

REPUBLIC OF RWANDA



**MINISTRY OF EDUCATION
P.O. BOX 622 KIGALI**



**Association
pour le développement
de l'éducation
en Afrique**

Declaration of the Kigali Ministerial Conference of the Inter-Country Quality Node on Technical and Vocational Skills Development (ICQN-TVSD) on "Promoting Investment in Skills and Competencies acquisition by trainers and entrepreneurs in African countries "

8 October 2015, Kigali, Rwanda

THE KIGALI DECLARATION

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We,

Ministers in charge of Employment and Vocational Training of the following African countries :

Hon. Narciso Damasio dos SANTOS BENEDITO, Assistant-Minister of Education in charge of Technical and Vocational Training of the Republic of Angola ;

Hon. Kenneth Kgotla AUTLWETSE, Assistant-Minister, Ministry of Education and Skills Development of the Republic of Botswana ;

Hon. Salifou DEMBELE, Minister for Youth, Vocational Training and Employment of the Republic of Burkina Faso ;

Hon. Saku DUKULY, Assistant Minister for Science, Technology, Vocational and Special Education ;

Hon. Benjamina Ramarcel RAMANANTSOA, Minister of Employment, Technical Education and Vocational Training of the Republic of Madagascar ;

Hon. Chaibou DAN-INNA, Minister for Vocational Training and Technology of the Republic of Niger ;

Hon. Albert NSENGIYUMVA, Minister of State in Charge of Technical and Vocational Education and Training, Ministry of Education of the Republic of Rwanda

And Representatives of the following Ministers :

Mr. Gilbert G. MIGAN, Technical Adviser, representing the Minister of State in charge of Secondary Education, Technical and Vocational Training, Retraining and Integration of Youth of the Republic Benin ;

M. Auxence Léonard OKOMBI, Director General of Qualifying Training and Employment representing the Minister for Technical Education, Vocational and Qualifying Training and Employment of the Republic of Congo ;

Mr. N’Goh BAKAYOKO, Deputy Chief of Staff, representing the Minister of State, Minister of Employment, Social Affairs and Vocational Training of the Republic of Côte d'Ivoire ;

Dr. Omneya EISayed ALI NOURREDIN, Technical Advisor to the Minister for International Cooperation and Civil Society, representing the Minister of Education of the Republic of Egypt ;

Mr. Sebastian DEH, Executive Director of the Council for Technical and Vocational Education and Training (COTVET) representing the Minister of Education of the Republic of Ghana ;



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M. Jayarajan TANA PAKION, Manager of the Institute of Training and Development, Representing the Minister of Education, Human Resources, Tertiary Education and Scientific Research of the Republic of Mauritius ;

M. Zakaria Issa MAHAMAT, Inspector General for Administration, Ministry of Education and Vocation Training of the Republic of Chad,

And also in attendance

Mr. NGATHE Kom Philippe, Technical Adviser to the Minister for Employment and Vocational Training of the Republic of Cameroon ;

Mr. Dramane TOGOLA, Head of Research and Programs Division, Ministry for Employment and Vocational Training, Youth and Citizenship Building of the Republic of Mali

Were also in attendance :

Ms. Oley DIBBA WADDA, ADEA Executive Secretary ;

Ms. Mary-Luce NIADA-FIAUX, Education and Training Advisor, West Africa, Swiss Development Cooperation (SDC) ;

Ms. Verena BECKER, Advisor to the German Ministry of Economy and Development, German Technical Cooperation (GIZ) ;

Mr. Hamidou BOLY, Coordinator of Education and Agricultural Training (NEPAD) ;

