

RESEAU AFRICAIN DES CENTRES D'EXCELLENCE EN ELECTRICITE
AFRICAN NETWORK OF CENTERS OF EXCELLENCE IN ELECTRICITY



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ANCEE ANNUAL ACTIVITY REPORT
From January 1 to December 31, 2022

ANCEE Coordination Unit



GRUPE DE LA BANQUE AFRICAINE
DE DÉVELOPPEMENT
AFRICAN DEVELOPMENT BANK GROUP



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ACRONYMS AND ABBREVIATIONS

AFD	French Development Agency
AFUR	African Forum for Utility Regulation
ACBF	African Capacity Building Foundation
ATC	Aswan Training Center (Egypte)
APUA	Association of Power Companies of Africa
AfDB	African Development Bank
ANCEE	African Network of Centers of Excellence in Electricity
APUA	Association of Power Utilities of Africa
AWBP	Annual Work Plan and Budget
AU	African Union
AT	Technical assistance
BM	World Bank
BT	Low tension
CU	Coordination unit
CoE	Center of Excellence
Steerco	Steering Committee
CdC	Specifications
CoT	Training Center
CEREEC	ECOWAS Center for Renewable Energy and Energy Efficiency,
COMELEC	Maghreb Electricity Committee
CME	Centre des Métiers de l'Électricité (Côte d'Ivoire)
CSTE	Centre des Sciences et Techniques en Électricité (ONEE-Maroc)
DD	Développement Durable
EAPP	East Africa Power Pool
EADI	African Development Institute
ECOWAS	Economic Community of West African States
ESIE	Inter-African School of Electricity
EEHC	Egyptian Electricity Holding Company
EnR	Renewable Energies
EE	Energetic efficiency
GTC	Geothermal Training Centre (Kengen-Kenya)
IFEG	Electricity and Gas Training Institute (SONELGAZ-Algeria Group)
KGRTC	Kafue Gorge Regional Training Centre (ZESCO-Zambie)
KENGEN	Kenya Electricity Generating Company
NAPTIN	National Power Training Institute of Nigeria (Nigeria)
PU	Power utility
PPM	Procurement plan
STEG	Société Tunisienne d'Électricité et du Gaz
VRA	Volta River Authority

FUNDING INFORMATION

Project number	ADF/AFDB Grant: ADB Agreement: 2100155029817 AFD grant: AFD agreement: CZZ 1982 01 H
Amount and type of financing	AfDB: grant 9,742,042 million euros AFD: grant of 3 million euros
Project title	African Network of Centers of Excellence in Electricity (ANCEE)
Name of the organization	Association of Power Utilities of Africa (ASEA)
Project components	<ol style="list-style-type: none"> 1. Establishing the network 2. Network Operation 3. Training for the benefit of the sector 4. Promotion of new Centers of Excellence 5. Key success factors
Date of signature of the financing agreement	AfDB: June 11, 2015 AFD: 04 June 2015
Deadline for the use of funds (after extension agreements by donors)	December 31, 2023
Total paid into the special account	AfDB funds: 7,402,185 euros (2,339,857 euros intended for direct payment) AFD funds: €2,999,499
Remains to be paid	AfDB funds: 0 euros (funds in special account fully paid) AFD funds: 0 euros (funds in special account fully paid)

EXECUTIVE SUMMARY

The activity report closed on December 31, 2022 summarizes all the activities carried out during the year 2022 as well as a retrospective of the activities since the launch of the project.

It should be said that the year 2022, by the activities carried out, differs considerably from the two previous years characterized by a strong resumption of activities, particularly in terms of new training requests and an acceleration of activities relating to the acquisition of goods and services. The highly encouraging results recorded during the 2022 financial year and included in this report are the perfect illustration of this.

It is understood that these results were made possible thanks to the efforts made by the entire coordination team, the member centers of excellence of ANCEE, the general secretariat of ASEA, thanks also to the constantly growing interest of a large number of PoEs towards ANCEE activities as well as the understanding, assistance and availability of donors who have not failed to support ANCEE through their orientations and recommendations.

This dynamic certainly deserves to be supported and encouraged for a better positioning of ANCEE, which is now essential in the African landscape in terms of capacity building.

As such, we summarize below the main events that characterized the year 2022.

Extension of grants: In order to allow the completion of the actions undertaken during the 2022 financial year in particular, the AfDB and the AFD have given their agreement to the extension of the grants until December 31, 2023.

The agreements were notified respectively on December 15, 2022 for AfDB and January 3, 2023 for AFD. AFD's agreement will be materialized by amendment No. 4 to the agreement.

Donor supervision mission: Organization in Tunis of a joint donor supervision mission from November 29 to December 1, 2022 to review ANCEE activities, the achievement of objectives and the impact of the project.

Governance: Holding of the second statutory Copil of the year on November 28 and 29, 2022 after the one organized on July 15, 2022 in Dakar.

The steerco made it possible to present the activities recorded during the year, which showed a marked increase compared to the two previous years, to update the respective budgets and proceed to their validation by the donors, to introduce the post-training evaluation approach within the network and to submit to the members of the steerco the draft amendments to the memorandums of understanding concerning accession to ANCEE.

This 12th session was the subject of a meeting report and resolutions validated on the spot which are annexed to this report.

Contractual aspects: Implementation of three amendments to equipment contracts whose deadlines have expired (De Lorenzo (1 and 2) and Elexpert), two amendments for feasibility studies (CEGEP and IPC), an amendment to the agreement (Sonelgaz services) and an amendment currently being validated for communication tools.

Acquisition of equipment: Reception of equipment and completion of training for four (4) CoEs: VRA, KENGEN, NAPTIN and CME, start of delivery of equipment for KGRTC; pending delivery for two (2) CdEs: EEHC and CSTE, while the equipment contract for STEG is being signed.

