

AFRICAN NETWORK OF CENTERS OF EXCELLENCE IN ELECTRICITY
(ANCEE)
ANNUAL ACTIVITY REPORT - FISCAL 2023



ANCEE ANNUAL REPORT
TO DECEMBER 31, 2023
Network Coordination Unit-ANCEE



GRUPE DE LA BANQUE AFRICAINE
DE DEVELOPPEMENT
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 (Egypt)
ASEA	Association of Electricity Companies of Africa
AfDB	African Development Bank
ANCEE	African Network of Centers of Excellence in Electricity
APUA	Association of Power Utilities of Africa
A.T.	Technical assistance
ADB	African development bank
BM	World Bank
BT	Low tension
CoE	Center of Excellence
STEERCO	Steering Committee
CdC	Specifications
CdF	Training Center
ECREEE	ECOWAS Center for Renewable Energy and Energy Efficiency
CoE	Center of Excellence
COMELEC	Maghreb Electricity Committee
CME	Electricity Trades Center (Ivory Coast)
CSTE	Center for Science and Technology in Electricity (ONEE-Morocco)
DD	Sustainable development
EAPP	East Africa Power Pool
EADI	African Development Institute
ECOWAS	Economic Community of West African States
ECREEE	ECOWAS Center for Renewable Energy and Energy Efficiency
ESIE	Inter-African Higher School of Electricity
EEHC	Egyptian Electricity Holding Company
ENR	Renewable Energies
EE	Energetic efficiency
GTC	Geothermal Training Center (Kengen-Kenya)
IFEG	Electricity and Gas Training Institute (SONELGAZ-Algeria Group)
KGRTC	Kafue Gorge Regional Training Center (ZESCO-Zambia)
KENGEN	Kenya Electricity Generating Company
NAPTIN	National Power Training Institute of Nigeria (Nigeria)
ANCEE	African Network of Centers of Excellence in Electricity
SdE	Electricity Company
UdC	ANCEE Coordination Unit
AU	African Union
PTBA	Work Plan and Annual Budget
PPM	Procurement plan
STEG	Tunisian Electricity and Gas Company
VRA	Volta River Authority

FINANCING INFORMATION

Project number	ADF/AFDB Grant : ADB Agreement: 2100155029817 AFD grant : AFD Convention: CZZ 1982 01 H
Amount and type of financing	ADB : grant 9,742,042 million euros (8,300,000 AU) AFD : grant 3 million euros
Project title	African Network of Centers of Excellence in Electricity (RACEE)
name of the organization	Association of African Electricity Companies (ASEA)
Project Components	1. Network establishment 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 : June 4, 2015
Deadline for use of funds (after extension agreements by donors)	December 31, 2023
Total paid into the special account	ADB Fund : 7,402,185 euros (2,339,857 euros intended for direct payments) AFD Fund : 2,999,499 euros
Remains to be paid	ADB Fund: € 430,038 (exceptional request submitted on June 20, 2023 pending no objection) AFD funds: 0 euros (funds in special account fully paid)

EXECUTIVE SUMMARY

The annual activity report for the 2023 financial year traces all the activities carried out by the African Network of Centers of Excellence in Electricity (ANCEE) for the period from January 1st to December 31, 2023. It also includes a retrospective of cumulative activities since the launch of the project.

The year 2023 remains marked by an influx of training requests from electricity companies as it records a notable acceleration in the development of the Terms of Reference and the implementation of all the consultations included in the 2023 budget, particularly those the a posteriori review of which was confirmed by the AfDB.

As such, below are the main events and achievements of the period:

Extension of donations : following a request from APUA, the AfDB gave its agreement on December 15, 2023 for a six-month extension bringing the duration of the ANCEE to June 30, 2024.

Donor missions: the joint donor supervision mission held in December 2022 was the subject of an aide-mémoire received on April 4, 2023, translated by the CU into an action plan for the remaining period of the project. Also, a preparation and evaluation mission for ANCEE 2.0 was held at the ADB offices during the period from August 26 to September 6, 2023. Finally, a closing mission was held at the AfDB offices from December 2 to 4, 2023 for the purpose of establishing the ANCEE closing report.

Governance : An official request for reallocation of resources was submitted to the ADB in April 2023 in order to regularize the successive adjustments made to the project and thus make it possible to optimize the use of balances by category of expenditure. Furthermore, an exceptional request for funds was submitted in June 23 to the AfDB to fund the project's special account with a view to covering expected expenses, particularly training invoices.