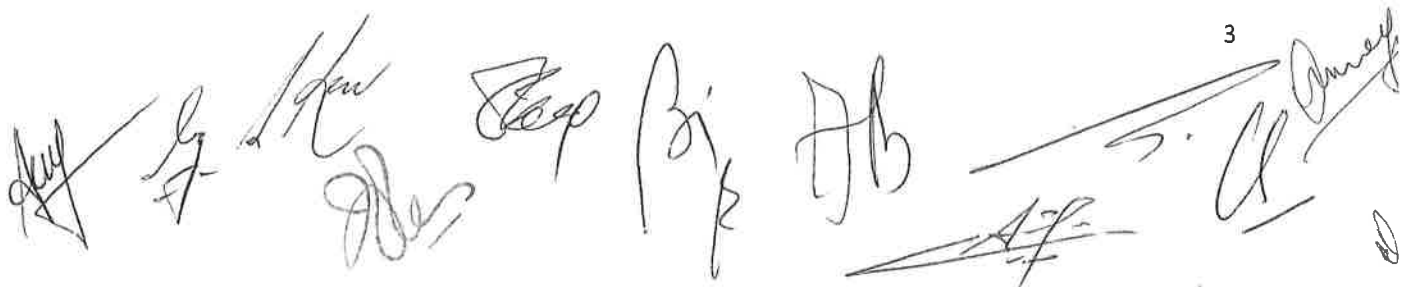
Mr. Telsem MADJASTAN, Education Program officer in Chad (SDC) ;

Mr. Hervé-Huot Marchand, Education Program Specialist, UNESCO Multisectoral Office, Dakar

All gathered in Kigali on the 8th of October 2015,

Considering that :

- Africa faces an enormous challenge to train and qualify a large and growing number of young people and enable them to acquire the skills and expertise they need to fit quickly into jobs and professions current and emerging and thus effectively participate in socio-economic development of their country;
- Trainers and entrepreneurs in charge of these young people in training centers and enterprises are in short supply and especially lack opportunities to improve and renew their educational and professional skills so as to cope with current and future developments in the labor market ;



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- Without real opportunities for updating and renewing the educational and professional skills of trainers in training centers as well as enterprises, training systems in African countries will not meet the expectations of young people and their families for relevant and quality skills, let alone the ambitions of economic emergence expressed by many countries on the continent

Taking into account that:

- The 2063 Agenda of the African Union whose African Common Position (ACP) to the development program for the post-2015 period states that the pillars on which Africa will stand to achieve its vision are, among others: (i) structural economic transformation and inclusive growth and (ii) the mastery of science, technology and innovation ;
- The regional economic communities have made TVSD a priority in their economic and social development strategies ;
- Countries have formulated policies and policy frameworks for the development of education and training in which the training and integration of young people figure prominently.

Have committed to:

- Promote, through inter-country cooperation, policies and practices relating to the Training of Trainers and Entrepreneurs (ToTE) by relying in particular on good practices identified during the conference and creating within the ICQN / TVSD a platform for exchange on ToTE experiences implemented in Member countries of the Node ;
- To pay a special attention to increases in the investment in training of trainers not only at their initial and in-service training, but also during their pedagogical and technical and professional (re)training ;
- Favor training policies that strengthen training capacities in both the formal and informal sectors ;
- Encourage the development of "dual" education and apprenticeship systems as well as the incubation centers that bring together in a close partnership trainers and entrepreneurs in order to initiate coordinated training between teachers, tutors, apprentice masters and entrepreneurs ;
- Include in all youth training courses, corporate and professional training periods at the workplace regardless of the forms these courses will take: internship, sandwich training (dual system), apprenticeship, training and production, etc.;
- Strengthen the productive capacities and levels of qualification of entrepreneurs and business professionals in urban and rural areas, especially those managing micro, small and medium enterprises to enable them to

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develop qualitatively and quantitatively their productive activities and services and be able to integrate as many young people seeking employment into labor markets ;

- Improve training of trainers and entrepreneurs in sectors with high employment and growth potentials, particularly in the manufacturing and agriculture sectors, so that they become priority investment sectors ;
- ensure that employment and workforce surveys leading to analysis of new developments in the labor market and skills gaps by economic sector are undertaken at least annually in order to be shared across countries and thereby promote training systems able to withstand and anticipate these changes ;

We Recommend,

To governments :

