The development of apprenticeship in Africa: State of the art in eight countries in terms of innovation, progress and challenges

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The countries of the West African Economic and Monetary Union (UEMOA)
### FACTS AND FIGURES FOR THE COUNTRIES OF THE UEMOA

<table>
<thead>
<tr>
<th></th>
<th>Population</th>
<th>% completed primary education</th>
<th>Literacy rates</th>
<th>% who enter secondary education</th>
<th>% of secondary students in the EFTP</th>
<th>% of the public education budget dedicated to the EFTP</th>
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<td>Benin</td>
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<td>Côte d'Ivoire</td>
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<tr>
<td>Guinea Bissau</td>
<td>55-65% aged under 25</td>
<td>40-60%</td>
<td>20-70% of adults (aged 15-60) et 25-85% of people aged 15-25</td>
<td>15-35%</td>
<td>2-8%</td>
<td>5-10%</td>
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### FACTS AND FIGURES FOR THE COUNTRIES OF THE UECOA

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<tr>
<th>Country</th>
<th>Trades in the artisan sector</th>
<th>% of trades in formal EFTP</th>
<th>Number of places provided in formal EFTP</th>
<th>Number of apprentices</th>
</tr>
</thead>
<tbody>
<tr>
<td>Benin</td>
<td>210</td>
<td>4-15%</td>
<td>5,000-60,000</td>
<td>200,000-1,800,000</td>
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<tr>
<td>Burkina Faso</td>
<td>110</td>
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<td>Côte d'Ivoire</td>
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<tr>
<td>Guinea Bissau</td>
<td>n/a</td>
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<tr>
<td>Mali</td>
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<td>Niger</td>
<td>206</td>
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<tr>
<td>Senegal</td>
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<tr>
<td>Togo</td>
<td>140</td>
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</table>
Formal and informal jobs within the UEMOA

- Benin
- Burkina Faso
- Côte d'Ivoire
- Guinée Bissau
- Mali
- Niger
- Sénégal
- Togo
Tools for apprenticeship development

1. Establishment of sectoral associations
2. Detailed definition of the content of trades and development of training programmes
3. Training for trainers (formal and home-grown)
4. Introduction of a dual system to make formal training centres accessible to those in informal apprenticeships
5. Allocation of finances to fund the training
6. Creation of new qualification certificates within the formal EFTP system to recognize the qualifications of apprentices from the informal sector
AN APPRENTICE’S JOURNEY TO CERTIFICATION IN SENEGAL

Professional Apprenticeship Certificate = CAP

Certificate of professional competence

(CCP) 1

CCP 2

CCP 3

CCP 4

CCP 5
**What, when and where?**

- 1994 to 2002, 17 districts of Cote d’Ivoire
- Since 2002, 11 districts
- 17 sectors [food - dressmaking - hairdressing - metalworking - woodwork for cars - electrics for cars - industrial electrics - electrics for construction - refrigeration - electronics - general mechanics - motor rewinding - car spraying - machining - plumbing]

**No. of out-of-school young people recruited**

- 1996 to 2010
- 13,215 young people
- 2,548 apprentices in training each year from 2012 (this is the ambition)

**No. of apprentices obtaining certificates**

- 3,719 apprentices in 2010
- 4,719 apprentices in 2012, i.e. 35.7% of the total number registered

**Potential for inclusion**

- 4,719 have obtained their certificates
- Insertion des certifiés interrogés: 40% (embauche 32% - auto emploi 68%)
- 2,614 left in their first year
- 5,882 not yet certified (inclusion, did not obtain certification, left early)
- 10,601 young people who could potentially be included
Surveys conducted among business owners 10 years after the launch of the new apprenticeships have shown that apprenticeships have had a positive effect for employers:

- On the quality of work (91.2%),
- On compliance with deadlines (80.7%),
- On customer service (89.3%) and
- On the way the workplace is run (73.7%)
ANNUAL UNIT COST OF TRAINING

- Informal
- Formal
The end!