



International
Labour
Organization

**REPORT OF THE 2-DAY HIGH LEVEL AFRICAN
REGIONAL CAPACITY BUILDING WORKSHOP ON
RECOGNITION OF PRIOR LEARNING (RPL) AND
SECTOR SKILLS BODIES (SSBS)**

**ORGANISED BY SUB-SAHARAN AFRICAN SKILLS
AND APPRENTICESHIP STAKEHOLDERS
NETWORK (SASASNET)
WITH THE SUPPORT OF THE
INTERNATIONAL LABOUR ORGANISATION (ILO)**

**HELD FROM THE 21ST – 22ND NOVEMBER 2023,
AT THE BEST WESTERN, AIRPORT, ACCRA, GHANA**



GROUP PHOTO OF WORKSHOP PARTICIPANTS

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2. Acronyms

AfCFTA - Africa Continental Free Trade Agreement
AfDB – African Development Bank
APL - Accreditation of Prior Learning
ACQF - African Continental Qualifications Framework
ARM – African Regional Meeting
ASP - African Skills Passport” (ASP)
ASQCB - African Skills Qualifications and Certification Board
ATU - Accra Technical University
AU – African Union
CEO – Chief Executive Officer
CESA - Continental Education Strategy for Africa
CFP - Country Focal Person
CFTA – Continental Free Trade Area
CORBON – Council of Registered Builders of Nigeria
CTVET - Commission for TVET
EBRD – European Bank for Reconstruction and Development
ECOWAS – Economic Community of West African States
GIZ – German Development Agency
ILO – International Labour Organisation
LMIS - Labour Market Information System
LOC – Local Organising Committee
MoU – Memorandum of Understanding
MSDE - Ministry of Skills Development and Entrepreneurship
MQA – Mauritius Qualification Authority
MQA – Mining Qualification Agency
NBTE – National Board for Technical Education
NEET - Not in Education, Employment and Training
NSDC- National Skills Development Corporation
NSQF - National Skills Qualification Framework
PIA – Project Implementation Agency
PLAR - Prior Learning Assessment Recognition
RPL - Recognition of Prior Learning
SASASNET – Sub-Saharan Africa Skills and Apprenticeship Stakeholders Network
SEPA - Skills for Employability and Productivity in Africa
SETA – Sector Education and Training Authority
SG – Secretary General
SSA - Sub-Saharan Africa
SSCs - Sector Skills Councils
STED – Skills for Trade and Economic Diversification
TVET – Technical and Vocational Education Training
UNDP – United Nations Development Programme
UNESCO – United Nations Scientific, Educational and Cultural Organisation
WB – World Bank

3. Acknowledgements

We extend our sincere gratitude to all the in-person and virtual participants both from Ghana and other parts of Africa who attended the RPL Capacity Building Workshop for the Sub-Saharan Africa Skills and Apprenticeship Stakeholders Network (SASASNET) held on 22nd - 23rd November 2023, at Best Western Premier Hotel in Accra. Your active engagement and valuable contributions have paved the way for the successful organisation of the African Regional Capacity Building Workshop held on 21st and 22nd November 2023 in Accra, Ghana.

The commitment and dedication of the following members of the Local Organising Committee (LOC) in not only ensuring the success of the regional workshop but also enhancing workforce development across Africa are deeply appreciated.

1. Dr. Daniel Baffour-Awuah, Executive Director, Workforce Development Institute / Chairman, LOC Ghana
2. Mrs. Deborah Freeman, Executive Secretary, Informal Economy Workers' Forum Ghana (INFORUM) / Secretary, LOC Ghana
3. Prof. Ernest Christian Winful, Dean of International Programmes, Accra Technical University (ATU) / Member, LOC Ghana
4. Ms. Mabel Koranchie Dansoh, Head of Unit, Business Dev. Directorate, Accra Technical University (ATU) / Member, LOC Ghana
5. Mr. Robert Danful, TVET Expert / Member, LOC Ghana
6. Mr. Anthony Selorm Kofituo Morrison, Chairman, Ghana Agriculture Sector Skills Body for Commission for TVET / Member, LOC Ghana
7. Ernest Bentil, IT PERSONNEL, SASASNET
8. Mr. Frank Adetor, ILO Ghana Office
9. Ms. Elsie Agyemang Dua, ILO Ghana Office
10. Mr. David Prah- Ghana TVET Service
11. Theodore Mawuli Amedza -Ministry of Employment and labour Relations
12. Mr. Felix Metsiwodzi - Principal, Pilot Training Institute
13. Francis Dogbey - Lecturer, Pilot Training Institute
14. Mrs. Rita Mensah- Administrator, Pilot Training Institute

We are also grateful to our Development Partners, ILO, AfDB, Swedish Embassy and others who supported us during the planning and implementation of the workshop.

We specifically wish to appreciate the full and critical support of Dr. Vanessa Phala, ILO Country Director for Ghana, Nigeria and Sierra Leone and Liaison for ECOWAS, and her team, and Dr. Ashwani Aggarwal, Workgroup Leader (Skills Policy, Systems and Digitalization) Skills and Employability Branch, Employment Policy Department, ILO Geneva, who were all actively involved throughout the process of planning and implementation of the workshop.

The invaluable support of the SASASNET Secretariat is acknowledged, especially Prof. Idris Mohammed Bugaje, Chairperson, and Hon. Ousman Sillah, Secretary General, as well as the NBTE for the guidance and provision of the necessary logistics for the workshop.

The participants appreciated and benefited greatly from the knowledge and rich experiences shared by the strategically selected resource persons from Africa, Asia and Europe in the persons of Ms. Eyerusalem Fasika, Country Manager for the African Development Bank (AfDB) in Ghana, Dr. Samson A. Opaluwah, Chairman CORBON, Nigeria, Mr. Thabo Mashongoane, CEO, Minig Quality Authority (MQA), South Africa, Mr. Norman Letsoalo, Department for Higher Education and Training, South Africa, Dr. Kaylash Allgoo, RPL Expert/Consultant and SASASNET Focal Person for Mauritius, Mr. Anthony Morrison, Chairperson, Agri-Business, Sector Skills Board (SSB), Ghana, Dr. Ved Mani Tiwari, Chief Executive Officer (CEO), National Skills Development Corporation (NSDC), India, Mr. Martin-Christian Kent from ILO, Geneva, and Ms. Biljana Radonjic Ker-Lindsey, Associate Director, European Bank for Reconstruction and Development (EBRD).

We also acknowledge the opening statement delivered by David Prah, Deputy Director General of Ghana TVET Service, who deputised the Hon Minister of Education, and the remarks made by Mr. Eric Nyarko, a Representative from the Commission for TVET (CTVET) in Ghana, and Mr. Kingsley Laar from the Ghana Employers' Association.

4. Background

The African Union's Agenda 2063 aims to achieve inclusive and sustainable growth across the continent. One of the key strategies to realize this vision is to invest in the skills development of professionals and practitioners to support employment opportunities. The Continental strategy for TVET and the Continental Education Strategy for Africa (CESA 2016-25) provide a framework for intervention and support in this area.

