

VOCATIONAL TRAINING AND CAPACITY BUILDING FOR EMPLOYMENT (FoRCE)



Schweizerische Eidgenossenschaft
Confédération suisse
Confederazione Svizzera
Confederaziun svizra

Direction du développement
et de la coopération DDC

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1.3 FoRCE Specific objective

Develop VET through apprenticeships in high-potential trades in the artisan and agricultural sectors in northern Benin and strengthen training engineering at the national level with the joint participation of the public and private sectors.



2. Engaging informal companies in dual VET

- **2.1 Establishment of the ecosystem**

- Strategic documents: TVET National strategy and Law on dual training
- Engaging informal and formal companies in dual VET: process lead by CNCP-EFTP, Minister in charge of TVET (National Dialogue Framework for the Promotion of TVET)
- Identification of companies (formal & informal) close to the VTC supported by FoRCE
- Information – Awareness (visits, workshops), on strategic documents & partnership between public and private sectors
- Signature of partnership agreement between companies and the 4 VTC (so far 119)
- Local TVET Promotion Committees (CLAPE for Labour Market Information, identification of high potential trades)
- Networking of the selected companies, under the coordination of CNCP-EFTP



2.2 Incentives for companies

- Training of company supervisors (ToT)
 - ✓ Pedagogy (Andragogy, Learner Monitoring, Dual Learning and Supervision of Learners in Companies)
 - ✓ Technical trainings
- Access to VTC's equipment
- Complementary training of apprentices (Basic mathematics; French, Health, Hygiene and Safety on the workplace, etc.)
- Working together with the programme FoRCE and VTC (identification of priorities' trades, prioritization of vocational training needs, etc.)
- Material support: ITC equipment needed for creating database of apprentices and for organization of CQM exams
- Infrastructure for apprentices (sheds, toilets)



2. Engaging informal companies in dual VET

- **2.3 Findings, so far**
- VTC receive requests from informal companies to help them manage some of the orders received, but also to supervise their apprentices in using modern tools and equipment, which are not found in some informal companies;
- In-company trainers feel that they're more competent in supervising apprentices and preparing them for their CQM exams;
- More learners in dual VET (VTC and companies)



3.1 Challenges

- Identification of companies by VTC without subjectivity (because of incentives);
- Informal companies' owners fear that the apprentices will get diploma and will grab their share of market (usually these owners don't have any diploma);
- Enough infrastructures to properly accommodate the apprentices (suitable workshops, sheds, toilets, etc.);
- Government politics oriented toward the formalization of the companies.



THANK YOU FOR YOUR ATTENTION

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