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Professional training centers : A response to the needs of the companies

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&

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/ Outline

- 1) Context and objectives**
- 2) The implementation process of the training centers**
- 3) Public – Private Partnership (PPP)**
- 4) The proposed vocational trainings**
- 4) The new projects for the other training centers**



Context and objectives (1/2): A growing demographic unemployment

- High rate of demographic growth ;
- the younger people of the population (those under 15/20 years represented about 53% of the population in 2006) ;
- The urbanisation and the migratories flow : the increase of the urban population (39% in 1988 , 45% in 2005 and will be 50% in 2015 in Senegal) ;
- The **lack of qualification** of young people applying for a job ;
- The **inadequacy** Training/ Employment ;
- The growing application for employment of the feminine population
- **very limited supplies** (and/or quick saturation of the market)

Context and objectives (2/2): Decennial Plan of Education and the Training (DPET)

Within the context of DPET, supported by sponsors the Senegalese government has started a deep change of the technical and professional teaching system with 3(three) main objectives :

- 1) Increasing the professional qualification rate ;
- 2) Providing the labour market with qualified hands for the productive sector
- 3) Promoting the know-act, the employabilty and the creativity

→ And all this , in a Public-Private partnership based upon :

- the widening of access ,
- the development of quality ,
- the reform of schools management system

