

CircuWasteVETAfrica

THE STAKEHOLDERS HEATMAP PRESENTATION

***BY: PRSD Ghana & VIS Angola
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CircuWasteVETAfrica

THE STAKEHOLDERS HEATMAP

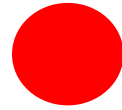
This heatmap is a visual tool developed under the CircuWasteVETAfrica project to provide a clear overview of how the skills needs in Vocational Education and Training (VET) institutions in Ghana, Angola, São Tomé, and Namibia align with stakeholders' demand in the green waste management sector. It identifies priority areas for training, collaboration, and capacity building.

It builds on a two-phase process at the beginning of the project that identifies key stakeholders across the waste management value chain and then gathers insights through a structured skills gap survey. This survey combined both quantitative and qualitative inputs from organisations in Ghana, Namibia, São Tomé and Príncipe, and Angola.

The stakeholder groups identified on the heatmap are:

- 1.SMEs / Waste Companies
- 2.Informal Waste Operators
- 3.Municipal Authorities
- 4.Public Authorities
- 5.Recyclers
- 6.VET / TVET Institutions
- 7.NGOs / CSOs

HEATMAP KEY



High: This means a strong relevance and clear demand for the skills. VET can realistically address this need directly.



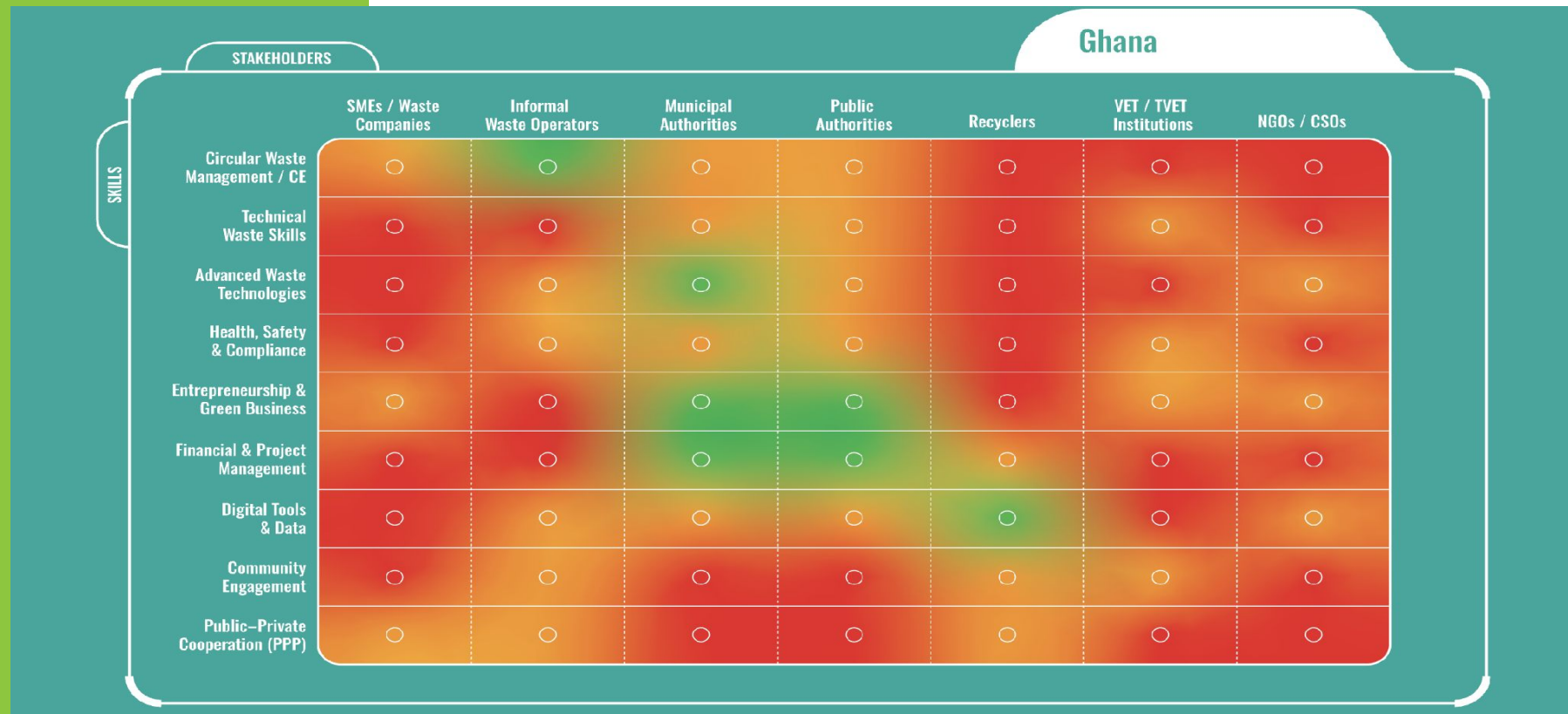
Medium: The skills are relevant or partially aligned with stakeholders. May require partnerships or further curriculum development