The International Labour Organization (ILO) also aligns its work in the region with the Abidjan Declaration, "Advancing Social Justice: Shaping the Future of Work in Africa", which was adopted at the ILO's 14th African Regional Meeting (ARM) in December 2019. The declaration emphasizes a human-centred approach and is consistent with the ILO's Strategy on Skills and Lifelong Learning 2030 and the joint report with the African Development Bank on strengthening TVET in Africa for resilient skills policies and systems. This workshop will contribute to promoting inclusive skills development opportunities in the region.

As part of its inaugural activities following its formal launch in July 2023 in Abuja, Nigeria, the Sub-Saharan African Skills and Apprenticeship Stakeholders Network (SASASNET) organised a two-day Capacity Building and Learning Workshop on Global Best Practices in Recognition of Prior Learning (RPL) and Sector Skills Bodies (SSB) for member countries on 21 – 22 November 2023, in Accra, Ghana. The International Labour Organisation (ILO) provided policy advice and technical assistance to SASASNET to help achieve the objectives of the workshop.

4.1. Sector Skills Bodies (SSB)

Sector Skills Bodies (SSB) are organizations that aim to bridge the gap between skills demand and supply within a specific sector. They bring together key stakeholders, such as employers, workers' organizations, enterprises, and educational and training institutions, to identify and address the sector's skills needs. However, many countries face challenges in establishing and sustaining sector skills councils.

4.2. Recognition of Prior Learning (RPL)

The informal economy dominates most of the African countries. A vast majority of workers in the informal economy acquire workplace skills by informal means and do not have qualifications. In the absence of qualifications, they face severe disadvantages as far as finding decent jobs, migrating to other regions and

accessing further education and training. One of the critical components for the transition from informal to formal economy is the certification of competences of Master Craft Persons through the Recognition of Prior Learning (RPL). Unfortunately, most formal education and training systems are not geared to recognize non-formal and informal learning. Many countries have initiated steps towards establishing RPL systems, but the majority face challenges to their successful implementation.

To address these two crucial challenges, SASASNET decided to organize a regional capacity building workshop to discuss them and explore good practices and success factors for establishing and sustaining effective sector skills councils and RPL systems.

The regional workshop for SASASNET member countries which initially targeted approximately 80 participants from various sectors, was attended by over 120 stakeholders, representing ministries, regulatory bodies, SSB/SSC, awarding and assessing bodies, TVET authorities and training providers, social partners, SASASNET Executive Committee members, development partners, experts, and academia.

SASASNET was responsible for organising the two-day continental event, which entailed the program planning and coordination of the workshop, provision of memorabilia e.g. conference bags, note pads, pens, etc., logistics management, publicity and invitations to participants.

The International Labour Organisation (ILO), as the collaborating partner, provided technical support and grants to defray the cost of venue and lunch during the event, identify and facilitate the participation of key resource persons, as well as designed the program together with SASASNET.

5. WORKSHOP OBJECTIVES

This two-day capacity-building workshop aimed to achieve the following objectives:

1. To enhance the skills and knowledge of policy makers, regulators, members of skills councils, social partners, TVET authorities and training providers, practitioners, and experts on the global best practices in RPL and Sector Skills Bodies.
2. To facilitate knowledge and experience sharing on the establishment and functioning of existing sector skills bodies and RPL systems among the participants.
3. To provide best practices and standards that can inform and guide the development of national and international policies on RPL and sector skills bodies.
4. To raise awareness among the stakeholders on the objectives and operations of SASASNET.

6. CONFERENCE REPORT: AFRICAN REGIONAL CAPACITY BUILDING WORKSHOP ON RECOGNITION OF PRIOR LEARNING (RPL) AND SECTOR SKILLS BODIES (SSB), ACCRA, GHANA (21ST – 22ND NOV. 2023)

6.1. Introduction: The African Regional Capacity Building Workshop on RPL and SSB was held on 21st and 22nd Nov 2023 in Accra, Ghana by SASASNET with the support of ILO. The workshop provided a platform for rich discussions and insights into addressing the challenges faced by the TVET sector in Africa. The 2-day workshop explored the best practices and collaborative strategies for sustainable growth in the continent. This report encapsulates the key discussions during the workshop and highlights the significant points addressed.

6.2. Day One: Tuesday, 21 November 2023

Opening Session: The conference commenced with Mr. Eric Nyarko, a Representative from the Commission for TVET (CTVET) in Ghana, expressing gratitude to the Sub-Saharan Africa Skills and Apprenticeship Stakeholders Network (SASASNET) for organising the workshop. The event aimed to address crucial topics of Recognition of Prior Learning (RPL) and Sector Skills Bodies (SSBs) in Africa.

Statement by SASASNET Chairperson: Engr ADK Muhammad, standing in for Prof. Idris Bugaje, highlighted the importance of RPL and SSBs, emphasizing their role in recognizing skills and knowledge, particularly in informal apprenticeships. He stressed the need for standardization and certification, with a focus on collaboration to modernize systems across the continent.

Opening Remarks by Session Chairperson: Mr. Eric Nyarko outlined CTVET's role in regulating and transforming TVET in Ghana, emphasizing the successful implementation of RPL with support from GIZ (German Development Agency). He acknowledged the challenges ahead in dealing with a large population, many unemployed, and looked forward to sharing experiences with other countries.

Statement by SASASNET Secretary General (SG): Hon Ousman Sillah welcomed participants and acknowledged the recent passing of Dr. Gabriel Jaw, a founding member of SASASNET. He emphasized the partnership between government and the private sector and presented a plaque to the Minister of Education in Ghana in recognition of their importance. Other dignitaries present were honoured for their exceptional collaboration with SASASNET, namely Dr Ashwani Agarwal, Dr Vanessa Phala and Dr Fekadu A. Demissie.

Statement by ILO Country Director: Dr. Vanessa Phala from the International Labour Organisation (ILO) expressed support for SASASNET and highlighted the need for coordinated TVET systems. She outlined the pillars of the 2020 Global Commission for the Future of Work and emphasized the importance of quality apprenticeships. Dr. Phala announced the ILO's collaboration with CTVET in Ghana to pilot a quality apprenticeship model.

Remarks by Employers Organisation, Ghana: Kingsley Laar from the Ghana Employers' Association emphasized the role of employers in RPL and the effectiveness of SSBs. He called for

a dynamic TVET environment, highlighting the importance of recognizing skills in a formal framework.

Remarks by Workers Organisation, Ghana: Deborah Danquah Freeman from the Informal Economy Workers' Forum stressed the significance of RPL for the informal economy, where over 85% of the Ghanaian workforce operates. She outlined steps taken by the Informal Economy Worker's Forum - Ghana, including a Memorandum of Understanding (MoU) with Accra Technical University (ATU) for nationwide training of 5 million informal economy workers over five years.

