



ARCHIPELAGO

an African-European partnership
for vocational training

Project funded by the European Union



VOCATIONAL TRAINING AND SUPPORT PROGRAMME FOR THE INTEGRATION OF YOUNG PEOPLE

in the electricity, hotel and restaurant sectors in Ivory Coast - KALANCI

Organisations forming the consortium: Conseil français des investisseurs en Afrique (CIAN) – Union des Grandes Entreprises Industrielles de Côte d’Ivoire (UGEI) – RH Excellence Afrique (REA) – Éducation et Développement (EDE) – Association pour le Développement Social et Culturel (ADESC) – Côte d’Ivoire Entreprise et Développement CIED – Compagnie Ivoirienne d’Électricité (CIE).



445
young people
trained



30
local trainers trained
(from TVET centres and host
companies)



Agreements signed
with the ACCOR Group and the Ivorian
Electricity Company for the placement of
trainees in their companies



The objective of the project is to develop local resources for technical and vocational education and training (TVET), entrepreneurship and technical-commercial training. The trainings are adapted to the needs of companies to strengthen the employability and integration of young people (salaried employment, entrepreneurship and self-employment) in two certified sectors with high potential but a lack of skills: electricity and the hotel industry.

140 young women trained in the hotel and restaurant industry in Ivory Coast thanks to the KALANCI programme

KALANCI, an initiative of the French Council of Investors in Africa, CIAN, and the Union of Large Industrial Companies of Côte d'Ivoire, UGECI, is a vocational training and support programme tailored to the integration of young people in the electricity and hotel and restaurant sectors. Launched in September 2020 and implemented over two years, it is part of the ARCHIPELAGO programme, funded by the European Union. The KALANCI project is being implemented locally by RH Excellence Afrique (REA), an association created by CIAN in Abidjan to improve vocational training in West Africa.

The project has its origins in the desire to combat the difficulties of integrating young people into the labour market. The aim is to offer young people a dual training programme (i.e. combining theoretical teaching and practical training) that is relevant and consistent with the needs of companies and opportunities for self-employment.

The KALANCI project in the hotel and restaurant sector: how does it work?

The KALANCI project meets the expectations of employers - hoteliers, restaurant owners, managers of collective restaurants and laundries - who are looking for job-ready skills in this sector, which is under pressure. In addition, the objective is to meet the expectations of young people who want to pursue a career with a future. They want to develop their technical and behavioural skills and acquire professional experience to enter the labour market as employees or entrepreneurs.

One of the innovative aspects of this project is that the teaching skills are provided 100% by the Ivory Coast. In concrete terms, 140 women, aged between 18 and 40, are trained for 3 months in the professions of hotel employee, laundry manager and kitchen assistant, at the Yarani Professional School, located in Plateau-DOKUI in Abidjan. The 140 participants of the programme were divided into 7 classes of 20 students, including 5 classes of kitchen assistants and 2 classes of hotel employees.

The school's director, Ms Marie Odile CACHIA, does not hesitate to share her enthusiasm for having taken part in the KALANCI programme. According to her, "Offering short training courses leading to qualifications and professionalization was a new experience for the school. We realised that many women are looking for short training courses either because they do not have the initial level to follow a diploma course and have left the world of studies, or because they want to have a quick training course to enter the labour market as quickly as possible to earn a living... We wanted to get involved in the KALANCI programme to meet this need."

A participant, Ms Melissa AKA, from the second class of kitchen assistants, confirms this observation and testifies: "I have always wanted to do a training course in cooking and pastry-making. I heard about the KALANCI programme on social networks, I signed up... and it was a great experience. What really impressed me was the practice. Even though going back to school is not always easy, we had all the necessary support to learn and progress."

The content of the training programmes has been developed by the YARANI School in collaboration with employers and HR Excellence Africa. With more than 280 hours of training, the curricula emphasise hands-on learning and the acquisition of useful skills in the company through tutorials, role-playing, workshop/kitchen work and feedback.

In addition, to promote integration and put all the chances on their side, the students received basic digital training (to prepare their CVs, write emails, etc.), and advice on professional attitude and presentation (soft skills) from SIMPLON Côte d'Ivoire. Those with an entrepreneurial project are supported by Côte d'Ivoire Entreprise et Développement (CIED).

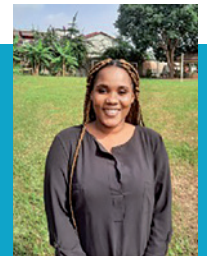
Internship placement: a pillar of youth professional integration

The aim of the project is to provide the participants with all the necessary tools to enter the labour market. The programme therefore combines these training modules with an internship period. This is why the programme approached the ACCOR Group, which manages 6 hotels in Abidjan, and suggested that they could host the participants in their establishments. "ACCOR is a large group that is committed to diversity and inclusion. We believe in the value of social actions. The objective of the KALANCI project corresponds precisely to our aspirations by giving a chance to motivated people. That's why, at the first meeting when the project was presented to us, we immediately committed ourselves to being a partner. And today the result is there because we welcome in our hotels many KALANCI trainees and they are among our best co-workers" says Mr. Amoul COLY, Director of Human Resources Africa of the Accor Group.

What are the results?

In 2021, 100 young people completed this programme and another 40 will complete it in 2022. For the Yarani school, the results obtained at this stage of the project are satisfactory. "We realised that it was possible to adapt the kitchen technician's certificate (BT) programme in a condensed course, building on the practical lessons in particular. In view of the feedback we have received from the internships for the first classes, the result is very encouraging, since the hoteliers have appreciated the work of these women, and for some of them, they have been offered to continue within the company, in the form of a traineeship or employment... We intend to continue this type of training. Furthermore, the KALANCI programme was an opportunity for the school to get closer to companies from the sector because we are constantly looking for partners capable of integrating our students into their companies, and this was a great opportunity for us to achieve this goal," says Ms. Cachia, the school's director.

On the company side, the results are also seen in a very positive light. "We can say that we are 100% satisfied because we have not had to report any major incidents," says Mr Coly, before adding, "I have been in the business for more than 10 years, and we have never had such a high volume of interns from one school alone, and yet I have not received any criticism from the team leaders. In none of our hotels have the HR teams come to complain about the interns they have been assigned, quite the opposite, they want more. Just on that basis, I think this partnership is a great success, and I have a very positive assessment. Today, these women are registered in our database and constitute a pool of skills for our current and future needs."



For the beneficiaries, the adventure with KALANCI is also a success. "I had a great experience. There were many things I didn't know. I was able to acquire a lot of knowledge from my teachers... The course at the Novotel Plateau in Abidjan was perfect. There were many things that I discovered on the spot during my practical training. I gained a lot of experience with my tutor and the housekeeper", comments Mrs. Denise Oulai, a hotel employee student from the first promotion. For Ms Melissa AKA, who followed the training as a kitchen assistant, "Before, I didn't do much. I did a little African cooking. With the training, I can now make a lot of pastries, biscuits, croissants, pizzas and other things... Today, I confidently master the recipes... After the training and the internship, I applied for a job in the retail sector and I was called for an interview. I hope that this will open a new page in my professional life."



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