Steering committee : During the financial year, two Steering Committees were held, the first in June 23 in Malawi and the second in November 23 in Abidjan which gave rise to resolutions relating to the completion of ongoing activities on the project. Furthermore, amendments to the memorandums of understanding were signed by the centers of excellence relating to the centers' renewed commitments under the ANCEE.

Equipment: all equipment has been received by the centers of excellence. The final acceptance reports must still be established to allow payment of the final invoices on these contracts during the first quarter of 2024.

Studies (feasibility) : Implementation of the last contract for the feasibility study for EDM Mali, the signature of which took place on June 23, 2023. The closure of the study and the submission of the final deliverables are planned during the 1st quarter 24.

Training : Processing during the year of eighteen (18) training requests from eighteen (18) companies which made it possible to identify 83 training themes for the benefit of

1,275 people to be trained. As of December 31, 2023, 21 contracts have been signed . Given the remaining deadlines, the training offers which were subject to validation by the SdE during the 4th quarter of 2023 will be implemented during the 1st quarter of 2024.

Physical training indicators: the physical indicators as of December 31, 2023 show a cumulative number of **8,789** people trained, including **1,430** people trained or undergoing training in 2023 only, i.e. 360 more people trained than in 2022. This was reported possible thanks to a remainder of 373 people from the 2022 contracts and 1,057 people from the 2023 contracts. As for the volume of training, the training actions carried out in 2023 made it possible to generate 9,319 h/d of training and an accumulation of 55,014 h/d, volume corresponding to the forecast announced in our previous activity reports.

Communication : the release of 3 ANCEE newsletters in June, August and November 2023, retracing the network's activities, the link and digital version of which were shared with all stakeholders. As the information and activities of the ANCEE were constantly updated on its website.

Financial indicators : the level of achievements (disbursements) as of December 31, 2023 displays a consolidated amount of **€ 11,850,543** , i.e. a rate of **93.00%** whereas it was 78.92% as of December 31, 2022, i.e. an annual change positive of 15.14% on the total amount of the project. The cumulative achievements record respectively **91.49%** on AFDB funds and **97.91%** on AFD funds. These rates were mainly boosted by training achievements as well as payments of equipment invoices.

Commitments: the level of commitments made on the ANCEE as of December 31, 2023 represents all of the contracts put in place on this date for all categories of project expenditure, it is broken down into cumulative expenditure as of December 31, 2023 and in expected expenses during the project extension period.

The commitments recorded as of December 31, 2023 are 9,603,861 euros (i.e. 98.58%) on the AFDB, 2,987,515 euros (i.e. 99.58%) on the AFD and 12,591,376 euros on a consolidated basis, i.e. a rate 98.82% engagement.

The expected expenditure during the project extension period (six months for the AFDB, not yet decided for the AFD) will bring the level of disbursements as of June 30, 2024 to a minimum of 98.8% and a higher rate of 99. 8% including additional training actions processed during this period.

2024 action plan : taking into account the achievements on the project as of December 31, 2023, the six-month extension obtained from the AFDB grant and that expected from the AFD, an action plan for the 1st half of 2024 is retained

- **Feasibility study for EDM Mali :** the study having been completed, it remains to decide on the deliverables received and make the corresponding payments according to the terms of the contract during the 1st quarter of 2024
- **Redesign of the supply/demand application :** the application is currently being tested, it must still be reviewed according to comments from the CU and its final reception is planned for the end of March 2024.

- **The CoE compliance study** : the study having been delayed at the end of 2023 in particular, should be finalized and the deliverables received for validation towards the end of February 2024 and payments executed during the month of March 24.
- **Website maintenance contract** : a final payment on the contract is expected on January 24 ensuring hosting of the site for the entire year 2024.
- **Closing assessment (fiscal year 2023 audit)** : the contract signed on December 28, 2024 should be implemented during the first quarter of 2024, the final audit report will be submitted to the lessors during the month of April 2024.
- **Training contracts** : of the 21 contracts signed in 2023, 18 contracts were fully implemented and 3 contracts were partially implemented, the completion of which is planned during the 1st quarter of 2024. Furthermore, taking into account the balance on the Don as of December 31, 2023 and the extension obtained by six months, new training actions will be registered during this first quarter of 24 and must be completed before June 30, 2024 up to the available balance.
- **Equipment contracts** : as of December 31, 2023, all equipment is delivered to the centers of excellence, acceptance should still be pronounced for the equipment delivered last and the corresponding payments of 10% should take place on March 31, 2024.
- **Reporting** : it is planned during the next six months to establish the following documents:
 -
 - Activity report for the 1st quarter of 2024
 - RSF of the 1st quarter of 2024
 - Audit report for the 2023 financial year
 - Final activity report of the ANCEE
- **Furthermore** , during this period, it is a question of updating the procedures manual in anticipation of the advent of ANCEE 2.0

I. DESCRIPTION OF ANCEE PROJECT

The ANCEE /APUA flagship project is supported by funding from AFD and AFDB, the agreements of which were signed respectively on June 4 and June 11, 2015.