Official Opening of Workshop: David Prah, Deputy Director General of Ghana TVET Service, on behalf of the Hon Minister of Education, highlighted the transformation of TVET in Ghana and the importance of recognizing skills at all levels. He officially declared the workshop open.

Keynote Presentation by ILO: Dr. Ashwani Aggarwal presented on "Skills and Lifelong Learning for Sustainable Growth in Africa: Challenges and Strategies." He highlighted global trends, the challenge of skill mismatches, and the importance of continuous learning. Dr. Aggarwal outlined the ILO's strategy on skills and lifelong learning, focusing on improved policies, strengthened skills intelligence, innovative learning programs, inclusive skill programs, and quality apprenticeships.

The keynote presentation underscored the need for collaboration and reform pathways tailored to each country. Dr. Aggarwal concluded by citing the example of Singapore's successful alignment of skills policy with economic development.

Martin-Christian Kent from ILO set the stage for the afternoon session, framing it as an opportunity to delve into the implementation of Sector Skills Bodies (SSBs) across various countries. Four speakers were introduced to share their experiences, shedding light on the successes, challenges, and recommendations related to SSBs.

Presentation by Samson A. Opaluwah, Chairman CORBON, Nigeria: Mr. Opaluwah outlined Nigeria's TVET reforms, particularly focusing on the introduction of Sector Skills Councils (SSCs) in 2013. These SSCs played a vital role in developing qualifications frameworks and addressing skills gaps. He emphasized the importance of the National Council on Skills, and the challenges faced, including private sector distrust and inadequate institutional support. Despite challenges, the success stories of the Construction Industry SSC showcased tangible outcomes, such as NOS development and training of thousands of artisans.

Insights from Thabo Mashongoane, CEO, MQA, South Africa: Dr. Mashongoane provided insights into South Africa's SETAs, emphasizing their role in identifying trends, approving skills plans, and allocating grants. Challenges included bureaucratic processes and the ongoing need for industry involvement. Recommendations included aligning SSBs with government strategy, understanding industry training culture, and establishing good governance mechanisms.

Perspective from Anthony Morrison, Chairperson, Agri-Business SSB, Ghana: Mr. Morrison highlighted the role of Agri-business SSB in bridging the gap between policy and academia. He detailed the STED process for skills identification and the challenges faced by SSBs, including

outdated facilities and curricula. The importance of industry representation in SSBs was underscored, with 70% industry participation mandated.

Insights from Dr. Ved Mani Tiwari, Chief Executive Officer (CEO), National Skills Development Corporation (NSDC), India: Dr. Tiwari presented the SSB structure in India, emphasizing the need for sectoral skill gap studies and promoting apprenticeships. The autonomy of SSBs, diverse funding streams, and achievements in standardization and affiliation were highlighted. He concluded with future plans, focusing on upskilling the current workforce and utilizing digital technology in TVET.

Panel Questions: The panel fielded questions covering topics such as the establishment of overarching organizations, the optimal number of SSBs, the role of Awarding Bodies, the need for SSBs for people with special needs, and strategies for ensuring sustainability.

Parallel Thematic Sessions: Delegates participated in five thematic sessions discussing policy objectives, sustainability, engagement of employers in the informal economy, effective oversight bodies, and the organizational structure of SSBs.

Plenary Session: Presentation of Group Works and Discussions: Delegates reported back on their discussions. Key points included the need for SSBs to enable job seekers, sustainable financing models, engaging the informal sector, and the importance of an effective oversight body.

Summary and Recommendations by Dr. Kaylash Allgoo: Dr. Allgoo summarized key themes, emphasizing the need for SSBs to align with country-specific structures and partnerships, ensuring sustainable financing, and acknowledging the importance of effective governance. The day showcased a rich exchange of experiences, paving the way for continued discussions on day two.

The conference adjourned with anticipation for further exploration of best practices and collaborative strategies in the TVET sector.

6.3. Day Two: Wednesday, 22 November 2023

Opening Session: Nuru Yakubu welcomed delegates to the second day, and Dr. Kaylash Allgoo provided a comprehensive recap of day one, setting the stage for day two's activities.

Keynote Presentation: Global Perspectives on Recognition of Prior Learning (RPL): Challenges and Recommendations, Ashwani Aggarwal: Dr. Aggarwal began by sharing his experiences in South Africa and Tanzania, emphasizing the challenge of a large informal workforce lacking formal training or certification. He initiated a discussion on countries' RPL systems, revealing varied terms and methodologies. Dr. Aggarwal underscored the significance of recognizing informal learning, stating that only five percent of young people acquire skills through formal training.

The presentation delved into the diverse terminology of RPL globally, including Accreditation of Prior Learning (APL), Prior Learning Assessment Recognition (PLAR), and others. Dr. Aggarwal emphasized the political challenges and aspirational power behind RPL, advocating for transparent processes that recognize competence and experience without undermining formal pathways.

He highlighted drivers for RPL, such as supporting formal employment, obtaining better jobs, enhancing self-esteem, reducing education costs, promoting lifelong learning, and facilitating fair migration. The benefits for employers included having a certified workforce, improved productivity, innovation, quality assurance, and boosted worker morale.

Dr. Aggarwal detailed a generic RPL process, separating it from the training element but suggesting its sensible inclusion. Challenges discussed included the slow implementation, confusing language, and issues of parity with formal provision. Success factors encompassed quality assessment, effective monitoring, stakeholder involvement, alignment with standards, innovative assessment tools, and public awareness.

The presentation prompted a lively debate, exploring issues of competence demonstration, parity, cost-effectiveness, and the role of formal frameworks in assessing informal workers. Dr. Aggarwal emphasized maintaining standards and awareness.

Address by Ms. Eysaleem Fasika, Country Manager for the African Development Bank (AfDB): Ms. Fasika provided insights into AfDB's commitment to skills development within its Ten-Year Strategy, the Jobs for Youth in Africa Strategy, and the Skills for Employability and Productivity in Africa (SEPA) Action Plan 2022-2025. She stressed the importance of skills in the AfDB's infrastructure development and sector programs like agriculture and construction.

Ms. Fasika highlighted achievements, including substantial investments, facility construction, teacher capacity building, and equipping millions with vocational skills. The SEPA Action Plan aimed to invest approximately US\$ 700 million between 2022 and 2025, focusing on skills development infrastructure and strengthening the enabling environment.

She emphasized the need for private sector participation and strategic relationships to achieve goals, pointing out Africa's annual requirement of US\$ 40 billion and the current shortfall in donor contributions. The AfDB was positioned to assist in meeting these challenges.

The Hon Ousman Sillah expressed gratitude to Ms. Fasika, highlighting SASASNET's strategic engagement in skills and apprenticeships. He envisioned a partnership to establish common standards and spread best practices, marking the beginning of collaboration between the AfDB and SASASNET. He added that a paper highlighting the priority areas of SASASNET will be forwarded to Ms. Fasika soon.