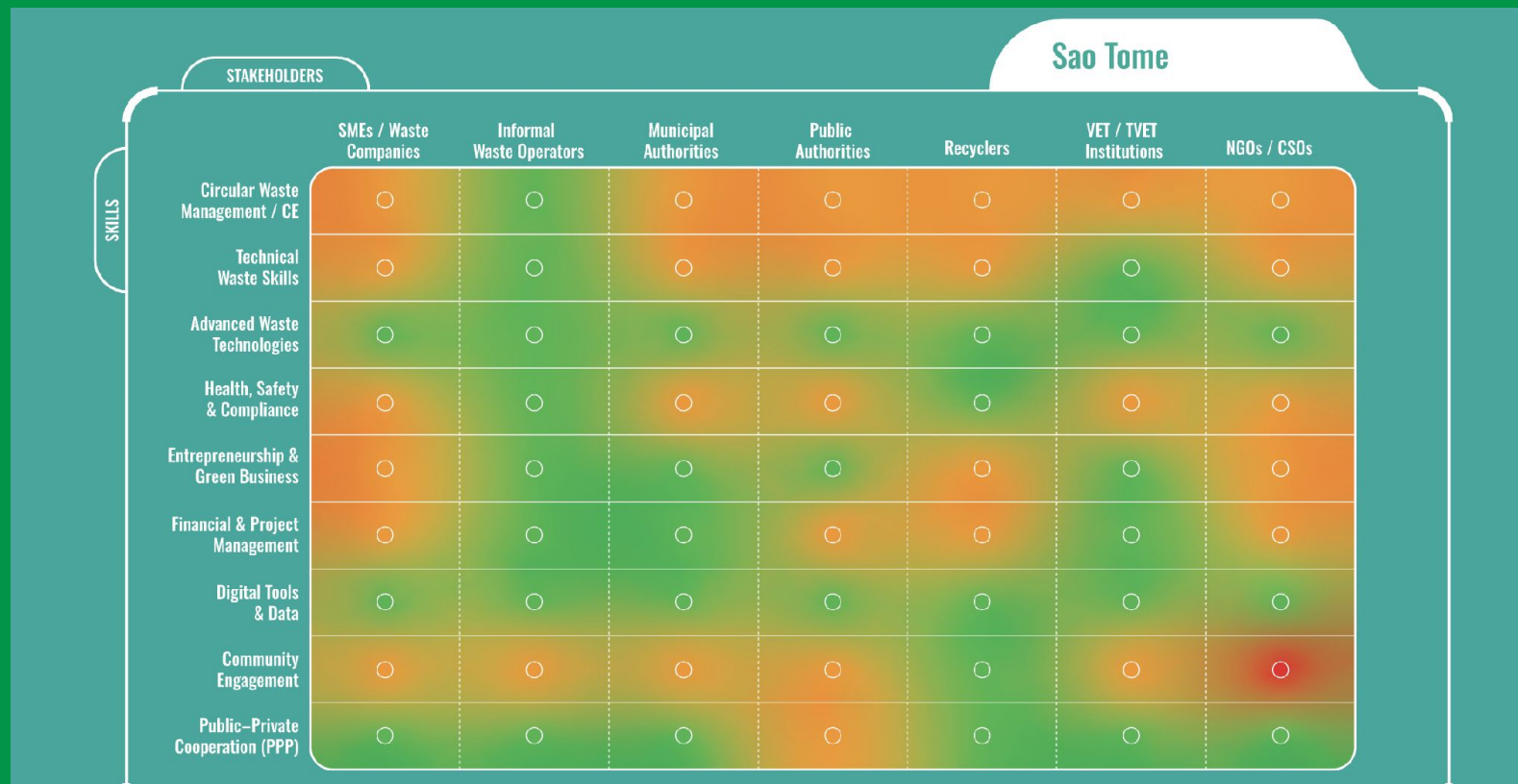
Low: The skills are either of limited relevance or outside current VET capacity. There is a need for specialist providers

