



**10**  
**A**  
**YEAR**  
**PROGRAMME**  
FOR VOCATIONAL TRAINING  
& ACCREDITATION REFORM

**Building the DRC's Workforce for Tomorrow**

**- DONOR BRIEF**

# WHY IT MATTERS



The Democratic Republic of the Congo (DRC) holds extraordinary promise. With over 100 million people and one of the youngest populations in the world, its people are its greatest asset.

Yet vocational training is outdated, fragmented, and mistrusted. Companies fall back on expatriate labour at three times the cost, while Congolese youth watch opportunities slip away.

## WITHOUT REFORM

Household incomes remain depressed, youth frustration grows, localisation targets falter.

## WITH REFORM

The DRC unlocks a demographic dividend — a workforce that is credible, certified, and ready to drive inclusive growth.

## THE SOLUTION AT A GLANCE

A ten-year, USD 223.7 million reform programme to modernise, accredit, and sustain a national vocational training system.



### MODERNISED CENTRES

**70 training centres** (45 INPP + 25 affiliated) upgraded to international standards, equipped for key trades: electricians, mechanical fitters, diesel mechanics, riggers, boilermakers, **welders, and fitters & turners.**



### ACCREDITED TRAINERS

**~490 trainers** accredited and renewed every two years through continuous professional development.



### CERTIFICATION PATHWAYS

**Recognition of Prior Learning (RPL)** for experienced workers and diaspora returnees; structured academic streams for youth.



### INCLUSION & SUSTAINABILITY

**Women = 40% of graduates by Year 10;** blended financing from government, modest certification/accreditation fees, and CSR co-funding.

## PHASED INVESTMENT

**USD 223.7 MILLION  
OVER 10 YEARS**



## HUMAN IMPACT

- **Patrick (27, Katanga)** – Welder certified through RPL; gains stable contracts, equal pay to expatriates.
- **Amina (19, Kasai)** – Accredited electrician; breaks gender barriers, supports her family.
- **Marie (32, Haut-Katanga)** – Single mother, certified via RPL; secures formal mining contracts.
- **Daniel (22, Kinshasa)** – Mechanical fitter; income triples with his first formal contract.
- **Jean-Paul (34, diaspora in South Africa)** – Skills validated through bridging & RPL; returns to take up a supervisory role.

## GOVERNANCE & SAFEGUARDS

Funds flow through DGC AFRICA Skills (Mauritius) — a special-purpose entity in a neutral jurisdiction.

Safeguards include:

- Ring-fenced accounts.
- Independent audits by reputable multinational firms.
- Quarterly financial & KPI reporting to donors.
- Competitive procurement and whistleblower channels.
- Oversight by a Steering Committee is made up of Private Sector, Government Agencies, Operational Execution, Institutional agencies and Development agencies, with the committee representation through BTP & CMA.
- Credibility backed by DGC (115 years industrial service) and UXi (international accreditation expertise).

**Every dollar traceable. Every outcome verifiable.**

## DONOR ALIGNMENT

- **Multilaterals** – Results-based financing, gender inclusion, safeguards (World Bank, AfDB, EU).
- **Bilaterals** – Value for money, institutional strengthening, rights-based inclusion (FCDO, AFD, GIZ, SIDA, NORAD).
- **Foundations** – Youth employability, innovation (Mastercard, Ford, Gates).
- **Corporates** – CSR co-funding tied to localisation goals.

## CALL TO PARTNERSHIP

Donors are invited to join at the stage that aligns with their mandate:

- **YEARS 1-3:** Anchor donors seed governance, centres, and first 10,000 workers.
- **YEARS 4-5:** Bilaterals and foundations complete national roll-out and deepen inclusion.
- **YEARS 6-10:** Corporates and government co-fund renewals and sustain the system.

**BY 2035: 13,000 CONGOLESE YOUTH GRADUATE EACH YEAR FROM ACCREDITED CENTRES. WOMEN ALONGSIDE MEN IN TRADES ONCE CLOSED TO THEM.**  
**RETURNING DIASPORA PROFESSIONALS REINFORCE LOCALISATION.**

**This is not just a project  
— IT IS A LEGACY INVESTMENT IN DIGNITY, STABILITY,  
& NATIONAL RENEWAL**



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**Empowering Africa's Workforce,  
Driving Sustainable Growth**