Studies (feasibility): Completion of the CEGEP study for the reopening of ESIE, signing of contracts for feasibility studies and implementation for two (2) CoEs: STEG (with IPC) and NIGELEC (with ACC) , there is still one study being selected for EDM SA (Mali);

Training: Processing of 25 training requests from 23 utilities covering 529 training topics resulting in the selection of 132 training topics for the benefit of 1,328 people to be trained. The processing of these requests as of December 31, 2022 has resulted in the implementation of 28 contracts signed or in the process of being signed between APUA and the CoE on the one hand and APUA and the Pu on the other. go. The processing of applications will continue in 2023 until saturation of the envelope dedicated to grants, the balance of which as of December 31, 2022 according to the adjusted financing plans and the status of disbursements on the same date is 828,576 euros (644 916 on the AfDB and 183,660 on the AFD). As for the implementation of training, these will be spread over the whole of 2023.

Physical training indicators: the indicators as of December 31, 2022 show a cumulative number of people trained of 7,359 people (with 1,070 people in 2022), including 4,494 face-to-face, 2,338 in situ and 527 in e-learning.

Of all the people trained, 21% benefited from full support (seminars for top and middle management, training workshops), 34% benefited from scholarships and 45% from partially subsidized training. ANCEE activities saw the participation of 1,147 women. In terms of training areas, technical topics predominate with 69%, while 16% relate to Renewable Energies and 12% relate to cross-functional functions. The use of scholarships reached 2,458 scholarships out of a total of 2,594 scholarships, i.e. a rate of 95% as of December 31, 2022.

Needs identification missions: Reconnaissance mission in Angola from March 28 to April 1, 2022, participation in the Dakar congress (Copil and Exhibition) from July 14 to 21, 2022, Mission to REG (Rwanda) from July 25 to 28, 2022, joint mission respectively to EEC (Eswatini) and BPC (Botswana) from August 13 to 25, 2022, participation in the CIGRE congress (Paris) from August 27 to September 1, 2022, mission to SEEG (Gabon) from September 19 to 22, 2022, and organization of a workshop on post-training evaluation in Abuja (Nigeria) from October 24 to 27, 2022.

Communication: virtual meetings are regularly held with the CoE and Pu teams to agree on the educational conditions for organizing and holding training, particularly when it comes to in situ training.

Partnership: a webinar extended to utilities and regulators was held at the beginning of the year with the contribution of APUA and TSG. The webinar focused on assessing the capacity building needs of regulators as part of the implementation of priority actions for the advent of the single African electricity market.

Preparation of ANCEE 2.0: several virtual meetings were held during the year with the Cap competence study office and the donors for the finalization of the study which should serve as a basis for starting the validation process within the internal bodies of the donors. .

Financial indicators: the level of achievements (disbursements) as of December 31, 2022 shows an amount of €10,056,033, i.e. a rate of 78.92% of the total amount of the project. The cumulative achievements show respectively 77.08% on AfDB funds and 84.91% on AFD funds. The achievement rates by type of activity are given below:

- Operation which includes training actions, the organization of training workshops for trainers of CoEs and CoTs as well as the organization of forums and leadership workshops shows a consolidated achievement rate of 94.25 %,
- Services that integrate the various feasibility studies, audits, support services, evaluations and design of training modules show a disbursement rate of 74.07%,
- Goods concern the acquisition of didactic equipment for centers of excellence and training centers, the disbursement rate for this activity is 38.62% explained by the delays recorded in the delivery of equipment but also by the method of direct payment which saw several invoices being the subject of numerous payment attempts before validation.

Annual rate of change by type of activity: the annual rate of change in disbursements between December 31, 2021 and December 31, 2022 is 14.85%, a marked increase compared to the rate of change recorded between 2020 and 2021 and which was 11.10%. This rate is mainly explained by the start of payments on equipment financed on the AfDB line as well as by disbursements on feasibility studies which are experiencing a considerable rate of progress.

Commitments: the level of commitments as of December 31, 2022 takes into account all signed contracts not yet paid (disbursed), signed training contracts in progress, and signed orders not yet paid, in addition to the amount disbursed as of December 31, 2022. The amount of commitments as of December 31, 2022.

Amounts to 11,732,346 euros representing a commitment rate of 92.1% of the amount of the project.

AfDB and AFD special accounts: the balance as of December 31, 2022 on the AfDB special account is 489,230.4 euros, it should essentially make it possible to pay all expenses for training subsidies as well as operation.

The balance as of December 31, 2022 on the AFD special account is 296,403,245 FCFA (equivalent to 451,863.8 euros), it should allow the payment of ongoing contracts for the IPC (STEG) and ACC (NIGELEC) studies, the training grant for 183,660 euros, the operation of the UDC as well as the commitments planned for 2023, in particular the closing balance sheet and the audit for the 2022 financial year.

Action plan 2023: The year 2023 will be devoted to the continuation of the processing of training requests received from electricity companies with an insistence on the control of deadlines from the establishment of contracts until their entry into force and closing on December 31, 2023. To this end, the balance of the subsidies on the training line in the amount of 333.956 euros as of December 31, 2022 will be entirely consumed.

In addition, the four remaining equipment contracts on the AfDB (De Lorenzo x2, Elexpert and Lucas) will be fully accepted and settled, the three feasibility studies (IPC, ACC and CEGEP) completed and settled, the selection processes for the audit of the 2022 financial year, the closing balance sheet (AFD) and the evaluation at the completion of the project (AfDB) as well as the audit of the Centers of Excellence completed and executed.

Conclusion: In view of the results achieved as of December 31, 2022 and taking into account the additional year 2023 granted by the donors to complete all the operations by December 31, 2023, the following should be highlighted:

- the renewed interest in ANCEE on the part of the Electricity Companies, which is reflected in the growing number of requests received by the CU and increasingly edifying testimonies on the added value of these training courses on the performance of the staff,
- the qualitative aspect which begins to take over in the choice of themes, the content and the relevance of training actions
- the still growing need to overcome the major challenges of PoEs confronted with network operation and maintenance issues. The sustained effort to move towards more solutions using renewable energies, the introduction of digital technology and more energy transition by highlighting incentives for better integration of women in areas related to the energy sector.

Also, the report focuses on the actions scheduled during the 2023 financial year according to an updated timetable which takes into account the achievements as of December 31, 2022 and reasonable deadlines for the execution and completion of the various actions identified. To do this, the 2023 budget has been updated to cover all the planned expenses not paid in 2022 and thus constitute a ready-made transition for the transition to ANCEE 2.0 currently being reviewed and updated. `assessment by donors.