1.1 Project sheet

Name of the project	African Network of Centers of Excellence in Electricity (ANCEE)		
Convention reference	ADF/ADB Grant: ADB Agreement: 2100155029817 AFD Donation: AFD Agreement: CZZ 1982 01 H		
Country	Ivory Coast		
Sector	Capacity building in the African electricity sector		
Executing Agency	Association of African Electricity Companies (ASEA)		
Project manager	MITICHE Reda El Hadi, Coordinator		
Development objective	Improve the performance of the African electricity sector and intensify regional trade by strengthening the technical and managerial skills of electricity companies at all levels.		
Project Components	<ol style="list-style-type: none"> 1. Network establishment 2. Network operation 3. Training for the benefit of the sector 4. Promotion of new CoE 5. Success factor activities 		
Deadline for report submission	March 2023		
Actual report submission date	February 2024		
Initial Disbursement Time	December 2019		
Revised disbursement deadline	December 2023 (extended on the AFDB side to June 30, 24)		
Source of funding	Currencies (€)	Disbursed as of December 31, 2023 (€)	In (%)
Amount of AFDF Grant	9,742,042	8,913,197	91.49%
AFD Donation Amount	3,000,000	2,937,346	97.91%
TOTAL	12,742,042	11,850,543	93.00%

Categories	Budget Currencies (€)	Disbursed as of December 31, 2023 (€)	Disbursed to date (%)
Functioning	8,898,565	8,581,697	96'43%
Services	1,941,896	1,565,058	80'59%
Goods	1,666,237	1,536,327	92'20%
Miscellaneous	235 344	167,461	71'15%
TOTAL	12,742,042	11,850,543	93.00%

1.2 Constitution of the network:

The effective launch of the ANCEE took place on February 22, 2016 in Abidjan, the creation of the network took place 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)

No.	CoE	Signature Date
1	IFEG	May 4, 2016
2	KGRTC	June 1, 2016
3	The CSTE	September 05, 2016
4	ESKOM*	March 24, 2017
5	NAPTIN	June 30, 2017
6	KENGEN	July 7, 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 start of the project for the benefit of EDM SA (Mali) and LEC (Lesotho), no other activity with ESKOM has been recorded since.

1.3 The ANCEE Coordination Unit

The Coordination Unit is the operational body for animation, information and promotion of the ANCEE. His 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 network funds;
- ✓ Prepare annual technical and financial reports;
- ✓ Provide administrative support to the various network governance bodies;
- ✓ Assist in the preparation of meeting and event publications;
- ✓ Ensure the maintenance of books, records and accounts.

1.4 Missions of the ANCEE

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 professional training through a subsidy policy;
- Develop the complementarity of training centers and increase overall expertise.

II. COMPONENTS AND ACHIEVEMENTS OF THE ANCEE ACTIVITIES

2.1 The components of the ANCEE

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

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

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

2.2 Component 1: Network establishment ANCEE

2.2.1 Cumulative table of activities carried out

Detailed description of the different achievements

Section	Project activities	% of physical achievements	Results achieved	Year of achievements	Comments
C.1 ESTABLISHMENT OF ANCEE NETWORK					
C1.1.1	Take the creation/organization texts of the ANCEE, in particular ASEA Resolution, Statutes, and Internal Regulations	100%	The creative texts: ANCEE charter, membership protocols are ensured.	2015-2016	Objectives achieved
1.1.2	Take (adopt) the creation/organization texts of the Coordination Unit (UdC)	100%	The texts for the creation and organization of the UdC are recorded	2015-2016	Objectives achieved
1.1.3	Recruit 3 consultants for the UdC: Coordinator, Resp. Marketing and procurement manager	100%	Consultancy contracts put in place	2016	Objectives achieved
1.1.4	Take (adopt) the creation and organizational texts of the Steering Committee	100%	The texts for the creation and organization of the COPIL are recorded	2015-2016	Objectives achieved
1.1.5	Write an operating procedures manual for the ANCEE	100%	Establishment of the RACEE procedure manual	2015-2016	Manual revised and submitted for validation by donors on 06/23/2021.
1.2. ESTABLISHED AND REINFORCED CENTERS OF EXCELLENCE					

