

# FIT! Initiative Senegal / " Support to the reform of TVET in Senegal "

Providing young people with equitable access to vocational training aligned with labor market demands

## Context

Every year, around 300,000 young Senegalese enter the workforce, yet companies in emerging industries still face challenges in finding qualified workers. Currently, Senegal's vocational and technical training system (TVET) does not equip individuals with the skills that match private industry needs. To address this issue, aligning training programs with market demands is essential, as this will drive economic growth and improve job opportunities for young people. A better match between the supply of training and the needs of the labor market is essential for sustained growth of the economy, driven by competitive private companies, and for decent employment prospects for young people.

In response to this challenge, the Senegalese government is prioritizing the development of TVET and aims to guide 30% of the graduates from the basic cycle in TVET by 2030, compared to 10% in 2022.

## Approach

FIT! Senegal brings together Senegalese and European partners who are working together to support young people towards employment in the context of the Dakar 2026 Youth Olympic Games and for its legacy. Within this Initiative, the project "Support for the Reform of Vocational Training" (RéFoP) is co-financed by the German Cooperation and the European Union and aims to strengthen the equitable access of young people to vocational training adapted to the needs of the labor market.

Following its first phase (2020-2024), the project contributes to the promotion of equity in vocational guidance and training in relation to gender and vulnerable groups, to deploying training in promising career paths in cooperation with the private sector and to promoting innovations such as digital technology, ecology and sport in training programs.

The objective is:

Providing young people with equitable access to vocational training aligned with labor market demands

Project Name	Support for the reform of vocational training in Senegal (RéFoP)
Commissioned by:	German Federal Ministry for Economic Cooperation and Development (BMZ)
Cofinancing	European Union (EU)
Institutional supervision	Ministry of Vocational Training
Zones	National, Dakar, Diourbel, Kaolack, Saint-Louis, Thiès, Ziguinchor and Kédougou
Duration	06/2024 – 10/2027
Volume	€13 million (BMZ and EU)



## Key results of 1<sup>st</sup>Phase (2020-2024)

43 strategic, regulatory and planning documents have been developed for the TVET system, for example on career guidance, gender and inclusion, dual training, digital transformation and monitoring and evaluation.

368 private TVET establishments throughout the country were audited to ensure quality training.

4 digital platforms and information systems have been created or strengthened for online learning and for efficient management of the system's staff, training institutions and dual training program.

1930 TVET actors (including 617 women) have been trained in dual training, administrative and financial management, use of digital technology, career guidance and gender.

22 private sector organizations and 7 public organizations were supported to pilot the dual training.

8370 young people (including 364 women) were enrolled in dual training in 12 programs in 5 sectors and 6 regions, with the participation of 190 companies and 32 schools.

The project is articulated around the following three areas:

### 1) Improving offers to promote equitable access to TVET

Through advisory and support for the implementation of the strategy to guide 30% of those leaving the basic cycle towards vocational training by 2030 and to improve gender equity and inclusion of people with disabilities and vulnerable groups, the project will implement measures to promote guidance and retention in vocational training schools for **20,000 young people, including 10,000 girls/women and 500 people with disabilities.**

### 2) Improving the offer of cooperative vocational training programs

The project aims to strengthen and improve the provision of cooperative training programs in line with the labor market. Implemented in 7 regions of Senegal, (Dakar, Diourbel, Kaolack, Kédougou, Saint-Louis, Thiès and Ziguinchor) and in six promising sectors (industry, construction works, renewable energy, digital, agriculture and hospitality), the project continues to extend the cooperative approach to other trades and sectors as well as other forms of apprenticeship. Despite a focus on dual training system, the project also strengthens young people's access to training centers following a traditional apprenticeship for a better integration into the formal system. Local public and private actors will be supported in the development and implementation of vocational guidance, as well as capacity reinforcement and support for the professional integration of young people.

Public private partnership mechanisms for cooperative vocational training are strengthened by providing technical, organizational and strategic advice to key stakeholders such as companies and private sector organizations, chambers of commerce and trade unions, as well as government coordinating bodies such as the PF2E.

It is also a question of integrating gender sensitivity, disability mainstreaming and green skills in a cross-cutting way, building on tools from the previous phase of the project. **600 companies are targeted, and 20 training programs will be implemented.**

### 3) Strengthen the innovation capacity of the TVET system

The project aims to strengthen innovation capacities in three areas: the promotion of digital approaches, the support of the implementation of green aspects and "sport for development" in vocational training

The project will support the ministry by accompanying digital approaches in vocational training through the E-jang online training platform for the development of digital skills for young people, such as digital clubs set up.

The implementation of innovative approaches for green TVET will be supported to develop ecology related skills focused on the needs of the private sector and to support vocational training centers in a greening process.

The "sport for development" approach to strengthen employability skills through sport will be implemented in a selection of institutions in the project's intervention regions.

**500 training staff, including 200 women, will be targeted.**

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