1. PROJECT DESCRIPTION

The ANCEE flagship project of APUA is supported by funding from the AFD and the AfDB whose agreements were signed respectively on June 04 and June 11, 2015.

1.1 Project sheet

Name of the project	African Network of Centers of Excellence in Electricity (ANCEE)		
Convention reference	ADF/AfDB Grant: AfDB Agreement: 2100155029817 AFD grant: AFD agreement: CZZ 1982 01 H		
Country	Côte d'Ivoire		
Sector	Capacity Building in the African Power Sector		
Executing Agency	Association of African Power Utilities (APUA)		
Project manager	MITICHE Reda El Hadi, Coordinator		
Development objective	Improve the performance of the African power sector and intensify regional exchanges by strengthening the technical and managerial skills of power utilities at all levels.		
Project Components	<ol style="list-style-type: none"> 1. Establishing the network 2. Network operation 3. Training for the benefit of the sector 4. Promotion of new CoE 5. Success Factor Activities <ol style="list-style-type: none"> 1. 		
Deadline for report submission		March 2023	
Actual report delivery date		March 2023	
Initial disbursement deadline		December 2019	
Revised disbursement deadline		Décember 2023	
Source of funding	Currencies (€)	Disbursed as of December 31, 2022 (€)	In (%)
ADF Grant Amount	9 742 042	7 508 850	77, 08%
AFD Grant Amount	3 000 000	2 547 183	84, 91 %
TOTAL	12 742 042	10 056 033	78, 92%

Categories	Budget Currencies (€)	Disbursed as of December 31, 2022 (€)	Disbursed to date (%)
Operation	8 339 607	7 860 673	94, 26%
Services	1 813 958	1 343 770	74, 08 %
Goods	1 666 237	643 568	38, 62 %
Miscellaneous	922 240	208 022	22, 55 %
TOTAL	12 742 042	10 056 033	78, 92 %

1.2 Structure of the network:

The actual launch of ANCEE took place on February 22, 2016 in Abidjan, the constitution of the network was done gradually with three memberships in 2016, five in 2017 and two in 2019, according to the following chronology:

Signature of MoUs by Centers of Excellence (CoE)

N°	CoE	Date of signing
1	L'IFEG	May 04, 2016
2	KGRTC	June 01, 2016
3	Le CSTE	September 05, 2016
4	ESKOM*	March 24, 2017
5	NAPTIN	June 30, 2017
6	KENGEN	July 07, 2017
7	EEHC	August 17, 2017
8	CME	October 31 , 2017
9	STEG	July 08, 2019
10	VRA	December 11, 2019

* With the exception of a training action at the beginning of the project for the benefit of EDM SA (Mali) and LEC (Lesotho), no other activity with ESKOM has been recorded since.

1.3 ANCEE Coordination Unit

The Coordination Unit is the operational body for animation, information and promotion of ANCEE. Its main responsibilities are:

- ✓ Design and implement training, technical and financial partnership strategies and other strategies approved by the Steering Committee;
- ✓ Prepare activity programs, establish the corresponding budgets and execute them;
- ✓ Ensure the disbursement of funds from the network;
- ✓ Prepare annual technical and financial reports;
- ✓ Provide administrative support to the various governance bodies of the network;
- ✓ Assist in the preparation of publications for meetings and events;
- ✓ Maintain books, records and accounts



1.4 ANCEE Missions

Through ANCEE, the main expected achievements of the project consist of:

- Increase access to training adapted to local needs
- Improve gender parity in the sector.
- Make the sector more attractive to investors;
- Improve the quality of electricity supply and services;

1.5 Strategic objectives of the project

The strategic objectives of the project are broken down as follows:

- Develop knowledge on renewable energies (ENR);
- Facilitate the deployment of new technologies (digitalization)
- Promote the professional development of women in the electrical industry;
- Support vocational training through a subsidy policy;
- Develop the complementarity of training centers and increase global expertise.

II. COMPONENTS AND IMPLEMENTATION OF ANCEE ACTIVITIES

2. Project components

ANCEE aims to provide strategic support for building the capacities of PoS actors. It aims to strengthen technical and operational capacities in order to accelerate the implementation of activities to achieve the project objectives. Donor grant resources will be used to finance this support.

All ANCEE implementation activities include 19 (sub-components) based around the five main components as follows:

1. Establishment of the Network;
2. Operation of the Network;
3. Training of targeted beneficiaries of the electricity sector;
4. Promotion of new Centers of Excellence, and
5. Key activities for the success of the Network.

2.1 Components 1 : Establishment of the Network

2.1.1 Cumulative table of activities carried out

Detailed description of the different achievements

Section	Project activities	% of physical achievements	Results achieved	Year of achievements	Observations
C.1 ESTABLISHMENT OF ANCEE NETWORK					
C1.1.1	Take the texts of creation / organization of ANCEE, in particular APUA Resolution, Statutes, and Rules of Procedure	100%	The creation texts: ANCEE charter, membership protocols are guaranteed.	2015-2016	Objectives achieved
1.1.2	Take (adopt) the texts for the creation/organization of the Coordination Unit (CU)	100%	The texts of creation and organization of the CU are recorded	2015	Objectives achieved
1.1.3	Recruit 3 consultants for the CU: Coordinator, Business Development, and procurement officer	100%	Consultancy contracts put in place	2016	Objectives achieved
1.1.4	Take (adopt) the texts for the creation and organization of the Steering Committee	100%	The creation and organization texts of the Steerco are recorded	2015	Objectives achieved
1.1.5	Write a manual of ANCEE operating procedures	100%	Establishment of the ANCEE procedure manual	2015-2016	Manual revised and submitted for validation by donors on 06/23/2021
1.2. CENTERS OF EXCELLENCE ESTABLISHED AND STRENGTHENED					