- to contribute to setting up of a national training Fund or any funding scheme to finance the training of trainers and entrepreneurs when this fund does not exist ;
- to implement management training, technological innovation and entrepreneurship for the informal sector entrepreneurs ;
- to establish and / or continue the development of a dynamic partnership framework and cooperation between the vocational training centers and private sector actors ;
- to establish if not intensify measures that incentivize entrepreneurs to train young people in enterprises ;
- to develop validation and certification systems for skills acquired in a professional situation especially for the benefit of entrepreneurs and craftsmen who train young people using traditional apprenticeship or renovated traditional apprenticeship ;
- to institutionalize the training of trainers by creating institutions solely dedicated to that purpose where they do not exist

to Private sector actors:

- to get heavily involved in the design and / or updating of curriculums/training programs as well as in the creation and / or improvement of training facilities for young people in the informal sector ;
- to conduct within their organizations regular updates of entrepreneurs' skills in order to enable them to remain abreast of if not to anticipate the professional and technological developments in their trades and their business sector ;
- to encourage enterprises to become partners of training institutions particularly in the context of apprenticeship and dual/sandwich training ;
- to get involved in the reform of training schemes and youth skills development courses to ensure they are better focused on the real needs of the labour market ;



- to implement the measures taken by Member States to effectively support the creation of entrepreneurial activities by young people ;

To technical and funding partners :

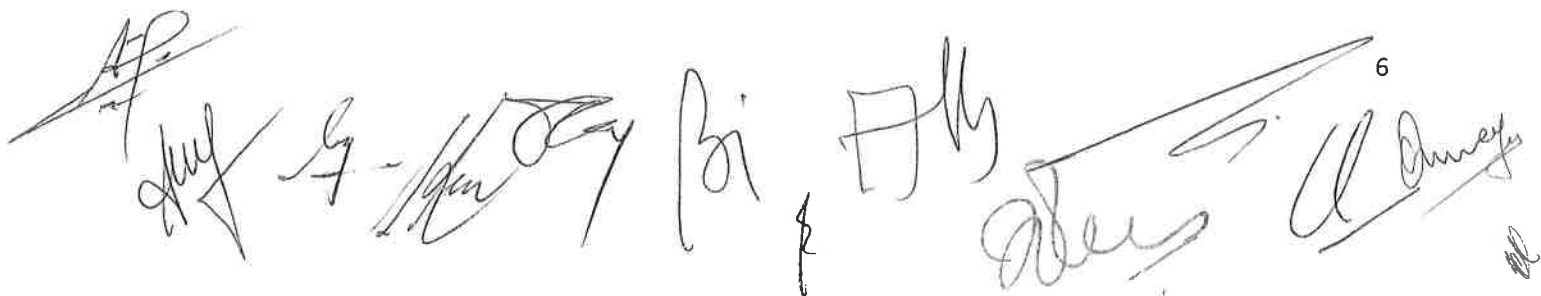
- to target their support and financial means towards leveraging a significant increase in trainers' skills and entrepreneurs ;
- to prioritize reforms that develop training center-entreprises partnerships and which establish and / or strengthen training systems geared towards dual training and/or apprenticeship ;
- to support inter-country cooperation and pool together best practices in the field of training of trainers and entrepreneurs ;
- to promote inter-country comparative analysis training experiences of trainers and entrepreneurs.

Express our heartfelt gratitude to:

The Government of the Republic of Rwanda for its strong investment in the preparation and holding of the Conference ;

The people and the highest authorities of the Republic of Rwanda for the very warm welcome that has been extended to us during this conference.