Ms. Fasika welcomed the partnership, and it was agreed that SASASNET's Executive Board would engage with AfDB in Abuja, and national committees would connect with their respective AfDB country officers.

Online address by Ms Biljana Radonjic Ker-Lindsey, Associate Director, European Bank for Reconstruction and Development (EBRD): Dr. Aggarwal extended a warm welcome to Ms. Radonjic Ker-Lindsey, who joined the workshop remotely from a conference in Italy. She expressed gratitude for the invitation and provided insights into her role at EBRD, focusing on human capital development. EBRD, originally established to support Eastern Europe, Turkey, and the Arab States after the fall of the Berlin Wall, now concentrates on Africa, with a unique emphasis on the private sector.

Ms. Radonjic Ker-Lindsey emphasized EBRD's commitment to gender equality, equal opportunities, and inclusive finance. She highlighted the bank's recognition of the link between skills and climate change, large-scale shocks, and regional migration. A quarter of EBRD's investments are required to be inclusive, covering disabilities and gender.

She outlined EBRD's approach, combining commercially based loans with technical assistance, engaging in dialogue with clients to understand business changes and skills mismatches. The policy level involvement includes promoting private sector input into regional and national development. Ms. Radonjic Ker-Lindsey highlighted EBRD's investments of €20bn in inclusive and gender-smart initiatives, benefiting 80,000 young people.

Examples of EBRD's investments included projects in Ukraine, focusing on protecting human capital during critical times and supporting displaced people to re-enter the labor market. In Egypt, addressing a significant skills mismatch and high youth unemployment, EBRD worked to improve work transitions in schools. In Uzbekistan, they collaborated with a sound company to develop new occupational skills standards.

Dr. Aggarwal recognized the synergy between SASASNET, ILO, and EBRD, emphasizing the potential of Sector Skills Bodies (SSBs) as platforms for sustainability and RPL. The Hon Ousman Sillah expressed gratitude to Ms. Radonjic Ker-Lindsey, seeing an opportunity for SASASNET to coordinate and become a partner on the ground, addressing the need for a coordinated approach to skilling and reskilling in Africa. Ms. Radonjic Ker-Lindsey welcomed the dialogue and agreed to explore a partnership with SASASNET.

High-level Panel: Performance of RPL Systems (Lessons Learnt and Recommendations):

The session, introduced by Martin-Christian Kent, focused on how three countries—India, Mauritius, and South Africa—implemented RPL.

Dr. Ved Mani Tiwari, Chief Executive Officer (CEO), National Skills Development Corporation, India: Dr. Tiwari highlighted RPL's role as a pillar in India's lifelong learning system, accessible regardless of how or where learning occurred. The Ministry of Skills Development and Entrepreneurship (MSDE) and the National Skills Development Corporation (NSDC) coordinated various organizations to make the process responsive and efficient. Project Implementation Agencies (PIAs), recognized entities, conducted RPL assessments.

Digital technology played a vital role, enabling pre-assessment, counseling, career/learning pathways, and monitoring the quality of assessments remotely. Challenges included recruitment, time, and operational costs. Successes encompassed upskilling training for over 1.5 million individuals, income increases for 47% of beneficiaries, and 63% reporting enhanced workplace appreciation.

Dr. Tiwari recommended advocating RPL through various media, incentivizing businesses to certify their workforce, aligning RPL with formal education, using credits for career progression, incorporating digital literacy, ensuring competency standards are up-to-date, providing mentoring support, securing sufficient funding, and introducing bridge programs.

Mr. Norman Letsoalo, Department for Higher Education and Training, South Africa: Mr. Letsoalo explained South Africa's well-embedded RPL model, focusing on artisan recognition. The process involved career guidance, learning contracting, knowledge, practical and workplace assessments, artisan recognition, trade testing, certification, and quality assurance. The ARPL funding for 2021 was set at R35,000 for employed and R55,000 for unemployed individuals.

He emphasized the importance of career guidance to stimulate demand and engagement teams reaching out to potential learners. Candidates applied at accredited Trade Test Centres, completing an application form and a Portfolio of Evidence. Top-up training was provided, with successful candidates receiving certificates.

Dr. Kaylash Allgoo, Mauritius: Dr. Allgoo initiated his presentation by providing a definition of Recognition of Prior Learning (RPL) as "the acknowledgment through evaluation of a person's skills and knowledge acquired through previous training, work, or life experiences, which may be used to grant credit in a module or unit standard." He emphasized the crucial aspect of evaluation and stressed the necessity of a robust evaluation process with legal backing for certification.

In Mauritius, the responsibility for RPL lies with the Mauritius Qualifications Authority (MQA), guided by the Mauritius Qualifications Act 2001, which aims "to recognize and validate competencies for purposes of certification obtained outside the formal education and training systems."

The origins of RPL in Mauritius can be traced back to a policy for higher education, focusing on access from post-secondary education. Dr. Allgoo, in collaboration with colleagues and agencies, extended this initiative to support the informal sector, bringing livelihoods and upgrading skills. Learning from countries like South Africa, Canada, Australia, France, and Scotland, and with assistance from the French Government, Mauritius developed models for RPL.

In a country heavily reliant on tourism, a pilot project was launched in the sector, where 90% of employees were not certified. The need for RPL emerged to provide certificates to tourism workers, particularly as Mauritius began recruiting workers for cruise ships. Two types of RPL emerged: RPL for Access, offering an alternative route into a learning program for those lacking formal entry requirements, and RPL for Certification, aiming to award either a full qualification or part of it.

Dr. Allgoo outlined the four stages of the RPL process:

1. **Pre-screening:** Ensuring realistic expectations.
2. **Sensitization:** Added to raise awareness about RPL.
3. **Facilitation:** A tripartite process involving employers to ensure workplace recognition of competence.
4. **Assessment:** The actual evaluation of skills and knowledge.

He underscored the importance of pre-screening to manage expectations and the tripartite nature of the facilitation stage, involving employers. Employer involvement was critical for the success of RPL, but training employers to have the right mindset for assessment was equally vital.

The challenges faced by Mauritius in RPL included the cost, approximately half a monthly salary, the need for trained experts, especially for new or emerging sectors, the requirement for a basic level of literacy, and the absence of standards and qualifications for all sectors.

In conclusion, Dr. Allgoo highlighted areas of success, such as the Prime Minister's endorsement of RPL during a Labor Day rally, which generated significant interest. He also mentioned successful collaboration with social partners.

The session provided valuable insights into the implementation of RPL systems, showcasing successes, challenges, and recommendations for future consideration.

The SASASNET workshop held in Accra, Ghana, marked a crucial milestone in determining the future direction of the organization.

6.4. DISCUSSIONS ABOUT THE FUTURE OF SASASNET

The session was moderated by Hon. Ousman Sillah assisted by Dr. Kaylash Allgoo and Martin Kent (ILO).