The skills identified during this process include

- Circular waste management/CE,
- Technical waste skills,
- Advanced waste technologies,
- Health, safety & compliance
- Entrepreneurship & green business,
- Financial & project management,
- Digital tools & data,
- Community engagement, and
- Public–Private Cooperation (PPP).



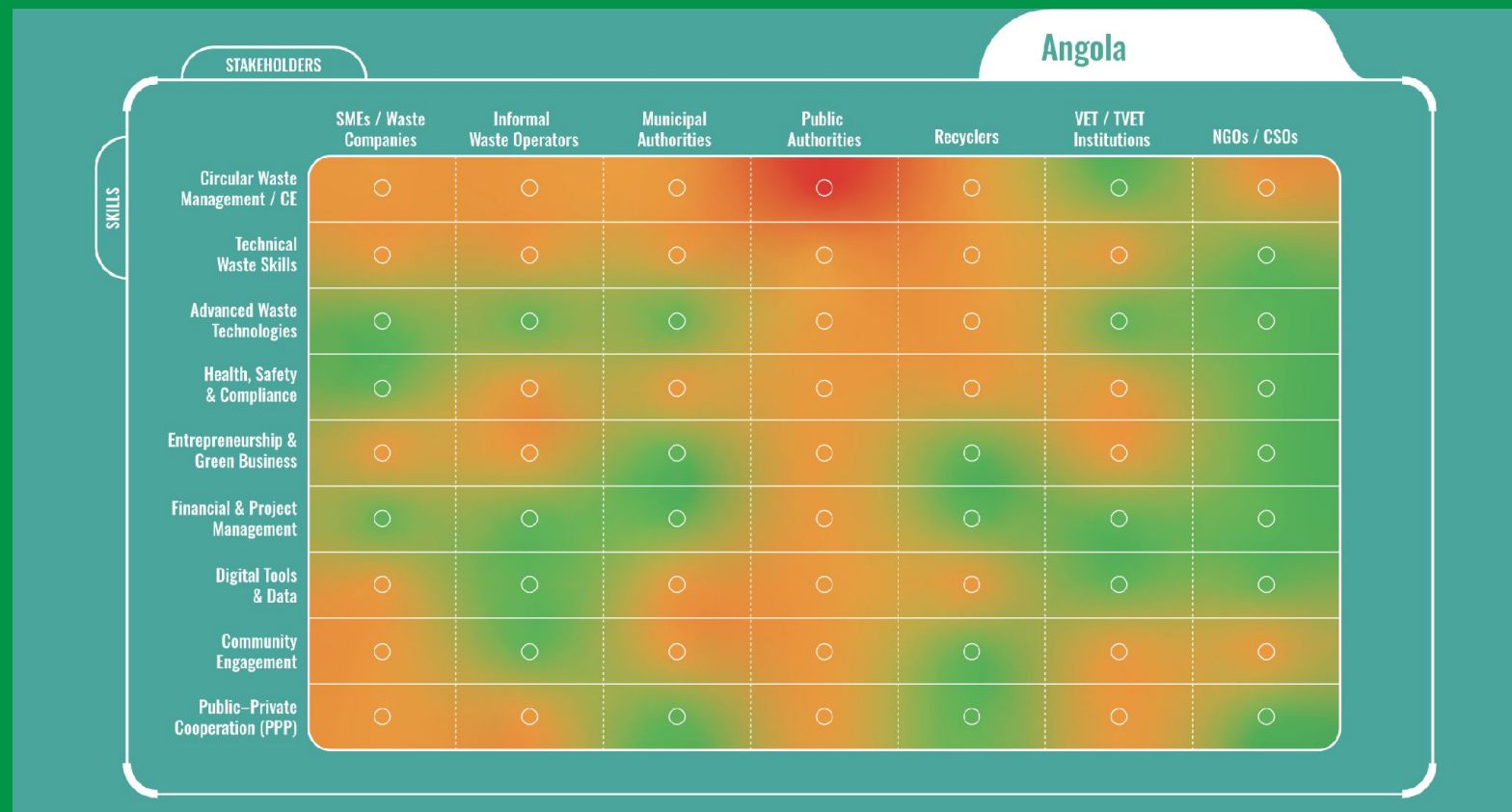
- The Ghana heatmap under **CircuWasteVETAfrica** shows strong demand (red) for skills in **circular waste management, technical waste skills, health and safety, and PPP**, indicating areas where VET can directly respond.
- Medium-demand areas (yellow/orange), such as **entrepreneurship, advanced technologies, and digital tools**, may need curriculum improvement and partnerships.
- Low-demand areas (green) suggest more specialised skills that may require external expertise beyond current VET capacity.



