

CircuWasteVETAfrica



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VIS-ANGOLA Action Plan for Added-Value Services

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1 SECTION:

LOCAL CONTEXT AND ECOSYSTEM OVERVIEW

The overview builds upon the stakeholder and ecosystem mapping conducted under Task 4.1, complemented by national policy frameworks and the findings of the CircuWasteVETAfrica Multi-Stakeholder Consultation Workshop (June 2026).

National context and circular waste value chain

Angola is undergoing a gradual transition towards a more circular model of waste management, driven by rapid urbanisation, population growth and increasing levels of waste generation. Municipal solid waste generation is estimated at around 19,400 tonnes per day (approximately 7 million tonnes annually), while recycling rates remain relatively low and most waste is still disposed of through landfill or uncontrolled dumping. Organic waste constitutes the largest waste stream, followed by plastics, paper and cardboard, highlighting the significant potential for material recovery and the development of circular value chains.

The circular waste value chain in Angola can be broadly structured into four main stages: (1) collection, (2) sorting and separation, (3) recycling and material recovery, and (4) reintegration into production processes. While waste collection services have expanded in major urban centres, particularly Luanda, **the circular waste value chain remains at an early stage of development**, due to limited infrastructure and technical capacity. As a result, significant volumes of potentially recoverable materials are still lost, limiting both environmental and economic benefits.

The adoption of national circular economy policies, including the PLANEPP 2025–2027, has contributed to creating a more enabling framework for the sector, with growing implications for skills development and employment creation.

Circular waste management ecosystem and key actors

The circular waste management ecosystem in Angola is characterised by a diverse but still fragmented network of actors operating across the waste value chain, from waste generation and collection to recycling, recovery and reuse.

Public authorities play a central role in regulating and coordinating the sector. The Ministry of Environment is responsible for national environmental policies, while provincial governments and municipal administrations are directly responsible for waste collection services, urban sanitation and local environmental management. In major cities such as Luanda, municipalities typically coordinate waste management services while contracting private operators for collection and transport activities. Public institutions are increasingly supported by international partners and development agencies, including the European Union and EXPERTISE FRANCE, which are investing in waste management infrastructure, environmental governance and green skills development.

The **private sector** includes a broad range of industrial and service providers involved in waste collection, transport, recycling, environmental management and education. Large-scale private operators such as VISTA WESTE, FABRIMETAL, and BEST ANGOLA METAL, together with public–private companies such as ELISAL, play a significant role in the provision of waste management and environmental services.

The recycling and circular economy value chain is also gradually expanding, particularly in urban centres, supported by the work of small and medium-sized enterprises (SMEs) such as ERLEDE K. KAMBUGU, ENUIROBAC. These companies are engaged not only in the collection of recyclable materials, including through door-to-door collection schemes, but also in community education and awareness-raising activities aimed at promoting waste segregation and recycling. Although these initiatives remain relatively small in scale, they represent an important step towards the formalisation and strengthening of Angola's recycling system.

A distinctive feature of the ecosystem is the strong role of the **informal sector**, which plays a fundamental environmental, economic and social function. Informal waste pickers recover some quantities of recyclable materials such as plastics, paper and cardboard, contributing substantially to national recycling rates. At the same time, they often operate in precarious conditions, with limited access to equipment, training and formal markets.

Strengthening their integration into formal waste management systems represents both a social inclusion priority and an opportunity to improve overall system efficiency.

Civil society organisations, NGOs and community-based initiatives also contribute to environmental awareness, behavioural change and local recycling activities, particularly in urban and peri-urban areas. Community-based clean-up and recycling initiatives implemented by local organisations support environmental education, social inclusion and the promotion of grassroots circular economy practices, complementing formal sector activities. In this context, organisations such as ECOANGOLA, OMWENHO and others play a role in environmental advocacy and awareness-raising on waste separation and sustainable practices.

Vocational Education and Training (VET) ecosystem

Key institutions include INEFOP (Instituto Nacional de Emprego e Formação Profissional), the Salesian Don Bosco Vocational Training Centres, technical schools, selected universities and private training providers.

Within the framework of the project, VET institutions play a central role in addressing identified skills gaps in the circular economy sector, as they connect labour supply with labour market needs. These institutions are progressively integrating environmental sustainability into their programmes, while interest in circular economy-related skills is gradually increasing in response to national policy priorities and emerging labour market demands. However, specialised curricula on circular economy, waste management, recycling technologies and green entrepreneurship are still in an early stage of development and present significant potential for expansion. The ecosystem mapping highlights important opportunities to further **strengthen the alignment between vocational education and training provision and the evolving needs of the circular economy labour market**. In particular, there is growing demand for practical, work-based skills in areas such as waste separation, recycling operations and material recovery, which could be better integrated into structured training pathways.

In this context, the development of **partnerships between training institutions and private sector actors represents a key opportunity to expand internships, apprenticeships and workplace-based learning experiences**. Strengthening these links would enhance young people's exposure to real working environments, improve employability and support the development of a skilled workforce capable of contributing to emerging green jobs in Angola.