6.4.1. Strategic Focus on SSBs and RPL:

- **Importance Emphasized:** The Hon Ousman Sillah highlighted the workshop's consensus on the pivotal role of Skills Development Boards (SSBs) and Recognition of Prior Learning (RPL) in effecting enduring changes in Africa's TVET landscape.
- **Championing Key Areas:** SASASNET was urged to champion SSBs and RPL, working towards standardization and best practice sharing across the continent.
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6.4.2. Membership and Engagement:

- **Inclusive Membership:** Mr. Sillah announced that all workshop participants, both physical and virtual, would automatically become SASASNET members, emphasizing the inclusive nature of the organization.
- **National Committees:** The establishment of national committees, with a legal registration as private, non-governmental organizations, was proposed. These committees would predominantly comprise members from the private sector, with the chairperson having a foot in both public and private sectors.

6.4.3. Proposed Platform:

- **Comprehensive Repository:** An update on www.SASSASNET.net outlined its role as a repository, offering a nation-specific drill-down feature. Each portal would be managed by its respective country.

6.4.4. SASASNET's Role Beyond SSBs and RPL:

- **Continental Qualifications Framework:** SASASNET was acknowledged as a potential driver for the African Continental Qualifications Framework (ACQF), expanding its focus beyond SSBs and RPL.
- **Diverse Partnerships:** Participants lauded SASASNET's existing partnerships with ILO, AfDB, and EBRD, urging continued engagement with organizations like the African Union, UNESCO, and other international donors.

6.5. RECOGNITION AND APPRECIATION

6.5.1. Recognition of organisers and delegates

- **Congratulatory Remarks:** The Hon Ousman Sillah commended delegates for their participation, praising the Local Organising Committee (LOC), with special mentions for Dr. Daniel Baffour-Awuah, Ms. Deborah Freeman, and the ILO Country Team.
- **Mission Acknowledged:** Delegates were acknowledged for their mission to change lives, with a belief that SASASNET, with the support of Africans, could be a transformative force for the continent.

6.5.2. Partnership Acknowledgment:

- **ILO's Pivotal Role:** SASASNET SG recognized the ILO as the first and leading partner of SASASNET. Continuous support from Dr. Aggarwal and Dr. Phala was praised, alongside the dedication of Professor Idris Bugaje and the Executive Board.

6.5.3. Future Vision and Team Collaboration:

- **Game-Changing Potential:** Mr. Sillah expressed confidence that SASASNET, with collective African support, could be a game-changer for the continent. He highlighted the untapped potential of Africa's natural resources and envisioned SASASNET as a formula for unlocking this potential.
- **Call for Collaboration:** Participants were urged to see themselves as integral team members, encouraging the sharing of ideas to further develop SASASNET's agenda

6.6. PRESENTATION OF AWARDS

The Secretary General, Hon. Ousman Sillah, on behalf of SASASNET, made a formal presentation of Awards of plaques with engravings of SASASNET Logo and citations to Dr. Ashwani Aggarwal, Group Work Leader, ILO, Geneva, the International Labour Organisation (ILO), received by Dr. Vanessa Phala, ILO Regional Director for Nigeria, Ghana, Liberia and Sierra Leone, and Liaison for ECOWAS, and Dr. Teshome Lemma Wodajo, Former Minister of Labour of Ethiopia and SASASNET Country Focal Person (CFP), in acknowledgement and appreciation of their support to the Network.

6.7. CLOSING CEREMONY

The SASASNET workshop in Accra, Ghana, culminated in a closing ceremony that encapsulated gratitude, reflections, and a shared commitment to the future of Technical and Vocational Education and Training (TVET) in Africa.

Vanessa Phala's Remarks: Dr. Vanessa Phala, ILO Country Director for Ghana, Liberia, Nigeria, and Sierra Leone, and Liaison for ECOWAS, commenced the closing session with expressions of appreciation. She lauded the sterling work of SASASNET, recognizing it as an effective platform for dialogue in the TVET sector. Despite acknowledging the infancy of SASASNET, Dr. Phala deemed it an incredible step forward and looked forward to further advancements.

She took note of the call for a common framework and disclosed ongoing discussions with ECOWAS, emphasizing the importance of similar conversations in other regional groups. Dr. Phala urged deliberate and sober discussions on the policy framework, encouraging engagement with stakeholders at national, regional, and continental levels. Highlighting the ILO's collaboration with the African Union to develop the Youth Strategy for Africa, she anticipated a joint focus on this initiative.

Drawing lessons from the Caribbean's common education framework, Dr. Phala stressed the potential of virtual platforms for shared learning. She concluded by emphasizing the beginning of an important friendship with SASASNET, expressing gratitude to the organizers and the ILO teams in Accra and Geneva for their dedication.

Dr. Fekadu Alemayehu Demissie's Insights: Dr. Teshome Lemma Wodajo, Former Minister of Education, Federal Democratic Republic of Ethiopia, provided insights into the workshop's significance. He emphasized the workshop's role in strengthening capacity and partnerships across African nations, highlighting the importance of addressing skills and showcasing innovative approaches in member countries.

Acknowledging the presence of Dr. Tiwari, CEO of NSDC, and drawing from his experience in India in 2008, Dr. Wodajo commended India's successful transformation of TVET as a leading example of best practice. He stressed the need to build momentum for implementing key recommendations emerging from the workshop, foreseeing opportunities for young people across Africa.

Dr. Wodajo underlined SASASNET's crucial role in coordinating and championing a harmonized approach to Skills Development Boards (SSBs) and Recognition of Prior Learning (RPL). In closing, he called upon all countries to support SASASNET's work and expressed gratitude to the Organising Committee for a successful event, wishing delegates a safe journey home.

Vote of Thanks by Dr. Daniel Baffour-Awah: Dr. Daniel Baffour-Awah, Chairman of the Local Organising Committee, extended gratitude to all members of the committee, acknowledging their dedication. He thanked the Accra Technical University for their support and the hotel staff for their hospitality. Dr. Baffour-Awah expressed appreciation to the ILO, particularly Drs. Phala and Aggarwal, as well as the ILO Country Team, Frank Adetor, and Elsie Agyemang-Duah for their unwavering support.

Concluding his remarks, Dr. Baffour-Awah underscored the importance of the committee's work, emphasizing the potential consequences if youth lacked constructive engagement. He deemed the collective cause of the delegates noble and invited them to return to Ghana to experience its beauty and hospitality.

The session concluded with a closing prayer, marking the end of a successful SASASNET workshop and setting the stage for collaborative efforts to shape the future of TVET in Africa

7. CONCLUSION

The SASASNET workshop did not only shed light on critical issues in TVET but also laid the groundwork for SASASNET's future endeavours. With a focus on inclusivity, strategic planning, and collaborative partnerships, SASASNET is poised to be a key player in shaping the transformative agenda for TVET in Africa. The commitment and dedication of all involved stakeholders promise a positive trajectory for the organisation and, subsequently, for the youth and the continent at large.