Objectives: To build three sectorial centers in three activities sectors

Agrobusiness industry

Transport, Logistics
and port professions

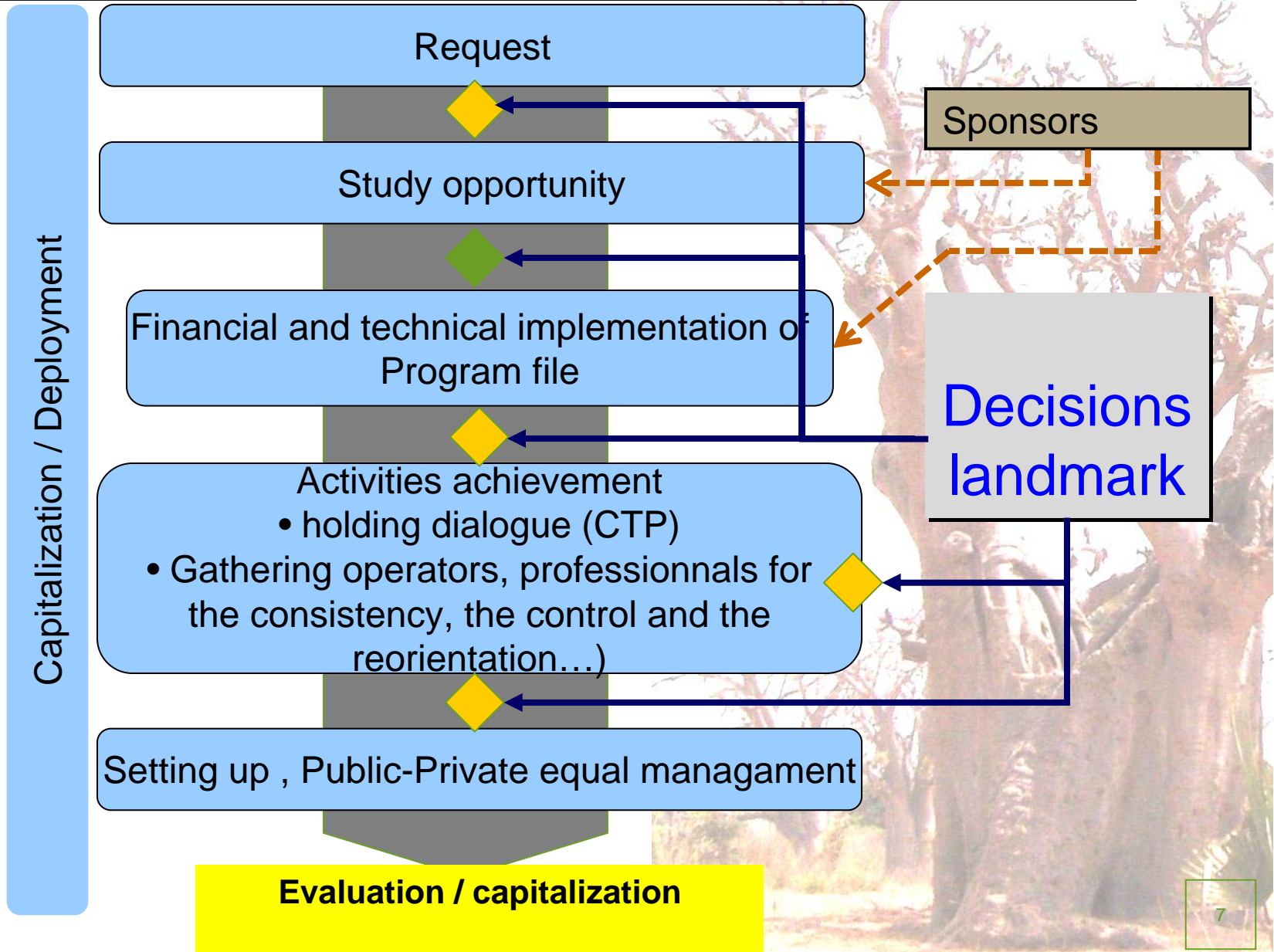
Building
And Public works

The process (1/2)

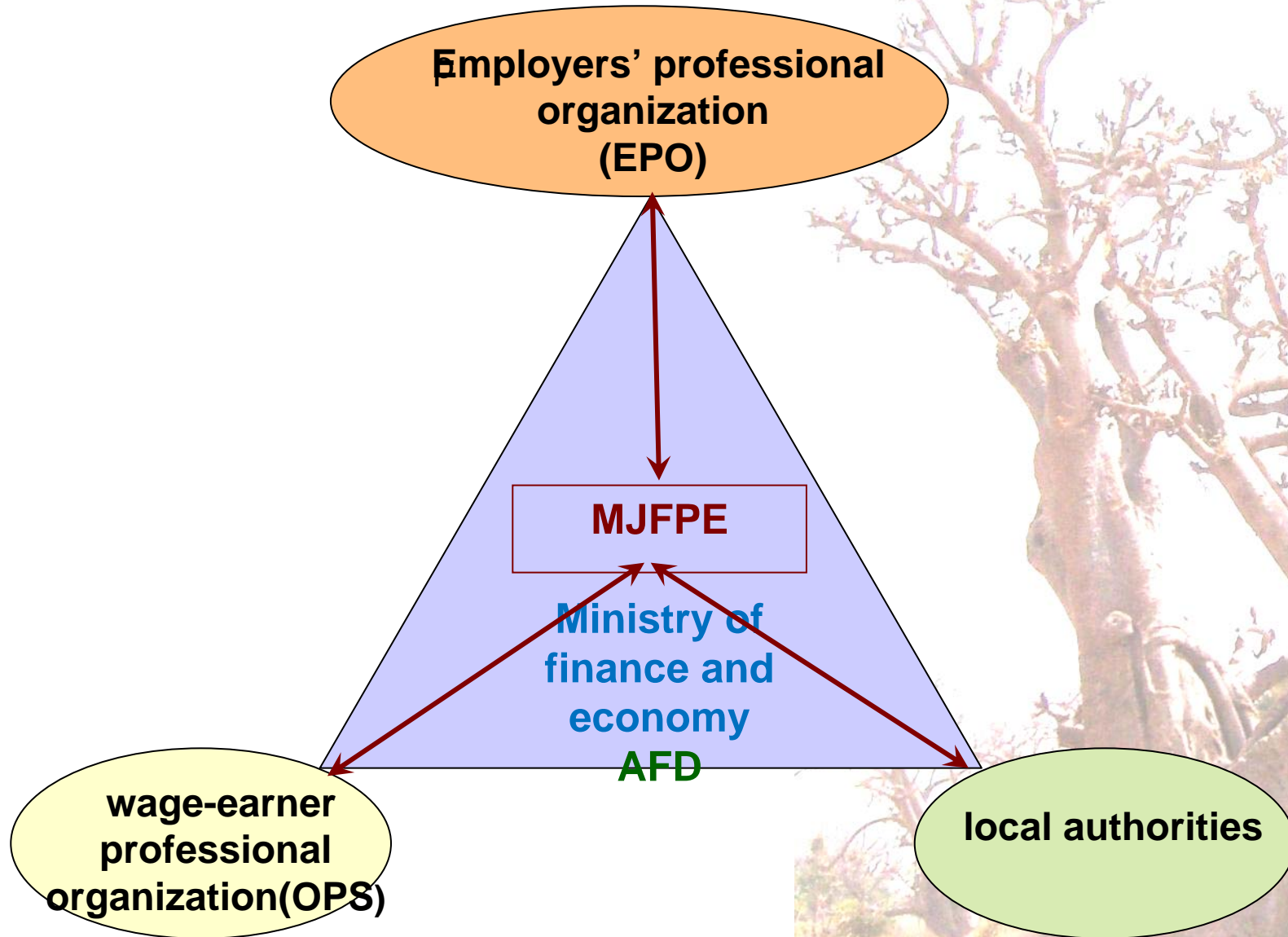
- Identification of the needs by professional departments
- Quantifying the needs into competences
- Calculating the dimensions of the physical achievements of the centers(physical investments ,programs)
- Making out projected earnings reports
- Validating these stages with all the parties

