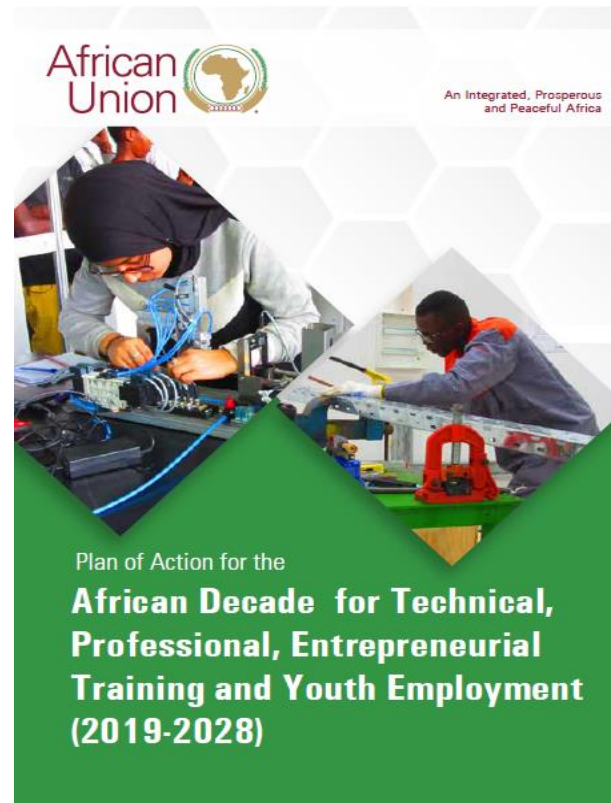


# African Union Continental TVET Strategy and Decade Plan of Action (2019-2028)



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

**TO FOSTER  
YOUTH EMPLOYMENT**



African Union 

An Integrated, Prosperous  
and Peaceful Africa

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

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.

- 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.

Issues	Challenges
<p><b>Youth Employment and Entrepreneurship</b></p>	<ul style="list-style-type: none"> <li>• 70% of youth unemployment out of the total unemployment</li> </ul>
	<p><b>Inadequate economic diversification</b></p> <ul style="list-style-type: none"> <li>• 80% employed in the informal economy</li> <li>• Retail sector in Africa is <b>over-traded</b> and characterised by <b>‘me too’ operations</b>, with low margins and <b>low growth potential</b>.</li> </ul>
	<ul style="list-style-type: none"> <li>• <b>Inadequate Innovativeness and entrepreneurship</b></li> <li>• <b>Insufficient business support and Advice (i.e., rarely well-known at the grassroots level, lack of mentorship training and networking,</b></li> </ul>

Issues	Challenges
<p><b>Skills Development/The African TVET Systems</b></p>	<p><b>Access and Equity</b></p> <ul style="list-style-type: none"> <li>• Low level formal TVET enrolment (image, fees, transition, etc.)</li> </ul> <p><b>Quality and Relevance:</b></p> <ul style="list-style-type: none"> <li>• TVET-largely <b>decontextualized</b> from the economic and social reality in which young people live</li> <li>• Limited prospective employers/private sector engagement (input into curriculum design, training delivery and students’ assessment and certifications)</li> <li>• <b>Inadequately qualified TVET teachers</b> (lack relevant practical work experiences, low level of salaries, social status and career perspectives)</li> <li>• <b>Inadequate infrastructure resources</b>-undervalued and devoid of resources result in poor infrastructure (obsolete or damaged)</li> </ul>

# Cont'd

Issues	Challenges
<p><b>Skills Development/Th e African TVET Systems</b></p>	<p><b>Inadequate implementation capacities at all levels</b></p> <ul style="list-style-type: none"> <li>• Weak coordination and partnerships among salient stakeholders</li> <li>• Weak Governance, Leadership and Management capacity of TVET at all levels</li> </ul>
	<p><b><i>Weak Labour Market Information system for TVET</i></b></p> <ul style="list-style-type: none"> <li>• Absence or inadequate latest and accurate LMIS on the supply and demand sides of skills</li> </ul>
	<p><b><i>Low Prestige and Attractiveness of TVET</i></b></p> <ul style="list-style-type: none"> <li>• Still considered as a domain for less academically gifted students</li> </ul>
	<p><b><i>Insufficient Funding</i></b></p> <ul style="list-style-type: none"> <li>• Inadequate funding from main governmental sources</li> <li>• Limited diversification and differentiation of sources of resource</li> <li>• Resource allocation mechanisms</li> </ul>
	<p><b><i>Weak M&amp;E and reporting capacities at all levels</i></b></p>

- 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

## 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**