8. REPORT ON THE COMMENTS AND DISCUSSION DURING THE SESSION ON THE FUTURE DIRECTION OF SASASNET

The last session of the 2-day African Regional Capacity Building Workshop on RPL and SSBs before the closing ceremony was dedicated to engage participants to share their perspectives on the future direction of the SASASNET in the short, medium and long terms. It was moderated by the SASASNET Secretary General, Hon. Ousman Sillah, and assisted by Dr. Kaylash Allgoo, Rapporteur, and who invited for recommendations and responded to issues. The following are the contributions and recommendations or key take aways made by the participants during the hour-long session.

- SASASNET needs to be relevant and the focus on approaches to Sector Skills Bodies and RPL will make us relevant
- The case has been convincingly made that RPL and Sector Skills Bodies are relevant to address the challenge. The workshop presentations have been enlightening and spur us to action.
- How do we push the case – who is going to do it and when? The who is SASASNET, It is evident that not every country has RPL, nor Sector Skills Bodies. We need to collectively embrace these two approaches. The executive has been given the task to formulate policies and implement programmes for the Network/Organisation, but we do this in consultation with the membership. Any stakeholder can become a natural member of SASASNET. All the platforms and all our structures have platforms nationally and regionally. By the end of the month we will have a draft Strategic Plan.
- SASASNET should be the driver for a continental qualifications framework. This would be a benchmark of standards. We need to adopt a template for the development of the standards.
- Commend SASASNET for what they have done. I have found that there is a lot in hand, but especially in terms of stakeholders and the financiers, that shows a roadmap for SASASNET to be strong. I hope SASASNET will use the opportunity to make sure that they collaborate with them. All the Sector Skills Bodies in all the member countries need support. If so, we can stand firm and develop skills.
- We have to join the political arm of the African Union.
- I want to add that SASASNET speaks out on quality assurance. We need to join hands and come out with something similar, rather than something different.
- There needs to be more similarity. We need to integrate and ensure greater consistency across the region. A network that facilitates or provides a platform for job placement from one country to another.
- Happy ILO is here. I am looking for a common standard. Ghana, Nigeria and Togo. There were a lot of efforts to harmonise systems. I want the opportunity to help us make sure the effort bears fruit and help bring sectors together
- It has taken us 20 years to get to this point, but we cannot afford to wait another 20 years. I would like to see quarterly meetings for capacity building workshops. I know there is a trend for virtual programmes, but it is important to come together like this and network.

- Thank SASASNET it will give us teeth. I would like to see an Industry Training Fund for a Continental Qualifications Framework. We need to work better at national level. It was difficult to convince my manager to get here. Can we have a letter that shows we are affiliated with SASASNET. In answer to the question, we will register national committees and we will work with you to ensure that national committees are established
- All those attending will naturally become members. In answer to a question from a participant online, that includes those who attend online
- I want to thank SASASNET and see it is a welcome development. We have a big task ahead of us. We need to look inwards and make a lot of advocacy to government to ensure their buy-in. If government will not engage then it will be difficult to move forward. Our greatest challenge is youth unemployment. In answer to the question, we have realised from the start that SASASNET can't do it without the government and have taken them on board as integral partner.
- I notice that a lot of institutions, especially companies, don't have processes to educate, train or upgrade their workforce. Since you are headquartered in Abuja you need to start talking to the Economic Community of West African States (ECOWAS). I only received the letter yesterday, but I wanted to be here today and this has given me a lot of insight. In response, ECOWAS was invited and we recognise their importance as a key partner.
- I hope that national committees will engage state governments and the media to raise the profile and agenda of SASASNET in the respective member countries.
- It was difficult to convince my Minister to attend. I represent the government of Liberia, but what about those worker representatives and TVET institutions. Those people need to get involved. How are we going to get them onboard? In response, the speaker was invited to email to look at how to galvanise partners in Liberia.
- I want to know if SASASNET is known to those managing the Continental Free Trade Area (CFTA). If the youth of Africa are to realise their potential, the skills development will help the CFTA achieve its aim. Also, the Master Card Foundation are doing a project with a bank in Ghana. They are doing similar network to help the youth of Africa to enable them to provide jobs. In response, SASASNET has engaged with the African Union (AU) to push for the skills alignment with the CFTA.
- Thanks for inviting Zimbabwe. SASASNET is going to be a game changer for skills change and for the formalisation of qualifications. You talk about each country having a national committee. Perhaps assist us on how Zimbabwe can come up with a national committee.
- I want to thank SASASNET and want to appreciate their efforts in raising the interest in Nigeria. There are lot of participants from Nigeria. One of the things that stood out for me in the presentations is that 95% of youths' skills are developed informally. That means the largest target market is the youth. We have to have the youth voice, so its important to get the youth voice and be youth driven. There are opportunities to facilitate exchanges and internships. There must be a digital platform that is lively. It can't be dormant and needs to facilitate two-way communication. On that same website, different countries can share their different stories on the website. In response, SASASNET is considering a youth space. We will be working on that.

- You have brought together an important means for collaboration. There is a network of interested parties. The interest is skills development and apprenticeship. Why do you want skills? For our youth and citizens to be gainfully employed. Our youth must be the focus. What is the legal framework for SASASNET to work? In response, all national committee must be registered legal – private, non-government organisations. The vast majority of members must come from the private sector and the chairman and secretary must be in between the public and private sectors.
- United Nations Development Programme (UNDP), United Nations Education, Scientific, and Cultural Organisation (UNESCO) and other bodies, need to be aware of SASASNET and their objectives.
- The platform is SASASNET.net. It will not be a website alone but also a repository. Apart from a general platform, it can drill down each nation to find people. Each Member Country will manage a portal. My take away is that we plan for apprentices but do not encourage our children to pursue it. We will have that problem if they are not encouraged to do skills.
- SG reminded that SASASNET is not exclusively informal but also concern about the formal as we are talking about upgrading the formal system. It is a two-twin or two-pronged approach that it is adopting in addressing challenges in skills and apprenticeship development.
- Dr. Ashwani believed that developing apprenticeship is a noble cause, but you have to make the formal system work, if people are to gain a formal qualification through RPL and that if the formal system isn't good enough, then you can't link it. There is a difference between the francophone and the anglophone systems, as they have opposite strengths. The former is good at the informal while the latter is good with the formal. The main objectives of SASASNET needs to broaden the formal as well as informal. SASASNET needs to review its objectives in order to factor these key elements.
- Conclusion –The participants were urged to start or step up efforts towards forming national chapters and that SASASNET will assist in the process of ensuring that RPL is statutory or captured in the laws of the member countries. The workshop resolved that SASASNET is set to be a game changer.