1.2.1	Take (adopt) ASEA texts designating the centers selected as CoE of the ANCEE	100%	The ASEA texts for designating the centers selected as CoE of the ANCEE are recorded	2015	Objectives achieved
1.2.2	Facilitate the official nomination of CoEs by their respective supervisory authorities	100%	The official nomination of CoEs by their supervisory authorities is facilitated	2015-2019	Objectives achieved
1.2.3	Conclude and sign the initial MOUs for the construction of the ANCEE with the CoE	100%	The initial MOUs for the construction of the ANCEE 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 training practices for trainers. Pooling of skills	2016-2021	Objectives achieved
1.2.6	Facilitate trainer exchange missions between CdEs	100%	Exchanges of best practices guaranteed	2016-2019	Objectives achieved
1.2.7	Upgrade facilities and support the expansion of CoE reception capacities	100%	Acquisition contracts signed	2020-2023	The equipment is delivered

January 1 to December 31, 2023

Under component 1, the activities carried out during the period from January 1 to December 31, 2023 are listed below:

Year	Achievements 2023
January 1 to December 31, 2023	<ul style="list-style-type: none"> - The KGRTC and EEHC equipment delivered, being installed and commissioned, there remains the 10% to pay, user training and provisional acceptance. - VRA ACADEMY and GTC/KENGEN educational equipment delivered, installed and put into service. Payments made in full

2.3 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. .

2.3.1 Table of activities carried out

Detailed description of the different achievements

Section	Project activities	% of physical achievements	Results achieved	Year of achievements	Comments
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%	UdC consultants are paid over the project period	2016-2023	Objectives achieved
2.2.	ASEA support received	100%	ASEA support assured	2016-2023	Objectives achieved
2.2.1	Identify, install and equip UdC offices	100%	Team, UdC installed and functional	2016-2017	Objectives achieved
2.2.2	Cover recurring rental and basic utility charges	100%	Rental and utility charges are insured monthly	2016 – 2023	Objectives achieved
2.2.3	Receive technical assistance from the APUA General Secretariat	100%	Technical assistance from APUA SG assured	2016-2023	Objectives achieved
2.3.	Marketing, communication and documentation ensured				
2.3.1	Prepare a marketing/communication plan for the development of Network activities	100%	marketing/communication plan for developing the Network's activities	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	2016-2023	Objectives achieved
2.3.3	Acquire office supplies, and communication and connection tools	100%	Insured utility charges	2016-2023	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.	2016-2023	Objectives achieved
2.3.5	Prepare documentation and organize periodic meetings of the Steering Committee	100%	Holding of 14 statutory sessions of steering committee	2016-2023	Objectives achieved
2.4.	Missions of UdC members carried out				
2.4.1	Ensure that the Coordinator's missions are taken care of ()	100%	The SdE mobilized to the RC of their agents by the ANCEE	2016-2022	Objectives achieved

2.4.2	Ensure the management of the missions of the Sales & Marketing Manager ()	100%	SdEs made aware of capacity building	2016-2022	Objectives achieved
2.4.3	Ensure support for the Project Assistant's missions	-	-	-	NTD
2.4.4	Ensure management of the missions of the 2 experts seconded to the UdC	-	-	-	NTD
5.4. Network launch marketing implemented					
5.4.1	Prepare a marketing/communication plan for the development of Network activities	100%	Marketing/communication plan for development of Network activities operational and implemented	2016	Objectives achieved
5.4.2	Produce commercial files, and manage internet points of presence	100%	Viable and operational RACEE website. Newsletter	2016-2022	Objectives achieved
5.4.3	Carry out capacity building of governance bodies	100%	Establishment of the steering committee, the UdC	2016	Objectives achieved
5.4.4	Prepare and hold a workshop to launch Network activities	100%	Insured network launch workshop	2016	Objectives achieved
5.5. Strategic and financial partners mobilized					
5.5.1	Take ownership of the general financing plan of February 2014	100%	Good knowledge of the February 2014 financing plan	2016-2023	Objectives achieved
5.5.2	Approach/contact identified strategic/financial partners (missions)	75%	Mission to the EIB, KFW and KWS in September 2019, vision conferences with potential partners interested in RACEE 2.0	2019-2023	Objectives partially achieved
5.5.3	Develop cooperative links and synergy with RC projects and initiatives (complementary UdC missions)	60%	Partnership with WAEP, the power pools forum, ISA and the African association for RE, TSG	2021-2022	Action plans to be implemented through concrete actions
5.5.4	Monitor partnerships and obtain effective mobilization of partners	20%	Joint activities identified to be launched	2021-23	Activities to strengthen
5.5.5	Organize a round table of strategic partners in the second year	100%	RACEE 2.0 concept validation workshop	2021	Round table replaced by the ANCEE 2.0 validation workshop
5.5.6	Organize a round table of financial partners in the third year	100%	Round table replaced by remote bilateral meetings with potential donors	2022-2023	Completed in 2023
5.5.7	Take charge of the travel and stay of financial partners (pm)	-	No support provided for in the budget	2022-2023	NTD