1.2.1	Take (adopt) APUA texts designating the centers selected as CoE of ANCEE	100%	The APUA texts designating the centers selected as CoE of ANCEE are recorded	2015	Objectives achieved
1.2.2	Facilitate the formal appointment of CoEs by their respective supervisory authorities	100%	Official appointment of CoEs by their supervisory authorities is facilitated	2015-2019	Objectives achieved
1.2.3	Conclude and sign the initial ANCEE construction MOUs with the CoEs	100%	The initial ANCEE construction MOUs are concluded and signed.	2016-2017	Objectives achieved
1.2.4	Design capacity building modules targeting CoE trainers	100%	Capacity building modules are designed and operational	2016-2019	Objectives achieved
1.2.5	Hold capacity building sessions for CoE trainers	100%	Capitalization of good practices training of trainers. Pooling of skills	2016-2019	Objectives achieved
1.2.6	Facilitate trainer exchange missions between CoEs	100%	Exchanges of good practices ensured	2016-2019	Objectives achieved
1.2.7	Upgrade facilities and support CoE capacity expansion	85%	7 out of 8 contracts signed, being delivered	2020-2022	Delivery process and commissioning of equipment planned for the 2nd quarter of 2023

2.1.2 Detailed achievements for the year 2022

Under component 1, the activities carried out during the 2022 financial year are listed below:

Year	Achievements
2022	<ul style="list-style-type: none"> - Implementation of amendments to equipment contracts for KGRTC, EEHC, implementation of the contract and amendment for CSTE - Training in the use of didactic equipment acquired by GTC/KENGEN, VRA Academy, CME and NAPTIN. - Start of reception of equipment for KGRTC and implementation of the contract for STEG - Implementation of amendment to the MOU SONELGAZ-SERVICES - Establishment of an animation contract with EEHC for the Abuja workshop - Organization of the Abuja workshop for CoEs on post-training evaluation from 24 to 27 October 2022

2.2 Component 2 : Network operation

This component includes activities related to the operation of the ANCEE network, communication and marketing aspects, the ANCEE website, the prospecting missions of the coordination unit as well as the mobilization of strategic and financial partners. .

2.2.1 Table of activities carried out

Detailed description of the different achievements

Section	Project activities	% of physical achievements	Results achieved	Year of achievements	Observations
C.2- OPERATION OF ANCEE NETWORK					
2.1.	Paid Coordination Unit				
2.1.1	Take charge of the remuneration of the 3 consultants recruited for the CU	100%	CU consultants are paid over the project period	2016-2022	Objectives achieved
2.2.	APUA support received	100 %	APUA support assured	2016-2022	Objectives achieved
2.2.1	Identify, install and equip CU offices	100 %	CU team, installed and functional	2016-2022	Objectives achieved
2.2.2	Cover basic recurring rental and utility charges	100 %	Rental and utility charges are insured monthly	2016 – 2022	Objectives achieved
2.2.3	Receive technical assistance from the APUA General Secretariat	100 %	Technical assistance from APUA SG ensured	2016-2021	Objectives achieved
2.3.	Marketing, communication and documentation provided				
2.3.1	Prepare a marketing/communication plan for the development of Network activities	100 %	marketing/communication plan for the development of the Network's activities declined	2016	Objectives achieved
2.3.2	Update and distribute commercial files, and animate internet presence	100 %	Design and distribution of the newsletter on the ANCEE website	2016-2021	Objectives achieved
2.3.3	Acquire office supplies, and communication and connection tools	100 %	Insured utility charges	2016-2022	Objectives achieved
2.3.4	Produce videos of training activities for reporting, archives and marketing	100%	Institutional film on the updated ANCEE as well as videos on the activities	2016-2022	Objectives achieved
2.3.5	Prepare documentation and organize periodic meetings of the Steering Committee	100%	Holding of 12 statutory steering committee sessions	2016-2022	1 Steerco session to be held in 2023
2.4.	Missions of UdC members carried out				



2.4.1	Take charge of the Coordinator's missions ()	100%	The PU mobilized for the CB of their agents by the ANCEE	2016-2022	Objectives achieved
2.4.2	Take charge of the missions of the Sales & Marketing Manager ()	100%	PUs sensitized to capacity building	2016-2022	Objectives achieved
2.4.3	Ensure the support of the missions of the Project Assistant	-	-	-	Nothing to report
2.4.4	Ensure the support of the missions of the 2 experts seconded to the CU	-	-	-	Nothing to report
5.4. Network launch marketing implemented					
5.4.1	Prepare a marketing/communication plan for the development of the Network's activities	100 %	Marketing/communication plan for the development of Network activities operational and implemented	2016	Objectives achieved
5.4.2	Produce commercial files, and animate internet points of presence	100 %	Viable and operational ANCEE website. Newsletter	2016-2022	Objectives achieved
5.4.3	Carry out capacity building of governance bodies	100 %	Establishment of the steering committee, the CU	2016	Objectives achieved
5.4.4	Prepare and hold a workshop to launch the activities of the Network	100 %	Insured network launch workshop	2016	Objectives achieved
5.5. Strategic and financial partners mobilized					
5.5.1	Appropriate the general financing plan of February 2014	100 %	Good knowledge of the February 2014 financing plan	2016	Objectives achieved
5.5.2	Approach/contact identified strategic/financial partners (missions)	30 %	Mission to the EIB, KfW and KWS in September 2019	2019	Additional mission in 2023 in preparation for ANCEE 2.0
5.5.3	Develop cooperation links and synergy with RC projects and initiatives (complementary UdC missions)	30 %	Partnership with WAEP, Power Pools Forum, ISA and African Association for RE, TSG	2021-2022	Action plan to be implemented for the power pools forum
5.5.4	Follow up on partnerships, and obtain the effective mobilization of partners			2021	Activities to accelerate
5.5.5	Organiser une table ronde des partenaires stratégiques en seconde année	100 %	ANCEE 2.0 concept validation workshop	2021	Round table replaced by the ANCEE 2.0 validation workshop
5.5.6	Organize a round table of strategic partners in the second year	0%	Round table to be replaced by bilateral meetings	2022-2023	Postpone to 2023
5.5.7	Take charge of the travel and stay of the financial partners (pm)	0 %	No budgeted support	2022	Nothing to report

2.2.2 Detailed achievements for the year 2022

The table below summarizes all the operating activities carried out during the year 2022.