9. SASASNET ABUJA ACTION PLAN – 2023

COMMUNIQUE OF THE FORMAL LAUNCHING OF SUB-SAHARAN SKILLS AND APPRENTICESHIP STAKEHOLDERS NETWORK (SASASNET) AND ITS MAIDEN WORKSHOP, HELD AT ABUJA CONTINENTAL HOTEL, FROM 24TH TO 25TH JULY, 2023

PREAMBLE:

The recent Regional Workshop in Cotonou, Republic of Benin, held February 23-24, 2023, organised by the International Labour Organisation (ILO), the World Bank, and the Government of Benin, deliberated on informal apprenticeships across Sub-Saharan Africa and concluded that Governments and Organised Private Sector (OPS) must join hands to upgrade and formalise all informal apprenticeships in the region. It was in that workshop that some delegates decided to set up the Sub-Saharan Africa Skills and Apprenticeship Stakeholders Network (SASASNET), initially for English Speaking countries, as they noticed Francophone Africa is far ahead of us in skills development.

The primary objective is for the Sub-Saharan African (SSA) countries to share experiences in apprenticeship training in the skills development agenda to enable us become self-sufficient and even have surplus certified skilled labour for export.

It is, therefore, envisaged that SASASNET shall create a platform to share experiences in this effort and even share our various National Occupational Standards as well as develop an African Skills Qualification Framework (ASQF) that will enable ease of labour migration across the Continent, especially with the upcoming Africa Continental Free Trade Agreement (AfCTA) initiative.

Similarly, it creates opportunity to share knowledge and experience regarding policies and practices on how to preserve and improve apprenticeship systems in the informal economy to promote quality, innovation, economic development, and social justice, and to support policy dialogue for the incorporation of these good practices into national and regional training and employment promotion policies.

Consequently, the Workshop observed and deliberated on the following:

1. The need for SASASNET to engage in vigorous public awareness and engagement to change the negative perception of the public on the value of skills and apprenticeship.
2. The Dangote Refinery in Nigeria under construction has engaged thousands of imported workforce from India, while our youths lack the required skills to be engaged.
3. Africa should avoid a repeat of the same in the upcoming \$25bn Trans-Saharan Gas Pipeline traversing the Gulf of Guinea to Europe.
4. The absence of National Occupational Standards in many countries.
5. The absence of pathways to recognise skills obtained in the informal sector in most SSA (Sub-Saharan Africa) countries.
6. The lack of opportunities for skilled labour migration across African regions.
7. The negative social perception of skilled workers
8. The weak interface that exists between trade unions/associations and skills/apprenticeship development.
9. The absence of coordination of skills development activities and interventions from development partners.
10. The absence of inclusivity and equality in skills training and development especially against women, vulnerable youths and persons with disabilities.
11. The weak partnership and cooperation in skills training amongst English speaking SSA countries.

RESOLUTIONS:

The workshop deliberated and decided on the **‘ABUJA ACTION PLAN ON AFRICAN SKILLS AND APPRENTICESHIPS’** with the following resolutions:

1. Skills development activities should be streamlined under the National Skills Council or similar bodies across member countries.
2. Integrate pathways that allow certificate recognition and skills migration across the continent and globally.
3. Each member country should harmonise their Training, Qualification and Certification Framework and transmit same to the SASASNET Secretariat
4. Mapping and needs assessment of informal sector skills across the economy in collaboration with national public institutions.
5. Create an “African Skills Passport” (ASP) that allows legal skills migration within Sub-Saharan Africa.

6. SASASNET shall network with the African Union to establish a African Skills Qualifications and Certification Board (ASQCB) that meets international best practice.
7. SASASNET shall promote the development of a REGISTER (Data Base) and Labour Market Information System (LMIS) of skilled and certified African youths.
8. SASASNET shall promote the Skills Development and Apprenticeship Policy in the member countries
9. Innovative Funding for Apprenticeship shall be developed by each Member Country.
10. Relevant Trade unions/associations should be involved as stakeholders in all the processes of Apprenticeship training.
11. Each member country shall develop its National Skills Qualification Framework (NSQF) with adequate provisions for the informal sector.
12. Each member country shall provide appropriate legislation for NSQFs.
13. SASASNET shall collaborate with World Skills to promote competition and talent hunt amongst African youths.
14. Integrate NEET (Not in Education, Employment and Training) into the apprenticeship training programme to promote inclusivity.
15. SASASNET shall strengthen linkages and sign MoU with development partners and regional organisations on technical and financial support for the development of skills and apprenticeship in member countries.
16. The workshop resolved that NBTE Nigeria shall host the Secretariat of the Network.
17. The Kenyan Delegation has offered to host the next General Assembly and Workshop of SASASNET in 2024.

Done on this 25th Day of July, 2023 in Abuja, The Federal Republic of Nigeria.

**Hon. Ousman Sillah
SECRETARY GENERAL, SASASNET**

10. PHOTO GALLERY/PICTORIALS





11. PROGRAMME

African Regional Capacity Building Workshop on Recognition of Prior Learning (RPL) and Sector Skills Bodies (SSB)

Organised by Sub-Saharan African Skills and Apprenticeship Stakeholders Network (SASASNET) with the support of the International Labour Organization (ILO)

21st – 22nd November 2023, Accra, Ghana

DAY ONE – Tuesday, 21 November 2023

S/No.	TIME	ACTIVITY	RESPONSIBLE
Arrivals and Registration			
1.	09:00 – 09:15	Registration of SASASNET Member Country participants and invited guests	LOC / SASASNET Secretariat
2.	09:15 – 09:30	Arrival of Honourable Cabinet Ministers, Heads of International Organisations (ILO, AU, AfDB, WB, EBRD, EU, ECOWAS, GIZ, etc.), Senior government officials and official dignitaries	LOC / SASASNET Secretariat
OPENING SESSION			
3.	09:30 – 09:35	Opening prayers	Mrs. Deborah Danquah Freeman
4.	09:35 – 09:40	Opening and welcome remarks by the Session Chairperson	Dr. Fred Asamoah, Director General, Commission for TVET (CTVET), Ghana
5.	09:40 – 09:45	Remarks by African Union Rep	
6.	09:45 – 09:50	Statement by SASASNET Chairperson and Executive Secretary of the National Board for Technical Education (NBTE) – Nigeria	Prof. Idris Bugaje
7.	09:50 – 09:55	Statement by the International Labour Organisation (ILO)	Dr. Vanessa Phala - ILO Country Director for Ghana, Liberia, Nigeria and Sierra Leone and Liaison for ECOWAS
8.	09:55 – 10:00	Remarks by Employers Organisation, Ghana	
9.	10:00 – 10:05	Remarks by Workers Organisation, Ghana	
10.	10:05 – 10:15	Remarks by Representative from the Ministry of Education	

