

CircuWasteVETAfrica

Presented by: Kluivert Mwanangombe
Swakopmund Municipality

**Capitalising Project for Added Value TVET
Services Design**

01 July 2026



Co-funded by
the European Union

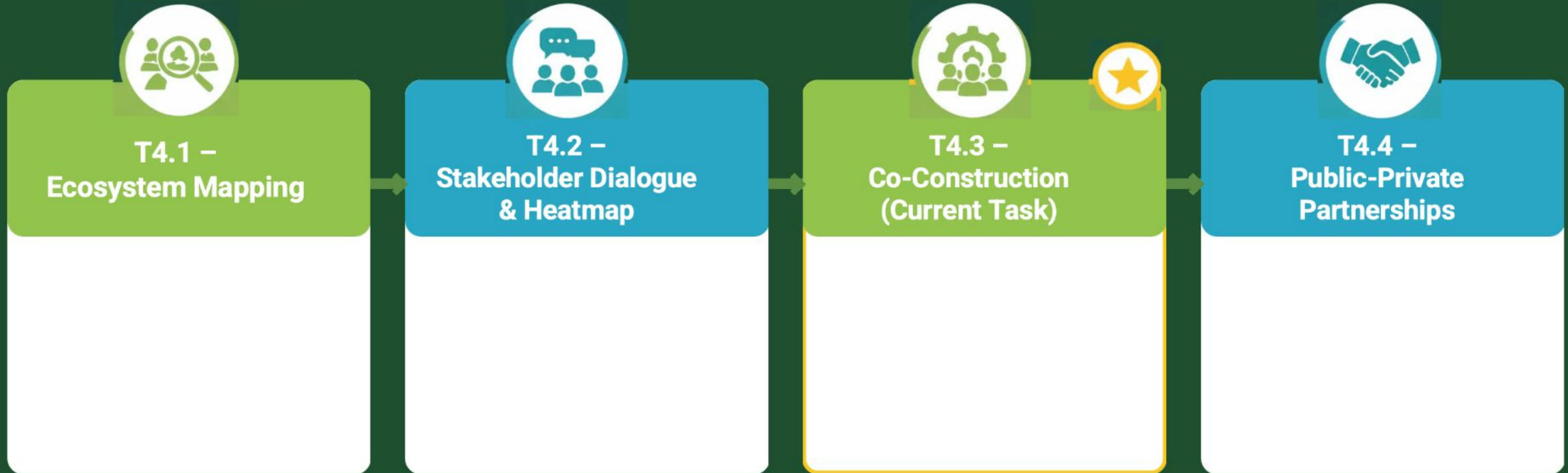
CircuWasteVETAfrica

Presentation Overview

1. WP4 Progression – Where T4.3 Fits
2. What T4.3 Asks Partners to Do
3. Co-Design Examples
4. Key Upcoming Milestones
5. T4.3 Project Timelines
6. Role of Partners in T4.4 – SWA Joins
7. VET-Market Action Plan Structure
8. Action Plan Table Fields
9. Closing



WP4 Progression – Where T4.3 Fits



T4.3 as the Bridge

T4.3 connects market intelligence from T4.1–T4.2 to institutional formalisation in T4.4 — turning analysis into co-owned, sustainable services.

What T4.3 Asks Partners to Do



Organise Co-Design Tables or Thematic Workshops

Bring together VET centre staff and market actors (employers, SMEs, sector associations, public bodies) – guided by the T4.2 heatmap: what gaps exist? What training is missing? What collaboration is feasible?



Translate Sessions into a Structured Action Plan

Concrete shared document with clear ownership, timelines, and expected results per action. This is the key deliverable of T4.3 – presented at project event E1.2 at Month 18, and the basis for MoUs under T4.4.



Build Durable VET-Market Relationships

T4.3 is not a one-off event. The goal is a structured, ongoing relationship between your VET centre and employers – continuously improving to meet circular waste supply chain needs.



Spirit: Continuous Improvement & Durable Partnership

5 Co-Design Action Examples

Illustrative — your local context will shape the final choices

1



Annual Competence Review

VET schools and stakeholders meet yearly to assess whether WP3 course skills still reflect market demand. Curriculum updated accordingly.

2



Skills Anticipation Table

2–3 meetings/year to identify emerging roles (e.g. circular economy compliance officers, bio-waste technicians, ESG specialists) before gaps become critical.