Year	Achievements
2022	<ul style="list-style-type: none"> - Implementation of the contract for the redesign of the website - Redesign and adaptation of the RACEE site for better visibility of activities for the benefit of players in the electricity sector. - Participation of the UdC in the exhibition held on the sidelines of the ASEA congress through the animation of a stand dedicated to the activities of ANCEE - Update and distribution of ANCEE communication media (spot, brochure and catalog), - Development and distribution of the first ANCEE training catalog to SdE - Missions to identify needs with PRODEL, RNT, ENDE (Angola), REG (Rwanda) SEEG (Gabon), EEC (ESWATINI) AND BPC (Botswana).

2.3 Component 3 : training for the benefit of the sector

This component takes into account the activities of the preparation of programs and the training of the technical and administrative agents of the utilities according to the sub-components below.

2.3.1 Table of activities carried out

detailed description of the different achievements

Section	Project activities	% of physical achievements	Results achieved	Year of achievements	Observations
C.3 TRAINING FOR THE BENEFIT OF THE SECTOR					
3.1.	ANCEE training programs developed				
3.1.1	Prioritize options for combining ANCEE training resources	100 %	Use of CoEs for the implementation of training.	2016 – 2022	Intensify the pooling of ANCEE training resources
3.1.2	Find with CoE the optimal options for combining ANCEE resources	100%	Identification and structuring of the needs of certain PUs	2016-2022	Intensify the pooling of ANCEE training resources
3.1.3	Produce the ANCEE training program by compiling the optimal options	100%	Combination of the resources of the ad hoc committee for the implementation of the ANCEE catalog	2016-2022	Update of the catalog taking into account the mid-term recommendations

3.2. Training activities prepared, monitored and facilitated					
3.2.1	Lead the process of identifying and registering interns	100 %	Process identified and applied for 4 cycles of stock market training	2016-2022	Objectives achieved
3.2.2	Coordinate the management of administrative and financial matters in support of capacity building activities	100 %	Synergy between administrative and financial issues strengthened	2016-2022	Objectives achieved
3.2.3	Put the trainees in contact with the CoE providing the training	100 %	Trainees sensitized and in interaction with the CoE providing training	2016-2022	Objectives achieved
3.2.4	Ensure communication and interface with trainees from their identification until their return to work	100%	Communication and interface with trainees activated	2016-2022	Objectives achieved
3.2.5	Support the implementation of adapted modules and the dissemination of good practices (complementary UdC missions)	100 %	Exchange missions on good practices ensured	2016-2022	Objectives achieved
3.3. : Technical and administrative staff of electricity companies trained					
3.3.0	Technical and administrative staff of electricity companies trained				

2.3.2 Detailed achievements for the year 2022

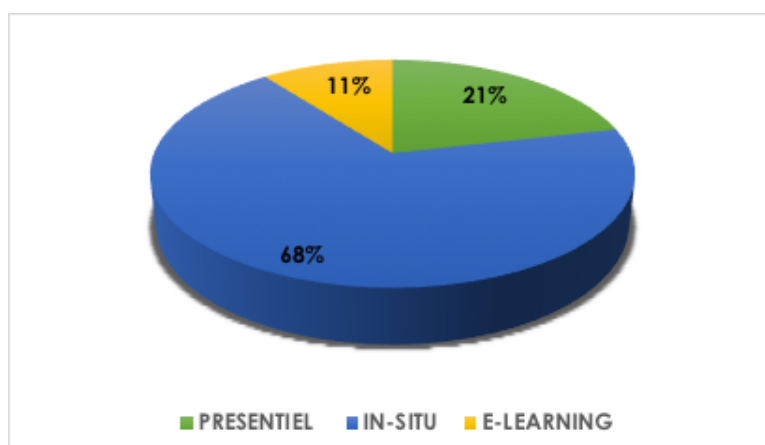
The table below summarizes all the training activities carried out during 2022.

Year	Achievements
2022	<p>The processing by the CU on December 31, 2022 made it possible to set up 25 contracts. Among these contracts, 19 have been implemented with 9 power utilities (CIPREL, ADPI, SONABEL, EEC, EDM SA, SEEG, GECOL, EGENCO, SBEE) covering 57 training topics led by 6 CoEs (SONELGAZ, CSTE, EEHC, KGRTC, NAPTIN, CFPK/STEG) for the benefit of 1,070 people trained.</p> <p>The contracts signed with ENEO in 2020 for the training of 41 agents, as well as those signed with Sonabel for the training of 42 people which could not be carried out in 2021 due to logistical constraints and the covid-19 health crisis experienced their completion in 2022.</p>

The processing of requests from electricity companies will continue throughout the 2023 financial year until the budget line is exhausted.

2.3.3 Main training figures (physical elements component)

Breakdown of people trained from January 1 to December 31, 2022



Training in 2022	
Face-to-face	229
In-situ	729
E-learning	112
TOTAL	1 070

Comment :

The improvement in sanitary conditions since the beginning of 2022 has made it possible to record a considerable increase in the volume of the different types of training compared to 2021. represent 68% in 2022 compared to previous years. This mode of training with the movement of trainers within the customer's company is increasingly favored by power utilities, as it does not require the movement of learners and makes it possible to train a greater number of people at a lower cost. From January 1 to December 31, 2022, ANCEE trained 1,070 people.

2.3.4 Analysis of Key Figures over the entire project period (2016-2022)

Over the project period from its start in February 2016 until December 31, 2022, ANCEE has enabled 7,359 people to benefit from training spread over the five (05) regional areas in (41) countries through (81) companies of electricity, regulatory agencies, rural electrification agencies and Ministries according to the following types of training:

- Face to face training : **4 494 people**
- In-situ training : **2 338 people**
- Online training : **527 people**



A. List of African countries by region having benefited from ANCEE training or participation in training workshops

A1 : West Africa (15 countries)