2.3.2 January 1 to December 31, 2023

The table below summarizes all operating activities carried out from January to December 31, 2023.

Year	Achievements 2023
January 1 to December 31, 2023	<ul style="list-style-type: none">- Establishment of a contract for the maintenance of the ANCEE website- Delivery of nameplates and plaque handover ceremony organized at CSTE, STEG and at AFDB headquarters

2.4 Component 3: training for the benefit of the sector

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

2.4.1 Table of activities carried out

Detailed description of the different achievements

Section	Project activities	% of physical achievements	Results achieved	Year of achievements	Comments
C.3 TRAINING FOR THE BENEFIT OF THE SECTOR					
3.1.	ANCEE training programs developed				
3.1.1	Prioritize combination options for ANCEE training resources	100%	Use of CoE for the implementation of training.	2016 – 2023	Intensify the pooling of ACEE training resources
3.1.2	Find with CoE the optimal options for combining ANCEE resources	100%	Identification and structuring of the needs of certain SdE	2016-2023	Intensify the pooling of ACEE training resources
3.1.3	Produce the ANCEE training program by compiling the optimal options	100%	Combination of resources of the ad hoc committee for the implementation of the ANCEE catalog	2016-2023	Updating the catalog taking into account mid-term recommendations
3.2. Training activities prepared, followed and facilitated					
3.2.1	Conduct the intern identification and registration process	100%	Process identified and applied for 4 stock market training cycles	2016-2023	Objectives achieved and transition to the paid training cycle
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	2016-2023	Objectives achieved through the optimization of financial resources in relation to training demand
3.2.3	Put trainees in contact with the training providers	100%	Trainees made aware of and interacting with the training providers	2016-2023	Objectives achieved
3.2.4	Ensure communication and interface with interns from their identification until their return to work	100%	Communication and interface with trainees activated	2016-2023	Objectives achieved, to strengthen post-training evaluation in the future
3.2.5	Support the implementation of adapted modules and the dissemination of good practices	100%	Exchange missions on good practices ensured	2016-2023	Objectives achieved

	(complementary CU missions)				
3.3. : Technical and administrative staff of electricity companies trained					
3.3.0	Technical and administrative staff of electricity companies trained				

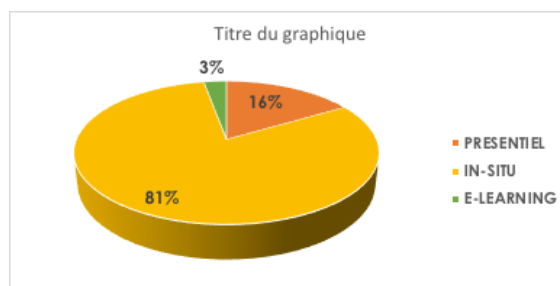
2.4.2 Detailed achievements from January 1st to December 31, 2023

The table below summarizes all the training activities carried out during the period from January 1st to December 31, 2023.

Year	Achievements 2023
January 1 to December 31, 2023	The processing of requests by the CU as of December 31, 2023 made it possible to put in place 21 signed contracts. covering 83 training themes for the benefit of 1,275 people to be trained.

2.4.3 Main training figures (physical elements component)

A. Distribution of people trained from January 1 to December 31, 2023



Training from January 1 to December 31, 23	
Face-to-face	236
In-situ	1,153
E-learning	41
TOTAL	1,430

Comment :

From January 1st to December 31, 2023, the network trained 1,430 people in 83 training themes. On-site training represents 81% during this period ahead of face-to-face training with 16%. This indicates the difficulty for SdEs to provide face-to-face training to their staff. a greater interest is therefore shown towards in situ because of the ease of its implementation and the possibility of benefiting a larger number of personnel without resorting to costly travel for the electricity company.