11.	10:15 – 10:25	Statement by the Hon. Minister of Employment and Labour Relations and Official Opening of Workshop	Hon. Ignatuis Baffour-Awuah
12.	10:25 – 10:30	Official Group Photo	All Participants
13.	10:30 – 10:50	Keynote Presentation: Skills and Lifelong Learning for Sustainable Growth in Africa: Challenges and Strategies by Dr. Ashwani Aggarwal, Workgroup Leader (Skills Policy, Systems and Digitalization)	SASASNET to decide (Ethiopia) – Moderator: Dr. Teshome Lemma Wodajo
14.	10:50 – 11:00	Interactive Session	
	11:00 – 11:30	HEALTH BREAK	
15.	11:30 – 13:00	High- level Panel: Performance of Sector Skills Bodies (Lessons Learned and Recommendations)	
		<p>Format:</p> <ul style="list-style-type: none"> • A brief presentation by each panellist (12 minutes each) • Q & A by participants <p>Panellists:</p> <ol style="list-style-type: none"> 1. Mr. Anthony Morrison, Chairperson, Agri-Business Sector Skills Body, Ghana 2. Mr. Ved Mani Tiwari, CEO, National Skills Development Corporation, India 3. Mr. Thabo Mashongoane, CEO, MQA, South Africa 4. Samson A. Opaluwah, Chairman Council of Registered Builders of Nigeria 	Moderator: Ashwani Aggarwal/ Martin Christian Kent, ILO
	13:00 – 14:30	LUNCH BREAK	
16.	14:30 – 16:30	Parallel thematic sessions / syndicates (Moderator: Martin Christian Kent)	
16a.	14:30 – 15:30	Session 1: What policy objectives and roles are SSBs best placed to address?	SASASNET will manage parallel thematic sessions, including nominating chairpersons, rapporteur, and participants. Moderator: Chief Abiodun Odusanwo (Nigeria)
		Session 2: How can SSBs be designed to be sustainable?	SASASNET will manage parallel thematic sessions, including nominating chairpersons,

		<p>rapporteur, and participants. Moderator: Mr. Richard Muteti - (Kenya)</p>
	<p>Session 3: How can SSBs best represent, engage employers, and promote quality skills development in an informal economy?</p>	<p>SASASNET will manage parallel thematic sessions, including nominating chairpersons, rapporteur, and participants Moderator: Dr. Kwesi Eyison - Vice President of Ghana Tourism Federation and Vice Chairman, Tourism & Hospitality Sector Skills Body and Chief Executive Officer, Pacific Tours</p>
	<p>Session 4: What does an effective oversight body look like in order to maximize the impact of SSBs?</p>	<p>SASASNET will manage parallel thematic sessions, including nominating chairpersons, rapporteur, and participants- (Mr. Andrew Boamah Asare of the Swiss Embassy in Ghana to share perspectives, plans and initiatives) – Moderator: Bldr. Anthony Aboki Okwa (Nigeria)</p>
	<p>Session 5: What should be the organization structure of SSB? Should it be an independent body or a committee?</p>	<p>SASASNET will manage parallel thematic sessions, including nominating chairpersons, rapporteur, and participants. Moderator: Mr. Ismaila Ceesay, Principal, Insight</p>

			Training Institute (Gambia)
16b.	15:30 – 16:20	Plenary: Presentation of Group Works and discussions	Rapporteur/ moderator of each session/syndicate
17.	16:20 – 16:30	Summary of the day and recommendations	SASASNET Dr. Kaylash Allgoo – (Mauritius)
END OF THE DAY			

DAY TWO – Wednesday, 22 November 2023

1.	09:00 – 09:15	Recap	Rapporteur (Ethiopia)
2.	09:15 – 09:35	Keynote Presentation: Global Perspectives on Recognition of Prior Learning: Challenges and Recommendations by Dr. Ashwani Aggarwal, Workgroup Leader (Skills Policy, Systems and Digitalization)	SASASNET to decide (Nigeria) Prof. Nuru Yakubu (Nigeria)
3.	09:35 – 09:45	Interactive Session	
4.	09:45 – 11:15	High- level panel: Performance of RPL systems (Lessons Learned and Recommendations)	
Format: <ul style="list-style-type: none"> • A brief presentation by each panellist (10 minutes each) • Q & A by moderator and participants Panellists: <ol style="list-style-type: none"> 1. Mr Norman Letsoalo, INDLELA, DHET, South Africa 2. Mr Bwire Ally, VETA, Tanzania 3. Dr. Kaylash Allgoo, Mauritius 4. Mr. Ved Mani Tiwari, CEO, National Skills Development Corporation, India 			Moderator: Ashwani Aggarwal/ Martin Christian Kent, ILO
	11:15 – 11:45	HEALTH BREAK	
5.	11:45 – 12:30	Plans and initiatives of Development Partners to support skills development <ul style="list-style-type: none"> • Biljana Radonjic Ker-Lindsay, Associate Director, European Bank for Reconstruction and Development 	Moderator: Ashwani Aggarwal

		<ul style="list-style-type: none"> • Eyerusalem Fasika, Country Manager, Ghana, African Development Bank • European Commission (tbc) • World Bank (tbc) 	
6.	12:30–15:20	Parallel thematic session/ Syndicates (Moderator: Martin Christian Kent)	
6a.	12:30 – 13:30	Session 1: How best do you create employer and individual demand for RPL?	SASASNET will manage parallel thematic sessions, including nominating chairpersons, rapporteur, and participants Moderator: Dr. Kaylash Allgoo (Mauritius)
		Session 2: How should the success of an RPL strategy be measured?	SASASNET will manage parallel thematic sessions, including nominating chairpersons, rapporteur, and participants Moderator: Mr. Andrew Mtemwende (Malawi)
		Session 3: How do we share the cost of RPL between the government, employers, and individuals to make it sustainable and attractive?	SASASNET will manage parallel thematic sessions, including nominating chairpersons, rapporteur, and participants. Moderator: Engr. Abbati D. K. Muhammed (Nigeria)
		Session 4: How can upskilling and continuous professional development to	SASASNET will manage parallel thematic sessions,

		bridge the skills gap be built into an RPL system?	including nominating chairpersons, rapporteur, and participants. Moderator: Dr. Fekadu Alemayehu Demissie (Ethiopia)
		Session 5: How does technology make RPL systems effective and efficient?	SASASNET will manage parallel thematic sessions, including nominating chairpersons, rapporteur, and participants Moderator: Professor Norman Rudhumbu (Zimbabwe)
	13:30 – 14:30	LUNCH BREAK	
6b.	14:30 – 15:30	Plenary: Presentation of Group Works and discussions	Rapporteur/ moderator of each session/syndicate
7.	15:30 – 15:40	Summary of the day and recommendations	SASASNET -
CLOSING CEREMONY			
8.	15:45 – 15:50	Opening remarks	Moderator: Ghana
9.	15:50 – 15:55	Remarks by SASASNET Secretary General	Hon. Ousman Sillah
10.	15:55 – 16:00	Remarks by ILO	Dr. Vanessa Phala, ILO Regional Director for Nigeria, Ghana, Liberia and Sierra Leone
11.	16:00 – 16:10	Closing Remarks	Hon. Dr. Teshome Lemma Wodajo, Former Minister of Labour, and SASASNET Focal Person for Ethiopia
12.	16:10 – 16:20	Vote of Thanks by Chairperson LOC	Dr. Daniel Baffour-Awuah
END OF PROGRAMME AND OFFICIAL GROUP PHOTO			Participants