Done in Kigali on 8th of October 2015 }



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Have signed

For the Republic of Angola

Hon. Narciso Damasio BENEDITO dos SANTOS, Assistant-Minister of Education in charge of Technical and Vocational Training of the Republic of Angola



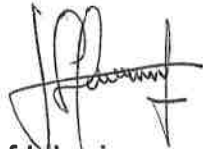
For the Republic of Botswana

Hon. Kenneth Kgotla AUTLWETSE, Assistant Minister, Ministry of Education and Skills Development



For the Republic of Burkina Faso

Hon. Salifou DEMBELE, Minister for Youth, Vocational Training and Employment



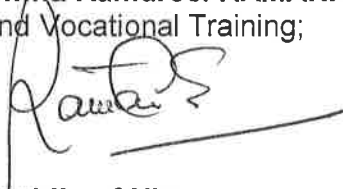
For the Republic of Liberia

Hon. Saku Dukuly, Assistant Minister of Technical Education and Vocational Training for Science and Special Education;



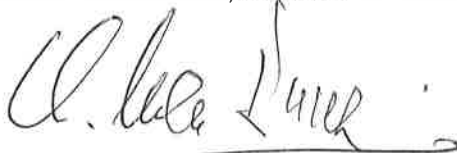
For the Republic of Madagascar

Hon. Benjamin Ramarcel RAMANANTSOA, Minister of Employment, Technical Education and Vocational Training;



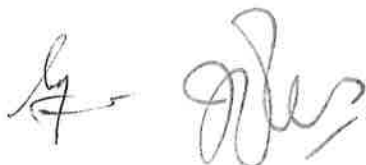
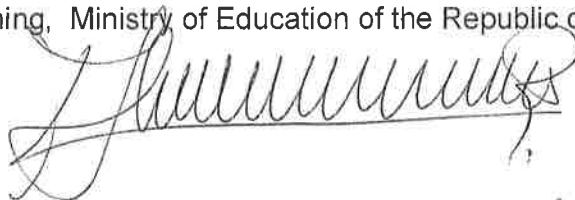
For the Republic of Niger

Hon. Chaibou DAN INNA, Minister for Vocational and Technical Teaching



For the Republic of Rwanda

Hon. Albert NSENGIYUMVA, Minister of State in Charge of Technical and Vocational Education and Training, Ministry of Education of the Republic of Rwanda



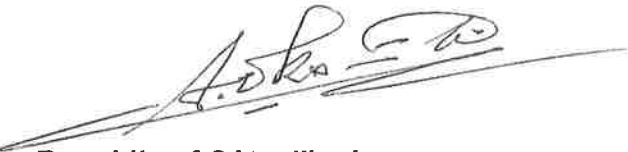
For the Republic of Benin

Mr. Gilbert G. MIGAN, Technical Advisor, Representing the Minister of State in charge of Secondary Education, Technical and Vocational Training, Retraining and Integration of Youth of the Republic Benin ;



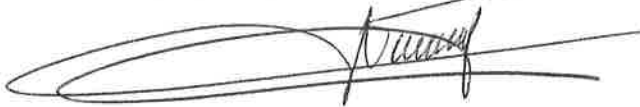
For the Republic of Congo

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For the Republic of Côte d'Ivoire

Mr. N'Goh BAKAYOKO, Deputy Chief of Staff, representing the Minister of State, Minister of Employment, Social Affairs and Vocational Training



For the Republic of Egypt

Dr. ALI Omneya ElSayed Nouredin, Technical Adviser to the Minister for International Cooperation and Civil Society, representing the Minister of Education



For the Republic of Ghana

Mr. Sebastian DEH, Executive Director of the Council on Technical Education and Vocational Training (COTVET) representing the Minister of Education



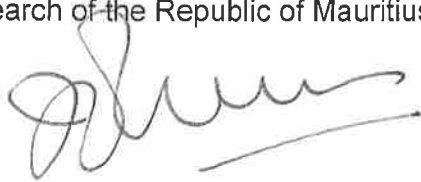
For the Republic of Mali

Mr. Dramane TOGOLA, Head of Research and Programs Division, Ministry of Employment and Vocational Training;



For the Republic of Mauritius

Mr. Jayarajan TANA PAKION, Manager of Institute of Training and Development, representing the Minister of Education, Human Resources, Tertiary Education and Scientific Research of the Republic of Mauritius



For the Republic of Chad

M. Zakaria Issa MAHAMAT, Inspector General for Administration, Ministry of Education and Vocation Training of the Republic of Chad