2.4.4 Analysis of cumulative key figures over the project period (2016-2023)

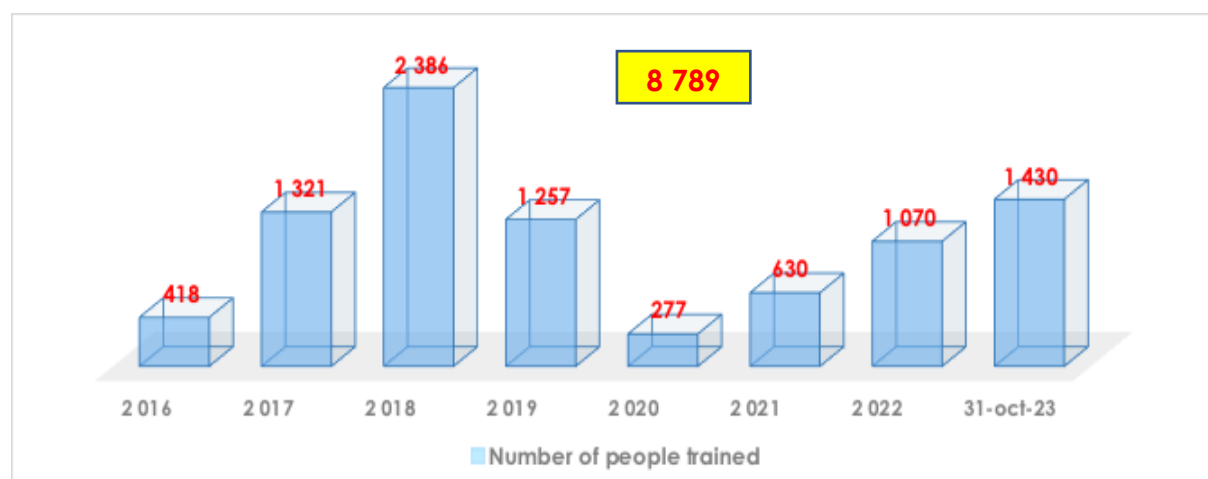
Since the start of the project in February 2016 until December 31, 2023, ANCEE has enabled **8,789** people to benefit from subsidized training spread over the five (**05**) regional zones in (**41**) countries through (**81**) companies, electricity, regulatory agencies, rural electrification agencies and Ministries according to the types of training as follows:

- **4,730** people trained face-to-face (at the CdE) or 54% of the total people trained
- **3,491** people trained on-site (at SdE) or 40% of the total people trained
- **568** people trained remotely (e-learning) or 6% of the total people trained

► Updated table of the total number of people trained since the start-up of the project in the network as of December 31, 2023

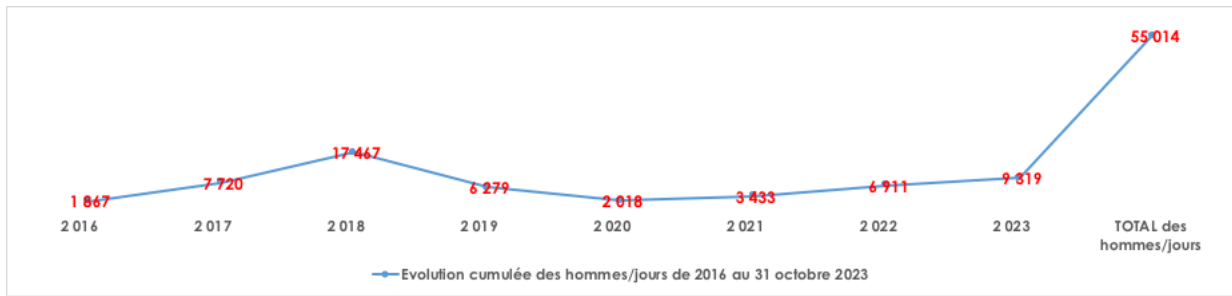
Year	Face-to-face (CoE)	in-situ (SdE)	E-learning/ Blended learning	Number of men trained	Number of women trained	TOTAL
2016	418			370	48	418
2017	956	365		992	329	1,321
2018	1,695	691		1,956	430	2,386
2019	1,052	205		1,115	142	1,257
2020	50	25	202	267	10	277
2021	94	323	213	569	61	630
2022	229	729	112	943	127	1,070
2023	236	1,153	41	1,257	173	1,430
TOTAL	4,730	3,491	568	7,469	1,320	8,789
%	54%	40%	6%	85%	15%	100%

B. Evolution of people trained over the project period (2016-2023)



Comment: The staff trained or currently being trained for the year 2023 is 1,430, representing 16% of the people trained over the entire project period. This performance, the second after that of 2018 with 27%, provides information on the willingness of electricity companies to make a financial commitment to strengthening the capacities of their staff and their adherence to the ANCEE program.

