

Developing a training offer in the operation and maintenance of heavy machinery in Senegal

Project implemented from: March 2022 to Dec. 2024
 Sector: Heavy machinery
 Agency: LuxDev



Opportunity

Investments in Sub-Saharan Africa are increasing, providing an opportunity for national economies to grow their share of **local value creation** through **skills development**.

To identify concrete **investment opportunities** in Senegal, VET Toolbox established a national **public-private dialogue** (PPD) platform, or Advisory Board. This platform comprises Eurocham Senegal, the European Investment Bank (EIB), the EUD, Senegalese employers, the National Training Fund, and the Ministry in charge of Vocational Education and Training (VET).

Through consultations involving both private and public stakeholders, the Advisory Board recognised the **heavy machinery sector** as a crucial area affecting various industries, supply chain efficiency, and the wider economy.

SMT, a leading distributor of heavy machinery and trucks and the exclusive importer of Volvo, was identified due to its current **business expansion** in the country. As companies purchase heavy machinery and trucks from SMT and other distributors, there is a **growing demand** for skilled personnel to operate and maintain them.



Achievements

The VET Toolbox project in Senegal targets skills gaps in the heavy machinery sector, partnering with SMT to create local job opportunities and increase the income of local youth. So far, achievements include the following:

- Reinforcing a PPD between companies active in heavy machinery and Vocational Training Institutes (VTIs) which resulted in:
 - A formalised **partnership agreement** between SMT (representing Volvo) and two VTIs to provide Training of Trainers (ToT) and deliver comprehensive training programmes.
 - A new **formalised partnership** between Neemba Senegal (distributor of Caterpillar) and two VTIs to provide ToT, deliver training programmes, provide equipment for the training centres, and organise internship placements.

- Developing **four curricula** catering to specific trades:
 - Senior Technician in Maintenance of Site Machinery and Commercial Vehicles
 - Maintenance Operator for Site Machinery and Commercial Vehicles
 - Technician Specialising in Maintenance and Operation of Site Machinery
 - Loader/Shovel Loader Operator

Key targets



480 people trained
435 graduates employed



Private partners

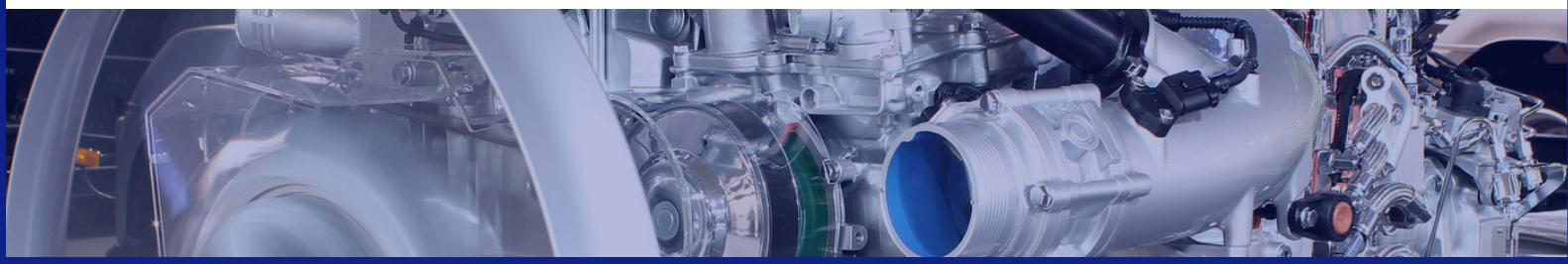
- **SMT** is a multinational company that serves as a leading distributor and after-sales partner for the equipment and transportation industry. It holds the exclusive importer rights for Volvo. They contribute to the development of ToT for 2 training courses in the 2 VTIs and provide vehicles and equipment for the training.
- **Neemba** is a multinational company specialised in the sales and after-sales of mining, civil engineering and industrial equipment, and distributor of Caterpillar. It defines skills and training needs in its active sectors, provide pedagogical equipment to the VTIs and contribute to the development of ToT.
- The **network of companies** associated with the two VTIs will host trainees, facilitate work-based learning opportunities, and hire interns, with the intention of recruiting 80 of them as employees.
- **Eurocham Senegal**, the European Investors' Chamber in Senegal, brings together over 180 European-owned companies established locally and is involved as an informant on new training offers for European and Senegalese companies.

Public partners

- The **Professional and Technical Training Financing Fund (3FPT)** is the public body that manages national systems for the development and financing of vocational training in Senegal. It finances the development of training courses for the trades targeted by VET Toolbox and monitors their implementation.
- The **Ministry in charge of VET** supervises the development and validation of curricula.

VET providers

- The **Training Centre for Port Professions and Logistics (CFMPL)** and the **Sectoral Vocational Training Centre for Mechanics and Motorized Machinery Professions (CSFP MEM)** deliver the training programmes, mobilise companies for recruitment and internship offers, develop training content and accompany trainees in their job placement.





Key success factors

- The VTIs directly involve private companies in the VTIs' boards of directors, which ensures that the training is adjusted to market needs and leads to employment. This close collaboration also results in the **institutionalisation** of the **PPD** on skills development.
- **Public and private partners jointly invested** in the **training development**, together with 3FPT and SMT. SMT substantially committed and contributed financially, as the training enhances the capabilities of local companies that subsequently purchase products from SMT.



Upscaling and sustainability

- The institutionalised collaboration between VTIs and the private sector led to a **strong public-private partnership** that will continue beyond the project.
- The mobilisation of the 3FPT consolidates the action and improves the chances of **sustaining** the **approved training modules** developed by the project.
- The involvement of the Ministry in charge of VET ensures that national resources are mobilised and **training is anchored** in the **national strategy**.

The training offer **impacts** the **investment climate** for companies in many sectors that

use heavy machinery (agriculture, agro-industry, but also transport, mining, public works, etc.) and promises employment opportunities along the value chain.



VET Toolbox is a programme developing opportunity-driven skills development initiatives aligned with investments' needs, supporting the private sector with local job creation. For additional information, please visit www.vettoolbox.eu.

A partnership project

Co-funded by
the European Union