N°	COUNTRY	POWER UTILITY, REGULATORY AGENCIES, ELECTRIFICATION AGENCY ENERGY MINISTRIES	NUMBER OF UTILITIES OR ORGANIZATIONS IN ENERGY SECTOR	OBSERVATIONS
1	BENIN	SBEE	3	
		CEB		
		ARE BENIN		
2	BURKINA FASO	SONABEL	2	
		2IE		
3	CAP-VERT		0	
4	COTE D'IVOIRE	CIE	4	
		CIPREL		
		CI-ENERGIE		
		ANARE		
5	GAMBIA	NAWEC	1	
6	GHANA	VRA	3	
		GRIDCO		
		ECG		
7	GUINEE	EDG	2	
		AGER		
8	GUINEE-BISSAU		0	
9	LIBERIA	LEC	1	
10	MALI	EDM	2	
		SOGEM		
11	NIGER	NIGELEC	2	
		SONICHAR		
12	NIGERIA	TCN	10	
		AEDC		
		BEDC		
		DSO		
		EEDC		
		IBEDC		
		KEDCO		
		PHEDC		
		ENUGU		
		IKEJA		
13	SENEGAL	SENELEC	1	
14	SIERRA LEONE		0	
15	TOGO	CEET	2	
		AT2ER		
S/ T TOTAL			33	

A2 : North Africa (7 countries)

N°	COUNTRY	POWER UTILITY, REGULATORY AGENCIES, ELECTRIFICATION AGENCY ENERGY MINISTRIES	NUMBER OF UTILITIES OR ORGANIZATIONS IN ENERGY SECTOR	OBSERVATIONS
1	ALGERIA	SONELGAZ	1	
2	EGYPT	EEHC	2	
		WDEPC		
3	LYBIA	GECOL	1	
4	MAROCO	ONEE	2	
		VINO ENERGIE		
5	TUNISIA	STEG	1	
6	MAURITANIA	SOMELEC	2	
		ADER		
7				
S/T TOTAL			9	

A3 : Southern Africa (10 countries)

N°	COUNTRY	POWER UTILITY, REGULATORY AGENCIES, ELECTRIFICATION AGENCY ENERGY MINISTRIES	NUMBER OF UTILITIES OR ORGANIZATIO NS IN ENERGY SECTOR	OBSERVATIONS
1	SOUTH AFRICA	ESKOM	1	
2	ANGOLA	PRODEL	3	
		ENDE		
		RNT		
	BOTSWANA	BPC	1	
4	LESOTHO	LEC	1	
5	MALAWI	EGENCO	2	
		ESCOM		
6	MOZAMBIQUE	EDM	1	
7	SWAZILAND/ESWATINI	EEC	1	
8	ZAMBIE	MINISTERE DE L'ENERGIE	3	
		REA		
		ZESCO		
9	NAMIBIE	NAMPOWER	1	
10	ZIMBABWE		0	
S/T TOTAL			14	

A4 : East Africa (14 countries)

N°	COUNTRY	POWER UTILITY, REGULATORY AGENCIES, ELECTRIFICATION AGENCY ENERGY MINISTRIES	NUMBER OF UTILITIES OR ORGANIZATIONS IN ENERGY SECTOR	OBSERVATIONS
1	ERYTHREE		0	
2	KENYA	KENGEN	2	
		KENYA POWER		
	UGANDA	UEGCL	1	
4	RWANDA	REG	3	
		EDCL		
		EUCL		
5	ETHIOPIE	EEP	1	
6	TANZANIE	TANESCO	1	
7	MADAGASCAR	ADER	1	
8	DJIBOUTI	Department of Energy and Natural Resources	1	
9	COMORES		0	
10	MAURICE		0	
11	SEYCHELLES		0	
12	SOMALIE		0	
13	SOUDAN		0	
14	SOUDAN DU SUD		0	
S/ TOTAL			10	

A5: Central Africa (9 countries)

N°	COUNTRY	POWER UTILITY, REGULATORY AGENCIES, ELECTRIFICATION AGENCY ENERGY MINISTRIES	NUMBER OF UTILITIES OR ORGANIZATIONS IN ENERGY SECTOR	OBSERVATIONS
1	BURUNDI	REGIDESO	1	
2	CAMEROUN	ENEO	4	
		HYDRO MEKIN		
		ARSEL		
		AER		
3	CONGO	E2C	1	
4	GUINEE-EQUATORIALE		0	
5	SAO TOME ET PRINCIPE		0	
6	GABON	SEEG	1	
7	CENTRAFRIQUE	ENERCA	4	
		AAER		
		ACER		
		DIRECTORATE GENERAL		

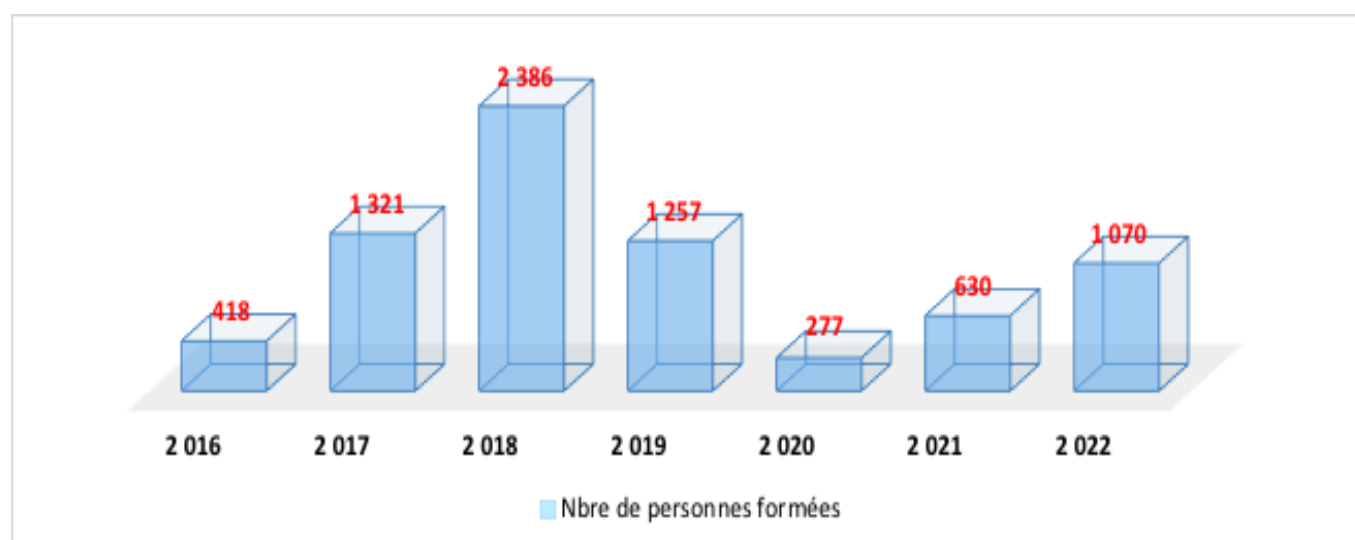
		FOR ENERGY	
8	RDC	SNEL	3
		ADPI	
		SINELAC	
9	TCHAD	SNE	1
S/ TOTAL			15

