

CircuWasteVETAfrica



CircuWasteVETAfrica project is co-funded by the ERASMUS+ programme under Grant Agreement No. 101182642



CFPSTP Action Plan for Added-Value Services

Centro de Formação Profissional de São Tomé e Príncipe

Responsible: Milton Lima, CFPSTP

Document Revision History

VERSION	DATE	DESCRIPTION OF CHANGE	LIST OF CONTRIBUTOR(S)
1	28/05/2026	Initial version of the CWVA T4.3 Action Plan for São Tomé e Príncipe developed through the co-design process and stakeholder consultations.	CFPSTP, Municipalities, NGOs, Waste Sector Stakeholder

Disclaimer

The information, documentation, and figures available in this deliverable are written by the CircuWasteVETAfrica project's consortium under EC grant agreement 101182642 and do not necessarily reflect the views of the European Commission.

Copyright Notice

© 2025 - 2026 CircuWasteVETAfrica

TABLE OF CONTENTS

1 Section: Local Context and Ecosystem Overview	3
2 Section: Key Needs and Skill Gaps Identified	4
3 Section: Co-Design Process	5
4 Section: Action Plan Table	6
5 Section: Roadmap and Next Steps	7

1 SECTION:

LOCAL CONTEXT AND ECOSYSTEM OVERVIEW

São Tomé e Príncipe is facing increasing environmental and waste management challenges associated with urbanisation, tourism development, population growth, and limited waste treatment infrastructure. The circular waste value chain remains at an emerging stage, with most waste still disposed of through informal or inadequate systems. However, growing institutional awareness and international cooperation initiatives are creating opportunities to strengthen circular economy practices and green skills development.

The mapping exercise carried out under T4.1 identified several key actors operating across the circular waste ecosystem in São Tomé e Príncipe. These include public institutions, municipalities, environmental authorities, NGOs, local enterprises, informal waste operators, training providers, and community-based organisations. The Ministry of Environment and municipal authorities play a central role in waste collection and environmental regulation, while NGOs and development partners contribute through awareness campaigns and pilot recycling initiatives.

The vocational education and training (VET) sector is still limited in terms of specialised programmes linked to circular economy and waste valorisation. Existing training provision mainly focuses on basic technical and vocational skills, with little integration of circular economy principles, green entrepreneurship, waste sorting, recycling processes, occupational safety, or digital waste monitoring systems. Collaboration between VET institutions and private sector actors also remains weak, reducing opportunities for work-based learning and labour market alignment.

The stakeholder mapping exercise highlighted the importance of strengthening Public-Private Partnerships (PPPs) to improve training relevance, increase employability, and support the transition towards sustainable waste management practices. The ecosystem analysis also revealed a strong need for institutional coordination mechanisms capable of connecting training providers, municipalities, private companies, and community actors.

Despite current limitations, the sector presents significant opportunities for green employment creation, youth inclusion, entrepreneurship development, and local economic diversification. The development of a structured circular waste value chain could contribute to reducing environmental pollution while simultaneously generating sustainable livelihoods and improving local capacities.

2 SECTION: KEY NEEDS AND SKILL GAPS IDENTIFIED

The analysis conducted under T4.2 identified several priority training needs and skills gaps affecting the circular waste management ecosystem in São Tomé e Príncipe. These findings were validated through stakeholder consultations, interviews, workshops, and the competency heatmap analysis.

One of the most significant gaps identified concerns technical competencies related to waste sorting, recycling, composting, material recovery, and waste valorisation techniques. Many workers currently operating in the sector rely on informal knowledge and lack structured technical training.

Stakeholders also identified insufficient knowledge of circular economy principles among both trainers and learners. Existing VET curricula do not adequately address sustainability concepts, resource efficiency, environmental management, or green entrepreneurship.

Another important gap relates to occupational health and safety practices. Workers in the waste sector often operate in unsafe conditions without adequate awareness of protective measures, risk prevention procedures, or environmental health standards.

The heatmap analysis additionally highlighted limited digital competencies within the sector. There is currently little capacity to use digital tools for waste monitoring, reporting, logistics coordination, or data collection. These limitations reduce efficiency and weaken evidence-based decision-making processes.

Entrepreneurship and business development skills were also identified as priority areas. Many local actors lack competencies in business planning, financial management, cooperative development, and market-oriented circular economy initiatives.