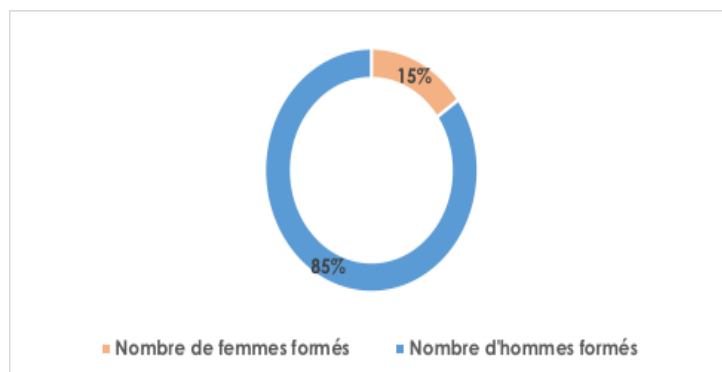
VS . Cumulative evolution of man/days from 2016-2023



Year	2016	2017	2018	2019	2020	2021	2022	2023	TOTAL
H/Jrs	1,867	7,720	17,467	6,279	2,018	3,433	6,911	9,319	55,014

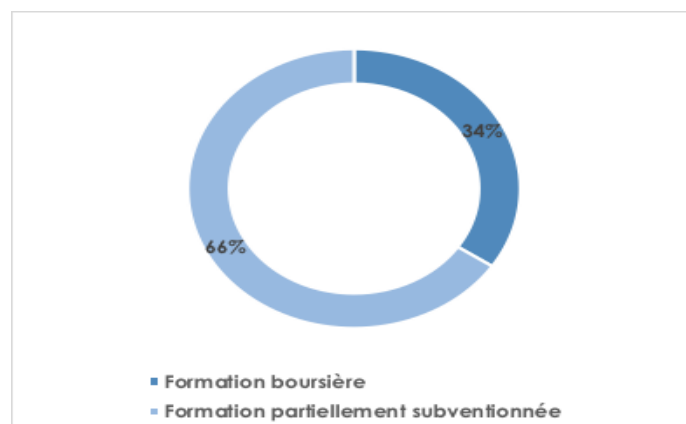
Comment : the cumulative h/d as of December 31, 2023 are 55,014, which corresponds to the initial objective of the project after deduction of long-term training (specialized professional training) initially planned and which was to represent a volume of 38,000 m/d j.

D. Gender distribution in ACEE training actions from 2016-2023



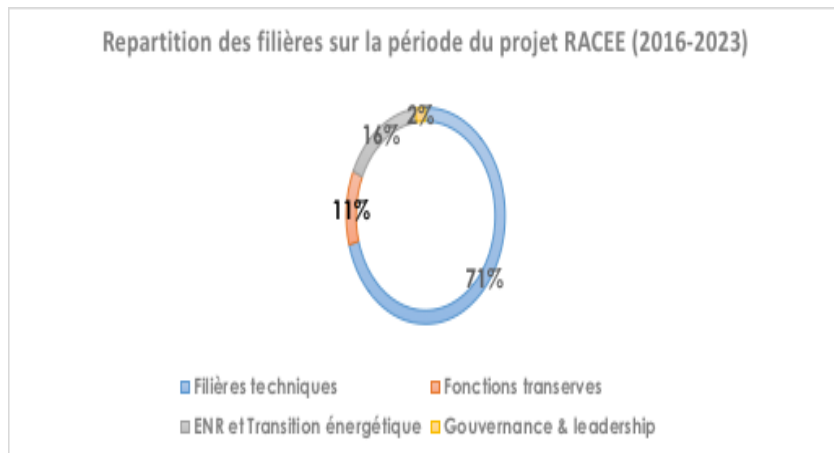
Comment: The proportion of women trained in the electrical sector over the period of the RACEE project (2016-2023) is 15%, this rate remains significant when we know the still low representation of women in the sector.

