought leadership
- Cross ministerial function within governments and policy development agencies
- Delivery at local, national, and regional level
- Shift from traditional policy making to a flexible, responsive and easily adaptable approach

Coordination and cooperation are at the heart of successful, structured and responsive work-based learning.



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THANK YOU