Territorial focus

Within this national framework, the project focuses on three complementary territorial ecosystems.

Luanda, the country's largest urban and industrial centre, represents the most developed waste management ecosystem in Angola. The capital generates between 6,000 and 8,000 tonnes of municipal solid waste per day, while the recycling rate remains below 5%, highlighting the significant gap between waste generation and material recovery. Luanda hosts the largest concentration of recycling companies, plastics manufacturers, logistics operators and environmental initiatives. At the same time, rapid urbanisation and limited infrastructure continue to generate significant environmental and operational challenges, reinforcing the need for innovation and skills development.

Benguela benefits from its strategic coastal position, the presence of the Lobito Corridor, growing industrial and agro-industrial activities and emerging initiatives on selective waste collection and recycling. These conditions make it a promising territory for the development of local circular value chains, particularly in plastics, glass, metals and organic waste.

Dondo (Cuanza Norte) represents a predominantly semi-urban context where waste management systems remain less developed, and recycling infrastructure is still limited. However, the territory offers significant potential for decentralised circular economy solutions linked to agriculture, agro-processing, local manufacturing and community-based waste management, supported by vocational training institutions and local stakeholders.

2 SECTION: KEY NEEDS AND SKILL GAPS IDENTIFIED

The identification of key needs and skill gaps presented in this section is based on the preliminary findings of Task 4.2, which is currently under development. The analysis builds primarily on the outcomes of the first Multi-Stakeholder Consultation Workshop held in June 2026, complemented by initial inputs from project partners and selected stakeholders from the public, private and vocational education sectors. As such, the findings should be considered indicative and will be further refined through additional consultations and validation activities. Despite this preliminary stage, a pattern of needs has already emerged across different segments of the circular waste management ecosystem in Angola.

1. Technical skill needs

Stakeholders highlighted a **general shortage of practical technical skills** to support more efficient waste management and recycling processes. One of the main issues identified relates to limited capacity in waste separation, sorting and material recovery, which contributes to low recycling efficiency and **high levels of contamination** in collected materials. These findings point to the **need for strengthening vocational education and training provision**, with greater emphasis on practical competences that support the transition towards more efficient and circular waste management practices.

Another recurring area of concern is the **limited availability of specialised skills for managing more complex waste streams**, including electrical and electronic waste and metals. Stakeholders also emphasised the need to expand **specialised training opportunities and practical learning experiences** that would enable workers to effectively manage these emerging waste streams and support the development of a more circular waste management system.

2. Awareness, business and coordination needs

Environmental awareness and community engagement emerged as key priorities. Participants repeatedly stressed the need to **promote a stronger culture of waste separation and recycling through education, awareness campaigns and community-based initiatives**.

The consultation also highlighted the importance of **entrepreneurial skills and basic business competences**, particularly for young people interested in developing small-scale circular economy activities. Skills related to business planning, organisation, communication and the management of recycling initiatives were identified as increasingly relevant for supporting local employment opportunities.

Finally, stakeholders pointed to the need to strengthen organisational and coordination capacities across the waste value chain, recognising that **more efficient logistics** and better **collaboration between different actors** are essential for improving the performance of the sector.

3. Inclusion and formalisation needs

During the consultation, a recurring theme was the strong role played by the **informal sector** in the collection and recovery of recyclable materials. While informal waste pickers already make a significant contribution to material recovery, they often **operate outside formal value chains and have limited access to training, equipment and stable market opportunities**.

Stakeholders recognised that **strengthening the organisation of these actors, for example through cooperatives, associations or other forms of collective organisation, could improve working conditions, facilitate access to training and create stronger links with formal recycling systems**. Supporting the gradual formalisation of informal activities was therefore identified not only as a social inclusion measure, but also as an opportunity to increase the efficiency and sustainability of the circular economy ecosystem.

4. VET-labour market partnership needs

The initial findings also point to the **need for stronger collaboration between vocational education and training providers, public institutions, municipalities, private companies and civil society organisations**.

Rather than focusing solely on curriculum development, stakeholders highlighted the **importance of creating structured partnerships capable of connecting training with real labour market opportunities**. In particular, there was broad agreement on the need to **expand internships, workplace-based learning, company visits and other forms of practical experience that would facilitate the transition of young people into employment**.

In this context, the Task 4.2 Heatmap represents an initial tool for linking the emerging skills needs with the training modules developed within the CircuWasteVETAfrica project. As the needs assessment progresses, this mapping will be further refined to ensure that training provision responds effectively to labour market demand and supports stronger cooperation across the circular waste management ecosystem.

3 SECTION: CO-DESIGN PROCESS

At the time of drafting this report, Task 4.3 is in its initial phase. The co-design process is conceived as the bridge between the needs assessment carried out under Task 4.2 and the development of sustainable partnerships and implementation actions foreseen in the subsequent phases of the project.