3



Work-Based Learning Pathways

Jointly designed apprenticeships — agreed learning objectives, mentoring, and assessment criteria, especially for competences only acquired in operational settings.

4



CPD for Employed Workers

Short modular upskilling/reskilling courses (digital waste tracking, EU classification standards, health & safety). Employer co-designs and co-delivers; VET certifies.

5



Joint Outreach Initiatives

Open days, school presentations, career guides to attract young people to circular waste careers — addressing low sector visibility.

Key Upcoming Milestones

Two Important Moments for T4.3 Outputs



M20 | 1 July 2026

Capitalisation Plan Workshop

📍 São Tomé and Príncipe

- Each African VET partner (Ghana, Angola, São Tomé and Príncipe) presents its draft Action Plan, proposed added-value services, and initial collaboration ideas developed under T4.3
- Serves as a peer-review and discussion moment across the consortium and invited guests
- Swakopmund Municipality participates as strategic observer and advisor



M22

Public-Private Partnerships Workshop

📍 Angola, STP, Ghana and Namibia

- Focuses on validating the interest and feasibility of proposed collaboration models with external stakeholders (companies, SMEs, local authorities, sector actors)
- Supports transition from co-designed plans to structured, durable partnerships under T4.4
- Swakopmund Municipality (SWA) takes a more active role, leveraging expertise in public-sector engagement

T4.3 Project Timeline

From Stakeholder Engagement to Partnership Formalisation



Role of Partners in T4.4

SWA Joins More Actively — From VET-Led to Ecosystem Approach



While T4.3 is mainly led by the three VET schools, T4.4 will involve a broader ecosystem approach.



VET Schools Lead in T4.3

- Organise co-design workshops with market actors
- Produce the VET-Market Co-Design Action Plan
- Present at Capitalisation Plan Workshop (M20, 1 July 2026)
- Identify partnership opportunities for formalisation



SWA Strategic Role

Municipality of Swakopmund (SWA) Joins in T4.4

- Joins more actively due to expertise in public-sector engagement and public-private collaboration frameworks
- Supports validation and structuring of sustainable partnership models
- Helps ensure partnerships extend beyond the project duration
- Brings local government authority and stakeholder network to T4.4 negotiations



VET-Market Co-Design Action Plan – Structure

Practical, transparent, and directly usable in T4.4 for partnership formalisation

1



Cover Page

VET partner name, country, project name (CWVA), task reference T4.3, date, version, contributing organisations.

2



Section 1 – Local Context & Ecosystem Overview

1–2 pages: key actors in your territory and current state of VET provision (from T4.1 mapping).

3



Section 2 – Key Needs & Skill Gaps

1–2 pages: most pressing training needs from T4.2 heatmap. Every action must trace to at least one identified gap.

4



Action Plan Table (Core Section)

3–6 actions per partner. Each action: title, objective, description, partners, roles, timeline, resources, outputs, success indicators, MoU link.

5



Roadmap & Next Steps

Visual or narrative timeline: when each action starts, key milestones, connection to T4.4 PPP Workshop at M22.

6



Signatures & Endorsement

Recommended: have the plan signed by all participating organisations before T4.4 formal MoUs. Signals commitment.

Section 4: Action Plan Table – Required Fields

Aim for 3–6 actions per partner: enough to be meaningful, not so many as to be unrealistic.

Field Name	Description
☐ Action Title	Short, descriptive name
☐ Objective	What gap or need does this action address?
☐ Description	What will concretely happen? Who does what?
☐ Partners Involved	VET centre + company/ies or other actors
☐ Roles & Responsibilities	Who leads, who contributes, who validates
☐ Timeline	Start date, frequency, end date (or "ongoing")
☐ Resources Needed	Staff time, facilities, funding, materials
☐ Expected Outputs/Outcomes	What will be produced or changed?
☒ Indicators of Success	How will you know it worked?
☐ Link to T4.4 Partnership	Will this action be covered by a MoU in T4.4?



Each action must link back to at least one skill gap identified in T4.2

Collaboration Opportunities: Namibia



Frontier Multi Industries
Striving for a Better World

Accreditation is on-going



CircuWasteVETAfrica

CircuWasteVETAfrica is Co-Funded by the European
Commission Grant Agreement No101182642

Thank you



Co-funded by
the European Union

CircuWasteVETAfrica

circuwastevetafrica.eu