A6 : Summary of countries receiving training

Number of countries	Number of utilities & organizations	Number of people trained
41	81	7 359

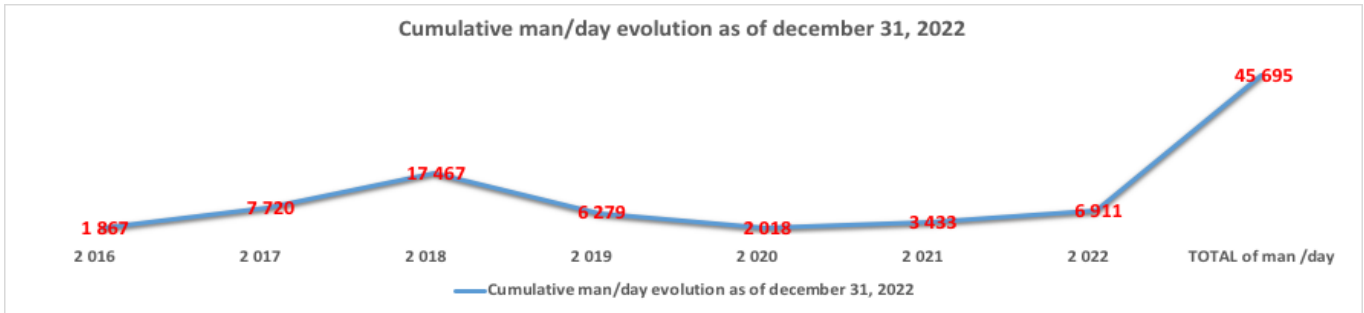
B. Evolution of the number of people trained over the project period of 2016-2022

Year	Face to face (CoE)	in-situ (Pu)	E-learning/ Blended learning	Number of men trained	Number of women trained	TOTAL
2016	418			370	48	418
2017	956	365		992	329	1 321
2018	1 695	691		1 956	430	2 386
2019	1 052	205		1115	142	1 257
2020	50	25	202	267	10	277
2021	94	323	213	569	61	630
2022	229	729	112	943	127	1 070
TOTAL	4 494	2 338	527	6 212	1 147	7 359
%	61%	32%	7%	84%	16%	100%



Comment : The staff trained from January 1 to December 31, 2022 is 1,070, exceeding that recorded during the last two years combined (907 people) approaching the level of 2019 (pre-covid period).

C. Cumulative evolution of man/days from 2016-2022

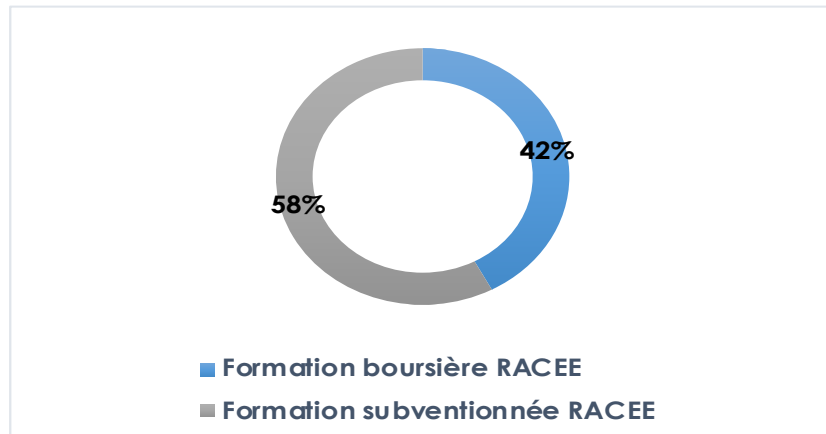


Year	2016	2017	2018	2019	2020	2021	2022	TOTAL
Man/day of training	1 867	7 720	17 467	6 279	2 018	3 433	6 911	45 695

Comment:

The man-days recorded as of December 31, 2022 are up by 85% compared to 2021, exceed the achievements of the two previous years combined and are up compared to the achievements of 2019 in the pre-Covid period. This clear improvement is explained by a strong recovery in training requests, better coordination of actions and better responsiveness of the CoE. In addition, the cumulative level of man/day as of December 31, 2022 represents 46% of the project's initial objective (98,050 man/day) but remains very appreciable by deducting the contribution that ESKOM and IFEG were to make (on the FPS) alone representing 69% of the objective.

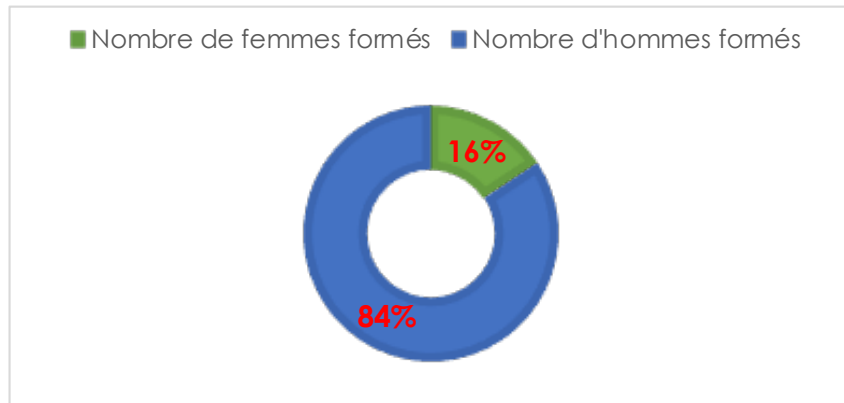
D. Breakdown of training by mode of financing



Comment :

Subsidized training with a rate of 58% as of December 31, 2022 compared to the stock exchanges shows an upward trend which clearly reflects the state of mind of the electricity companies which increasingly agree to contribute and in a significant way to the financing of training courses carried out within the framework of ANCEE. This constitutes a great advance in the perception of ANCEE by power utilities insofar as the impact of training is beginning to be felt positively on the performance of trained personnel.