The process follows a **participatory and multi-stakeholder methodology involving representatives from public authorities, municipalities, vocational education and training (VET) providers, private companies, civil society organisations and other actors operating across the waste management value chain.**

A **first consultation workshop** was held on 16 June 2026 at the Centro de Formação Profissional Dom Bosco – Mabubas, bringing together approximately 25 participants from the public, private and civil society sectors. The workshop provided an opportunity to present the project, validate the preliminary findings of the stakeholder mapping and discuss the main challenges, priorities and opportunities for collaboration within the circular economy sector. It also confirmed the strong interest among participants in strengthening cooperation between training providers, public institutions and companies to support youth employability and green skills development.

Building on this first consultation, the next phase of Task 4.3 will include **additional participatory workshops, thematic working sessions and bilateral meetings with key stakeholders.** These activities will be used to validate the preliminary needs assessment and co-design actions aimed at strengthening the links between vocational training, labour market needs and the circular waste management ecosystem.

The process will place particular emphasis on the active involvement of employers and sector practitioners, with the objective of **identifying opportunities for internships, workplace-based learning and longer-term collaboration between VET providers and companies.**

4 SECTION: ACTION PLAN TABLE

TABLE 1 : ACTION 1

Title for the Action 1: Develop internship programmes with local companies and offered as an integral part of the second edition of the course at Don Bosco TVET Centres in Benguela and Cuanza Norte provinces.	
Objective	<i>Provide the access to professional training for young people facing poverty or vulnerability in the municipalities of Navegantes and Cambambe.</i>
Description	<i>The course will benefit at least 20 people (12 Female and 08 Male) in each province. During the course it will be facilitated internship with local companies previously identified with whom a MoU will be signed with the Don Bosco TVET Centres. With the agreement it is expected that the trainees will have opportunities to get life skills, exchange experience, improve technical experience to enlarge access to job opportunities, etc.</i>
Partners involved	<i>VIS Angola, Don Bosco TVET Centres, INEFOP, private companies and other stakeholders identified through the mapping process (WP2 and WP4).</i>
Roles and Responsibilities	<i>VIS coordinates the process; TVET Centres implement the course and signed the MoU with companies that will provide the internship; INEFOP recognise the course.</i>
Timeline	<i>From March 2027</i>
Resources needed	<i>Four Trainers; pedagogic materials support; financial support for the students' transport.</i>
Expected outputs/outcomes	<i>At least 40 trainees completed the course, including the internship; At least 05 of 40 trainees signed a job contract</i>
Indicators of success	<i>Number of trainees; number of MoU signed; number of internships; number of trainees employed; Lessons learned for future scale up between Don Bosco and other companies.</i>
Link to partnership formalisation (if applicable)	<i>MoU signed between don Bosco TVET and local companies.</i>

TABLE 2 : ACTION 2

Title for the Action 2: Develop internship programmes with local companies and offered as an integral part of the second edition of the course at Don Bosco TVET Centres in Benguela and Cuanza Norte provinces.	
Objective	<i>Consolidate the training programme by delivering the new edition of the course in Benguela and Cuanza Norte provinces for promoting access to life skills and job opportunities.</i>
Description	<i>The course will benefit at least 20 people (12 Female and 08 Male) in each province. During the course it will be facilitated internship with local companies previously identified with whom a MoU will be signed with the Don Bosco TVET Centres. With the agreement it is expected that the trainees will have opportunities to get life skills, exchange experience, improve technical experience to enlarge access to job opportunities, etc.</i>
Partners involved	<i>VIS Angola, Don Bosco TVET Centres, INEFOP, private companies and other stakeholders identified through the mapping process (WP2 and WP4).</i>
Roles and Responsibilities	<i>VIS coordinates the process; TVET Centres implement the course and signed the MoU with companies that will provide the internship; INEFOP recognise the course.</i>

Timeline	<i>From March 2027</i>
Resources needed	<i>Four Trainers; pedagogic materials support; financial support for the students' transport.</i>
Expected outputs/outcomes	<i>At least 40 trainees completed the course, including the internship; At least 05 of 40 trainees signed a job contract</i>
Indicators of success	<i>Number of trainees; number of MoU signed; number of internship; number of trainees employed; Lessons learned for future scale up between Don Bosco and other companies.</i>
Link to partnership formalisation (if applicable)	<i>MoU signed between don Bosco TVET and local companies.</i>

5 SECTION: ROADMAP AND NEXT STEPS

The roadmap outlines the progressive transition from the preliminary needs identified under Task 4.2 to the implementation of collaborative actions and formal partnerships. As Task 4.3 is still ongoing, the roadmap remains a living framework that will be further refined through the co-design process and stakeholder feedback.

Phase 1 (M22):

Final refinement of the three actions with stakeholder meetings:

Action 1 (VET–stakeholder platform), Action 2 (dissemination of the course), Action 3 (skills foresight).

Phase 2 (post-M22):

Platform activation, adoption of the courses, continued foresight work.

Phase 3:

Continuous monitoring and feedback.