The process (2/2)

Identification of the needs by professional divisions



Public-Private partnership: actors



The piloting into the partnership

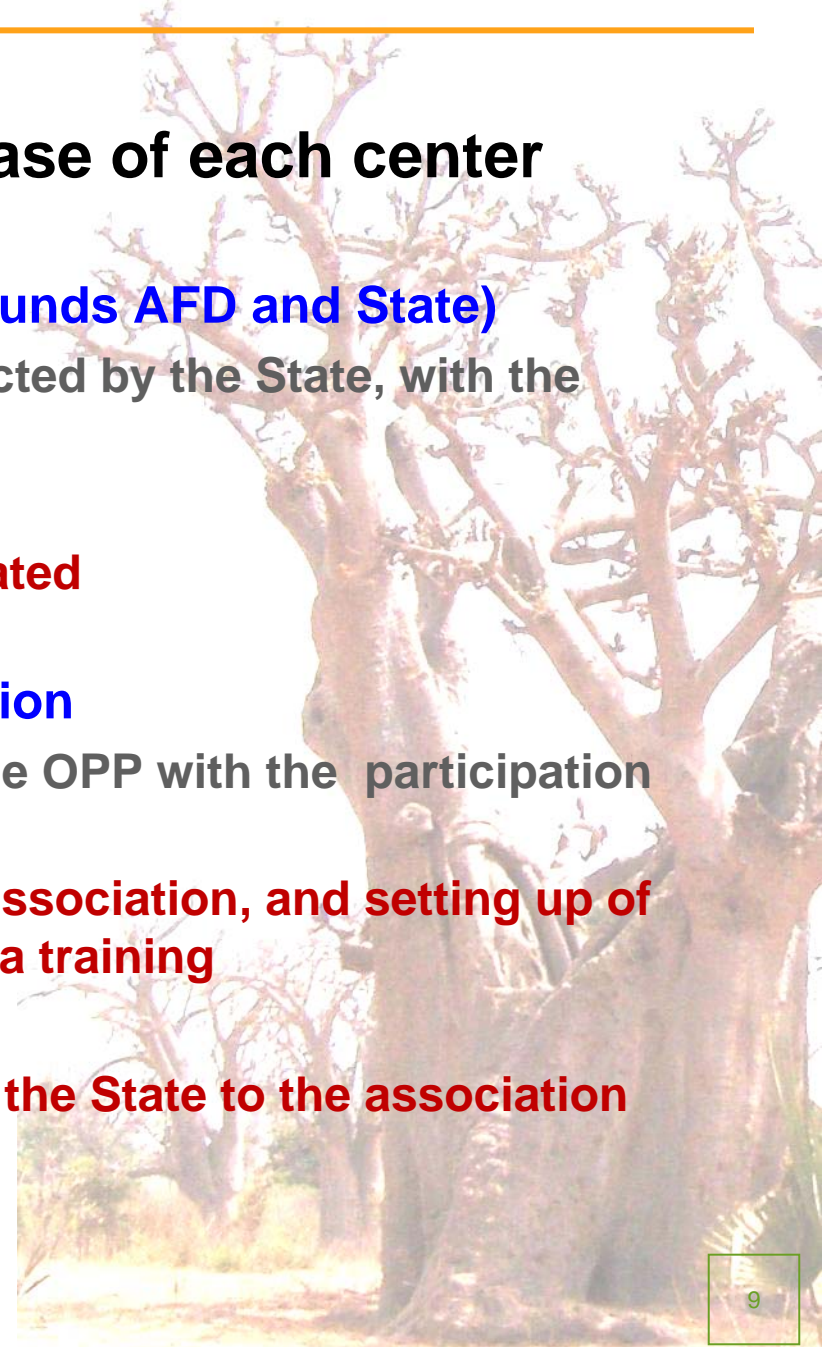
During the achievement phase of each center

The Senegalese State invests (Funds AFD and State)

- **A supervised piloting committee** : directed by the State, with the representation of the OPP and OPS
- **The working mastery is the State**
- **An association including the OPP is created**

Before the reception

- **Setting up of board directors** : led by the OPP with the participation of the OPS and the State
- **Recruitment of the team leaders by the association, and setting up of the pedagogical team which will be with a training**
- **Signature of a public service transfer by the State to the association**