The consultations further revealed weak collaboration between VET centres and labour market actors. Companies and municipalities reported difficulties in finding adequately trained workers, while VET institutions identified limited access to practical placements, internships, and work-based learning opportunities.

The following priority needs were therefore identified:

- Integration of circular economy principles into VET programmes;
- Development of practical technical training in waste management and recycling;
- Strengthening occupational health and safety training;
- Promotion of digital skills for waste management systems;
- Reinforcement of entrepreneurship and green business development capacities;
- Establishment of stronger partnerships between VET providers and employers;
- Creation of structured work-based learning pathways.
- These identified gaps directly informed the actions proposed in the Action Plan below.

3 SECTION: CO-DESIGN PROCESS

The co-design process under T4.3 was implemented through a participatory and multi-stakeholder approach coordinated by CFPSTP and local ecosystem actors.

A series of consultation activities were organised between May and June 2026, including:

- 2 stakeholder workshops;
- 3 working group sessions;
- bilateral consultation meetings with municipalities, NGOs, and enterprises;
- technical coordination meetings with VET representatives.

Participants included representatives from:

- VET institutions;
- municipal authorities;
- environmental agencies;
- waste management operators;
- NGOs;
- youth organisations;
- private sector companies;
- development partners.

The workshops focused on validating the findings from T4.1 and T4.2, identifying priority actions, analysing partnership opportunities, and defining operational responsibilities.

Decisions were made through consensus-building methods and collaborative discussions. Stakeholders jointly prioritised actions according to:

- urgency of identified needs;
- feasibility of implementation;
- potential impact on employability and sustainability;
- alignment with the objectives of the Circular Waste Value Alliance project.

The co-design process also served as a preparatory step for T4.4, particularly regarding the establishment of Public-Private Partnerships (PPPs) and future Memoranda of Understanding (MoUs).

4 SECTION: ACTION PLAN TABLE

TABLE 1 : ACTION 1

Action Title: Annual Circular Economy Competence Review Mechanism	
Objective	<i>Improve alignment between VET curricula and labour market needs in the circular waste sector</i>
Description	<i>Annual review meetings will be organised between VET providers, municipalities, enterprises, and NGOs to assess emerging skills needs and update training priorities</i>
Partners involved	<i>CFPSTP, municipalities, waste operators, NGOs, Ministry of Environment</i>
Roles and Responsibilities	<i>CFPSTP coordinates; enterprises provide labour market feedback; municipalities validate priorities</i>
Timeline	<i>Start: September 2026 – Frequency: Annual – End: Ongoing</i>
Resources needed	<i>Meeting facilities, technical experts, coordination staff, reporting materials</i>
Expected outputs/outcomes	<i>Updated competency priorities and stronger curriculum relevance</i>
Indicators of success	<i>Number of review meetings held; updated training recommendations produced</i>
Link to partnership formalisation (if applicable)	<i>To be integrated into MoUs under T4.4</i>

TABLE 2 : ACTION 2

Action Title: Work-Based Learning and Internship Programme	
Objective	<i>Increase practical learning opportunities for learners in the circular waste sector</i>
Description	<i>Establish structured internship placements with municipalities, recycling initiatives, and environmental organisations</i>
Partners involved	<i>CFPSTP, municipalities, NGOs, private waste operators</i>
Roles and Responsibilities	<i>CFPSTP prepares learners; host organisations supervise internships</i>
Timeline	<i>Start: October 2026 – Frequency: Every training cycle – End: Ongoing</i>
Resources needed	<i>Supervisors, transportation support, training materials, PPE equipment</i>
Expected outputs/outcomes	<i>Increased employability and practical competencies</i>
Indicators of success	<i>Number of learners completing internships; employer satisfaction rates</i>
Link to partnership formalisation (if applicable)	<i>Covered through institutional partnership agreements</i>

5 SECTION: ROADMAP AND NEXT STEPS

The implementation roadmap foresees a progressive deployment of the proposed actions between 2026 and 2027. Key milestones include:

- June 2026: Validation of T4.3 findings;
- July 2026: Finalisation of Action Plan;
- September 2026: Launch of competence review mechanism;
- October 2026: Start of internship and work-based learning activities;
- November 2026: Trainer capacity-building sessions begin;
- M22: Public-Private Partnerships Workshop under T4.4;

Following M22: Signature of MoUs and formalisation of institutional partnerships.

The roadmap aims to transform collaborative actions into formal long-term cooperation mechanisms.