The **São Tomé heatmap** under the **CircuWasteVETAfrica** project shows a more moderate and specialised skills demand compared to Ghana. Higher relevance (orange/red) is concentrated in **circular waste management, technical waste skills, health and safety, and community engagement**, particularly among SMEs, municipal authorities, and NGOs.

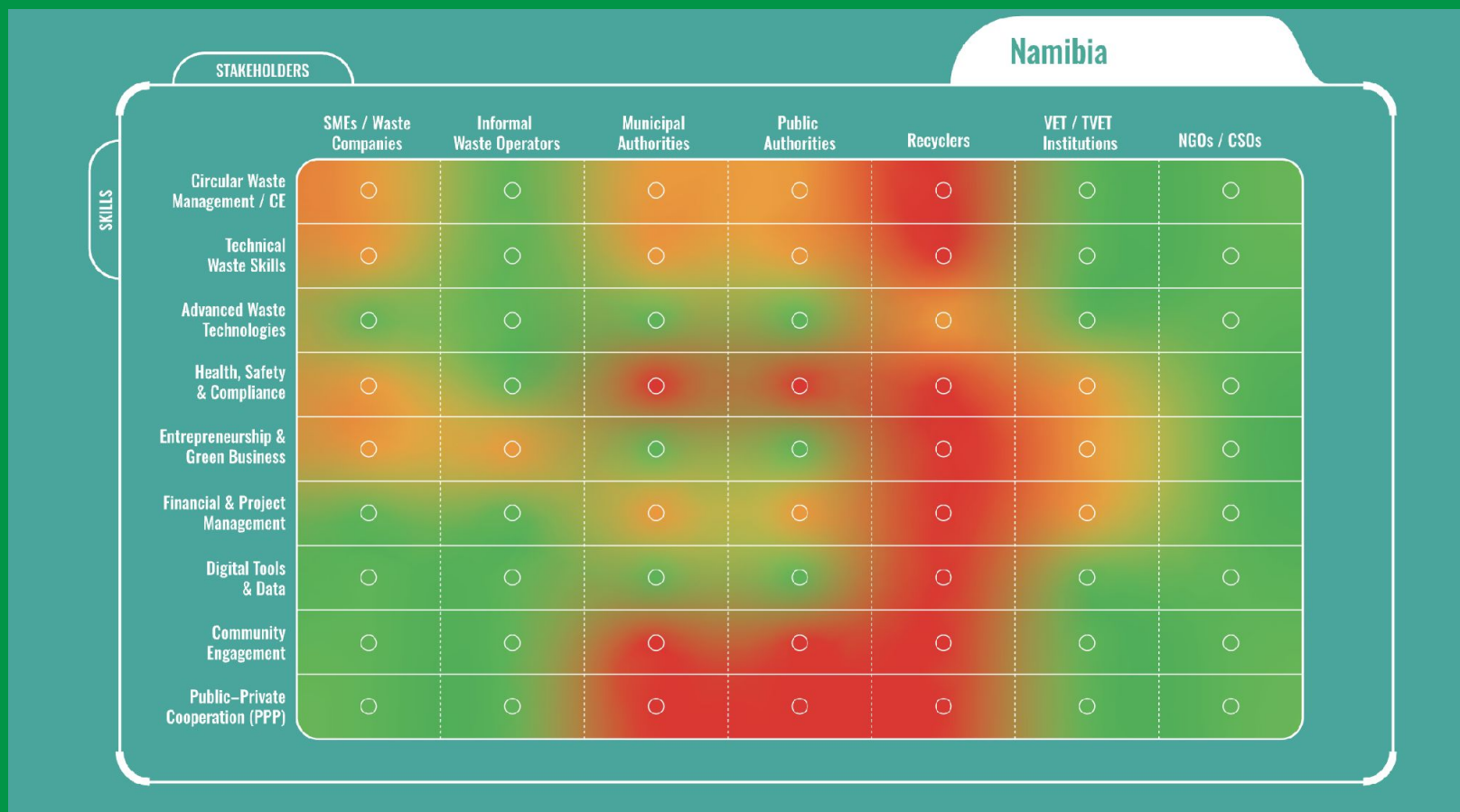
Many areas such as **advanced waste technologies, digital tools, and PPP** show lower demand (green), indicating limited current relevance or the need for specialised external support.

Overall, the heatmap suggests that São Tomé's VET priorities should focus on strengthening core waste management competencies while gradually building capacity in emerging technical areas.



The **Angola heatmap** shows strong demand for **circular waste management, technical waste skills, and community engagement**, particularly among public authorities, and a little in SMEs, and recyclers.

Medium-demand areas like **digital tools, entrepreneurship, and health and safety** highlight opportunities for VET improvement, while lower-demand areas such as **advanced technologies and financial management** may require specialised support. Overall, the focus is on building practical waste management and circular economy skills.



The **Namibia heatmap** under **CircuWasteVETAfrica** shows strong demand for skills in **health and safety, community engagement, and public-private cooperation (PPP)**, particularly among municipal authorities, public authorities, and recyclers.

Circular waste management and **technical waste skills** also remain important, especially for SMEs and recyclers. Lower-demand areas such as **advanced waste technologies** and **digital tools** indicate more limited relevance or the need for specialised support.

Overall, the heatmap highlights Namibia's focus on strengthening operational, safety, and partnership-driven skills for the circular economy.

For more info about the heatmap, visit
our project website:

<https://circuwastevetafrica.eu/heatmap/>



Overall Conclusion

Across the heatmaps for Ghana, São Tomé, Angola, and Namibia, there is a consistent demand for strengthening core **circular waste management skills**, particularly in **technical waste handling, health and safety, entrepreneurship, and stakeholder collaboration**.

While the intensity varies by country, the findings show that **practical and operational competencies are the most urgent needs**. More specialised areas such as **advanced waste technologies, digital tools, and financial/project management** generally show lower demand, indicating either limited immediate relevance or existing capacity gaps.



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