The Public-Private partnership for the Agrobusiness center

The body of employers:

- The SPIDS / CNP
- The CNES
- The CCIAD

The salaried-employee unions :

- SNTCAIAS CNTS
- CDSL

The targeted ministries:

- Ministry of youth, of Professionnal training and Employment
- Ministry of finance and economy
- Ministry of employment and Civil Service
- Ministry of industry

The French partners :

- AFPI Rhodanienne and ADIV Clermont Ferrand



Public-Private partnership for the building center and public works

The body of employers :

- SPEBTPS / CNP
- SNBTP / CNES

The salaried-employee unions :

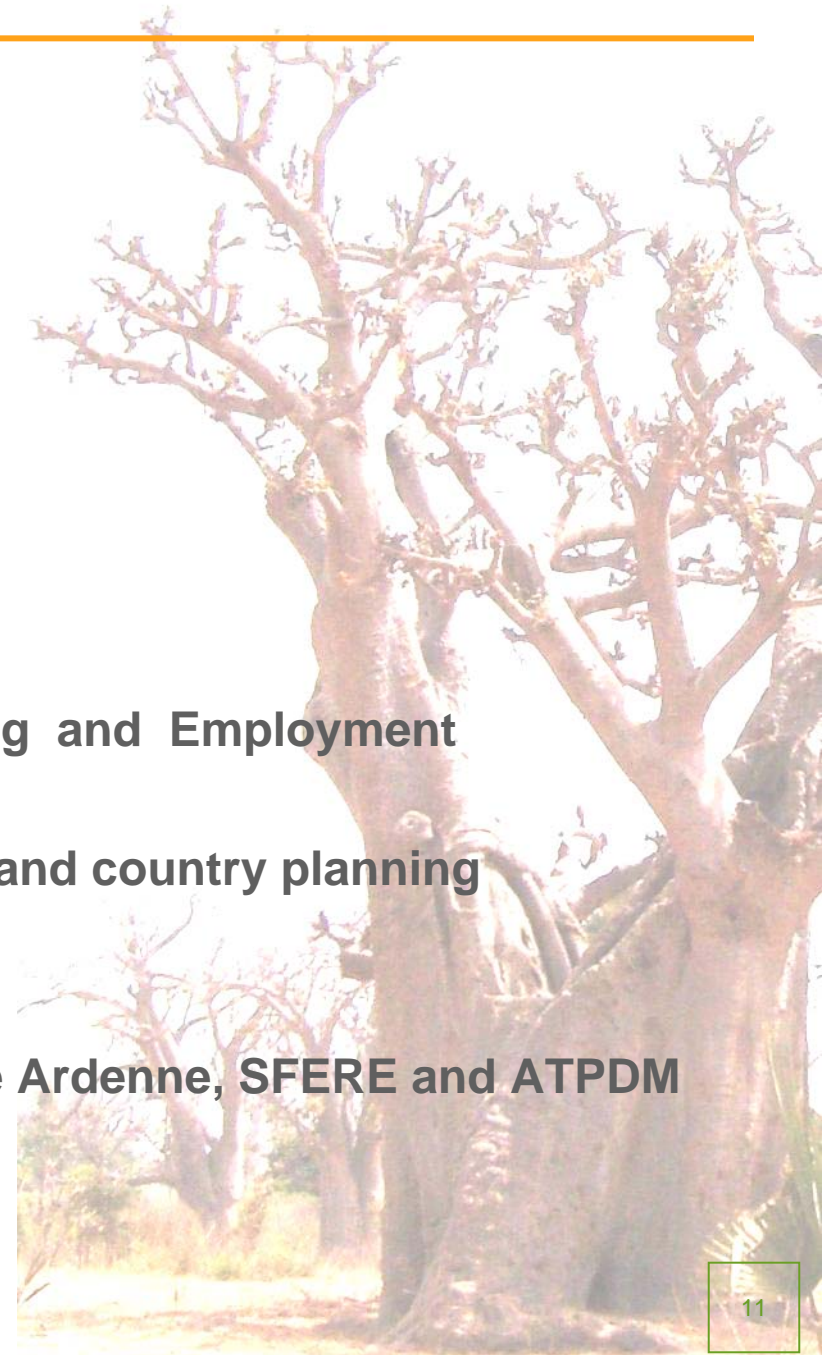
- CNTS et CNTS-FC
- UNSAS

The targeted ministries :

- Ministry of youth, of Professional training and Employment
- Ministry of finance and economy
- Ministry in charge of Urbanism and town and country planning
- Ministry in charge of Employment