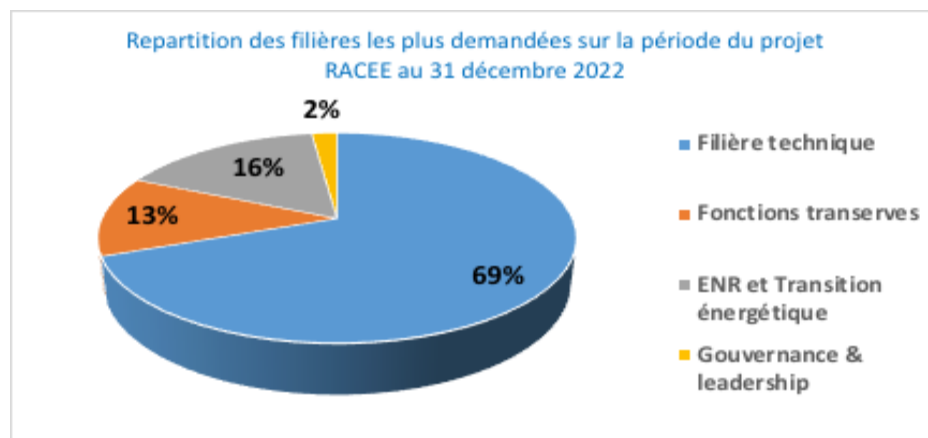
E. Breakdown of gender in ANCEE training actions from 2016-2022



Comment:

The proportion of women trained in the electricity sector remains unchanged but acceptable knowing the areas of intervention addressed and the representation of women in electricity companies. That said, actions still need to be carried out in 2023 for better representation of women in the sector;

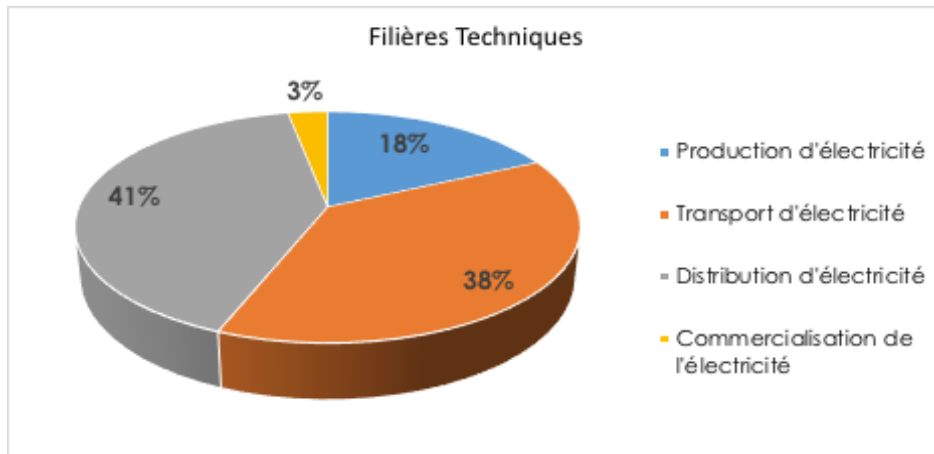
F. Cumulative distribution of ANCEE training courses over the project period from 2016-2022



Comment :

The technical sectors which ensure the performance of the activities of the Pus remain in high demand with 69% of achievement, follow renewable energies and the energy transition with 16%, the transverse functions with 13% while governance and leadership represent only 2%.

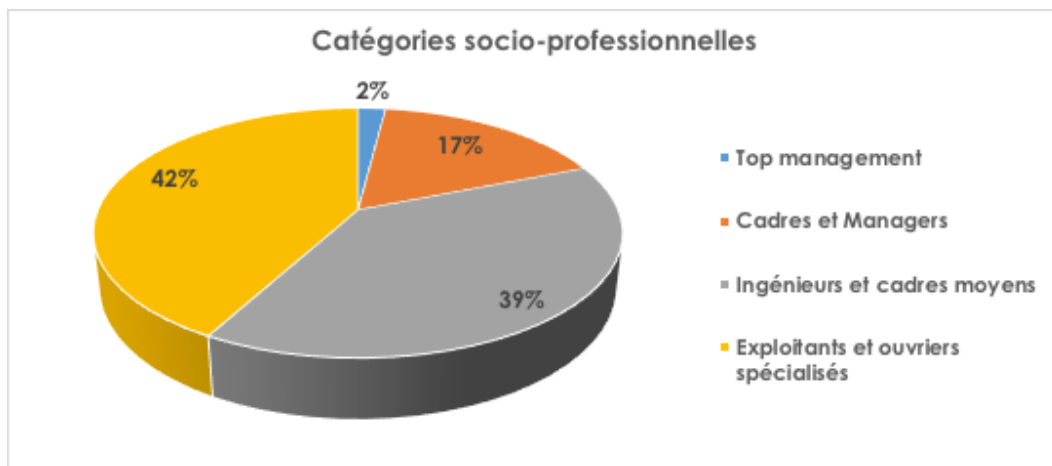
G. Cumulative distribution of the most requested ANCEE technical training courses over the project period to December 31, 2022



Comment :

At the technical level, topics in the field of electricity distribution are the most requested with 41%, followed by transport and electricity production with 38% and 18% respectively. This is explained by the state of the operating networks of the companies which requires continuous upgrading of the operating and maintenance personnel.

H. Breakdown of ANCEE training by socio-professional category over the project period 2016-2022



Comment :

This distribution reflects the component of personnel within electricity companies involved in network operation activities and the maintenance of rotating machinery. It also reflects the fact that a large number of companies do not have adequate basic training infrastructure to provide basic training, hence the high number of operating personnel trained by ANCEE with 42%.