The French partners :

- French organization Building Champagne Ardenne, SFERE and ATPDM



Public-Private partnership for the Transport, Logistics and port professions center

The body of employers :

- Community of port actors /CNP

The salaried-employee unions :

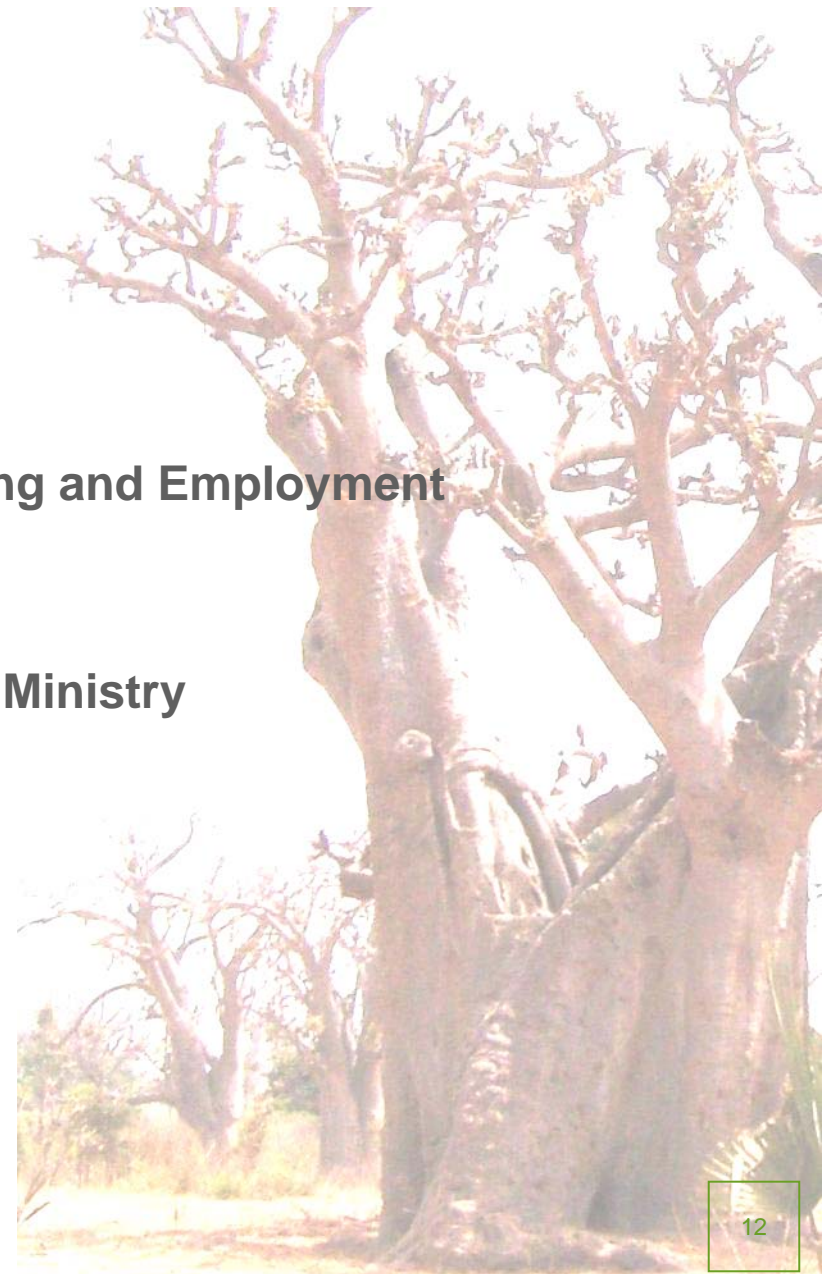
- CNTS

The targeted ministries :

- Ministry of youth, of Professionnal training and Employment
- Ministry of Finance and economy
- Ministry in charge of Marine economy
- Ministry of employment and Civil Service Ministry

The French Partner:

- The AFT-IFTIM



Three-party mutual agreement

Technical and financial implementation document program

Agreement of management transfer

Investment private management

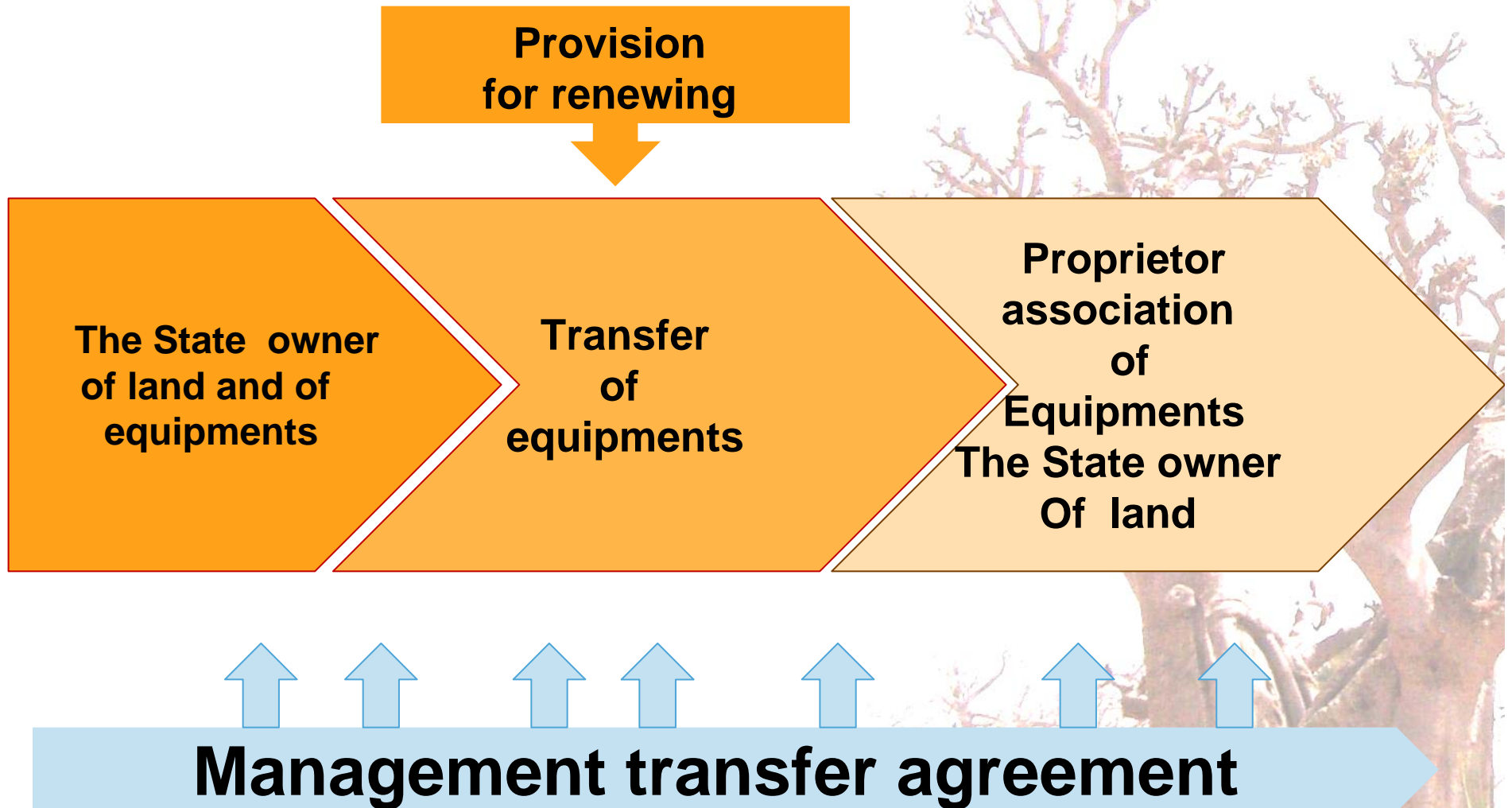
Technical and equal committee Project and administration council

Ministry of youth,of professional training and Employment

Ministry of Finance and Economy

Opening

Organized transfer of one part of the patrimony



Centers' trainings particularities

Entrance tests for everyone

Durations: From 2 months to 2 years

**Alternation between the Center
and the enterprises**

**diplomas,
Professional degrees,
certificate
acknowledged by the enterprises**

Agrobusiness Center

■ Initial training

67 young people in service training over a period of 2 years


Accessible after the 4th form class or 2nde class .

State scholarship-holder but possible private financing (manufacturing agents , automated machine operators , production manager...).

■ continual training

Proposals are done by the center to the entreprises but there are possibilities of card training (eligible FONDEF)

Few trainings in the agribusiness professions



AGENT DE FABRICATION	<i>Formations en deux ans accessibles après la classe de 3ème</i>
CONDUCTEUR DE MACHINE AUTOMATISEE	
CHEF DE FABRICATION	<i>Formations en deux ans accessibles après une classe de seconde technique ou scientifique à finalité proche</i>
TECHNICIEN DE PRODUCTION AUTOMATISEE	
RESPONSABLE DE LIGNE DE FABRICATION (en projet)	<i>Formation en deux ans accessible après un baccalauréat technique ou scientifique à finalité proche</i>

Formations d'une durée de deux ans comportant :

- 1280 heures d'Enseignement Technologique et Professionnel
- 512 heures d'Enseignement Général et Scientifique
- 24 semaines de stages encadrés en entreprise organisés en 3 périodes

Some pictures of IAA center



BTP center

■ Initial training

103 young people in service training over a period of 2 years .

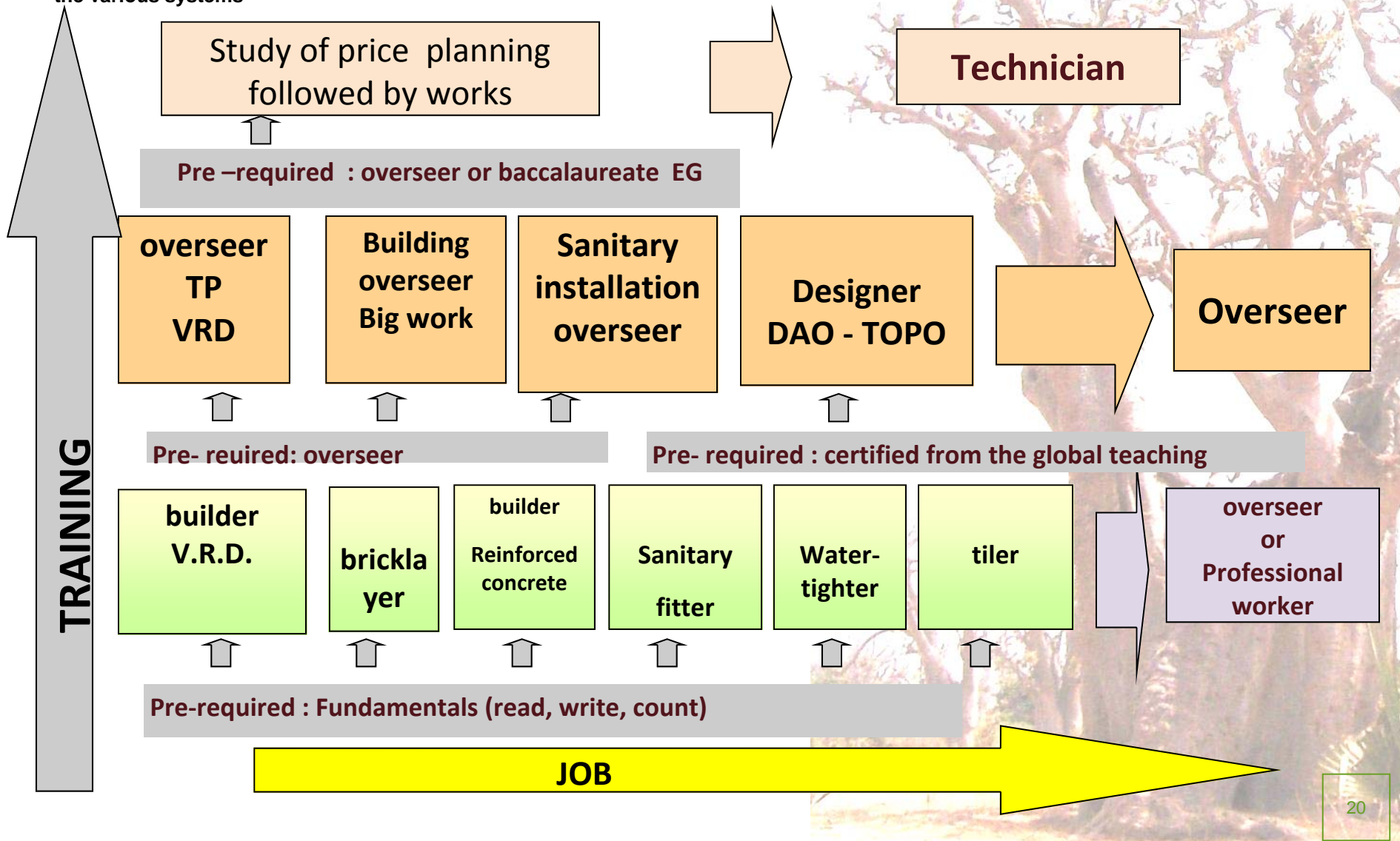
The State scholarship-holder but possible private financing

■ Continual training

Proposals are done by the center to the enterprises but there are possibilities of card training (eligible FONDEF)

Few trainings in the BTP professions

SI= Sanitary Installation
 PW= Public works
 VRD= Refuse collection and to the various systems



Some pictures of BTP center



Transport, logistics and port professions center

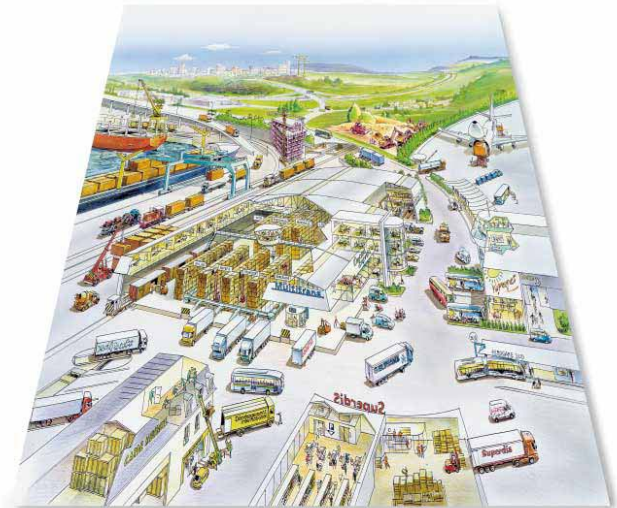
■ Initial Training

64 young people in service training over a period varying according to the field (from few months to 2 years).

State scholarship –holder but possible private financing.

■ Continual training

Proposals are done by the center to the enterprises but there are possibilities of card training (eligible FONDEF)



Few trainings in the transport profession , Logistics and port jobs

- **Trolley elevator operator : 2 months**
- **Trolley containers-holder operator : 2 months**
- **Crane operator : 2 months**
- **Goods lorry driver : 6 months**

- **Technician specialised in transport exploitation: 1 year**
- **Technician specialised in port handling : 1 year**

- **Technician executive specialised in logistics exploitation : 2 years**
- **Technician executive specialised in international transport organisation : 2 years**



CAP/Dakar center



New centers in progress...

- I. Training sectorial center in the professions of lorry mechanics, outstanding engine ,two-wheeled, agricultural mechanization
 - Study opportunity already achieved by USCP/ professional fields **(financed by AFD)**
 - Financial and technical implementation program file in ending phase
 - Will be established in Diamniadio with two sub-branches, the one in Diourbel (LTAB) and the other in Diamniadio for the agricultural mechanization .
 - Project designer: **SCIMPEX (Senegal Exporters and Importers traders union)**

Few trainngs in the professions of car industry , Lorry, Two-wheeled and outstanding machines

FORMATIONS	NOMBRE DE STAGIAIRES
MECANICIEN AUTOMOBILE 1 ^{ère} et 2 ^{ème} années	32
SPECIALISATION POIDS LOURDS	16
SPECIALISATION ELECTRICITE ELECTRONIQUE	16
SPECIALISATION CLIMATISATION	16
SPECIALISATION DIAGNOSTIC	16
SPECIALISATION DEUX ROUES <i>OPTION</i>	16
SPECIALISATION HORS BORD <i>OPTION</i>	16
SPECIALISATION CARROSSERIE	16
MAGASINIER	16
CHEF D'EQUIPE	16
RECEPTIONNAIRE	16
TOTAL	192



Few trainings in the Agricultural mechanization

FORMATIONS	NOMBRE DE STAGIAIRES
CONDUCTEUR TRACTEUR	16
CONDUCTEURS ENGIN TP	10
MECANICIEN MACHINISME AGRICOLE <i>SPECIALISATION</i>	16
TECH. MACHINISME AGRICOLE (2 SECTIONS)	32
TECHNICIEN SPECIALISE EN MACHINISME AGRICOLE - IRRIGATION - HYDRAULIQUE - ELECTRONIQUE EMBARQUEE	16
TOTAL	90

New centers in progress...(continuation)

II. Extension of BTP center in the professions of energy mastery

- Study opportunity already achieved by USCP/ professional fields (**financed by AFD**)
- Financial and technical implementation program file in ending phase
- Senegalese Professional Organisations of BTP sectors (**The Professional trade union of Building contractor and Public works in Senegal – SPEBTPS – and the Building and Public works national union –SNBTP-**), The Association administration council managing the BTP sectorial center .



Few targeted trainings

- Energy petition / markets of energy
- Electricity and photovoltaic solar
- Thermic solar
- Performance of the enveloppe : isolation, woodwork, ventilation/airtightness
- Cooling and air conditioning
- Punctual request : stonework for wind, digesters
biogas...



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