E. Distribution of scholarship training and partially subsidized training over the project period (2016-2023)



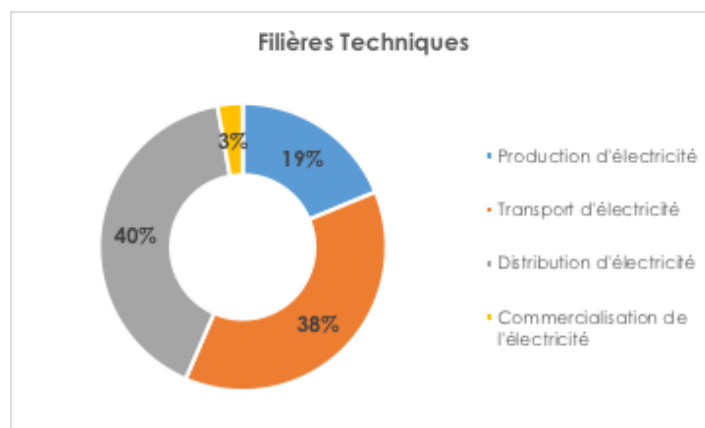
Comment : The majority of Power utilities have shown their interest in ANCEE through their contribution to building the capacities of players in the sector. Partially subsidized training took precedence over stock market training with 66% representation compared to 34%, which reinforces the approach recommended by the ANCEE and augurs good prospects for the ANCEE 2.0.

F. Cumulative distribution of ANCEE training courses over the project period (2016-2023)



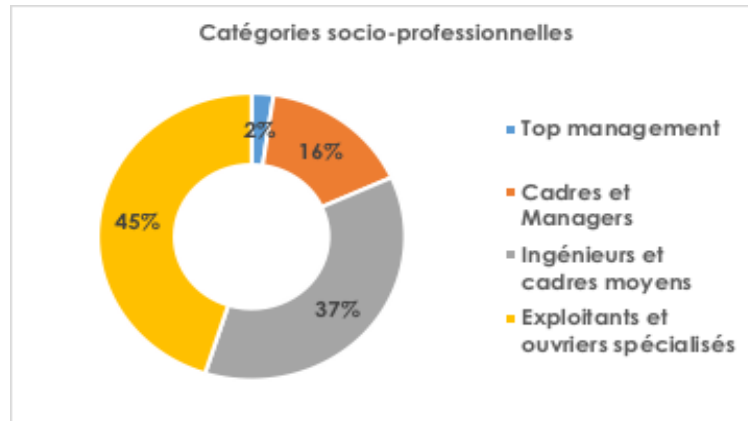
Comment: The technical sectors which ensure the performance of SdE activities remain in high demand with 71% completion, follow renewable energies and the energy transition with 16%, which also remains interesting for SdE in full transition. Cross-functional functions represent 11% while governance and leadership represent 2%.

G. Cumulative distribution of ANCEE technical training courses over the project period (2016-2023)



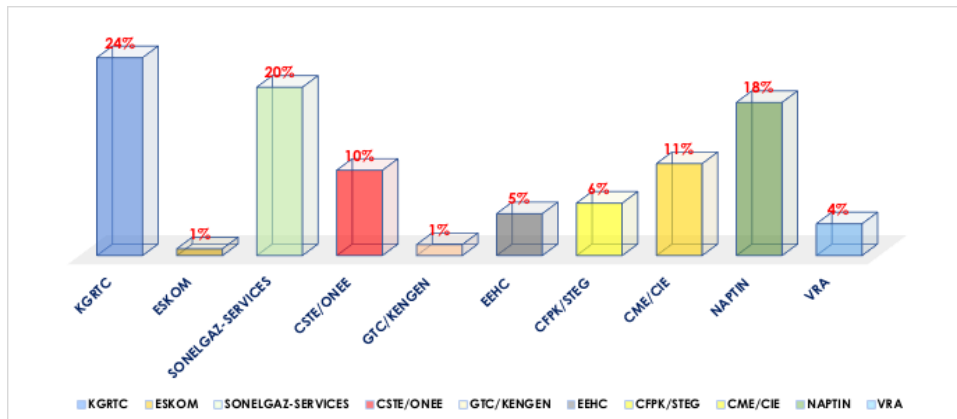
Comment: In terms of technical sectors, themes in the field of electricity distribution are the most requested with 40%, followed by transport and production of electricity with 38% and 19% respectively. This is explained by the state of the companies' operating networks which requires continuous upgrading of operating and maintenance personnel in addition to the high concentration of SdE personnel at the distribution level.

H. _ Distribution by socio-professional category (2016-2023)



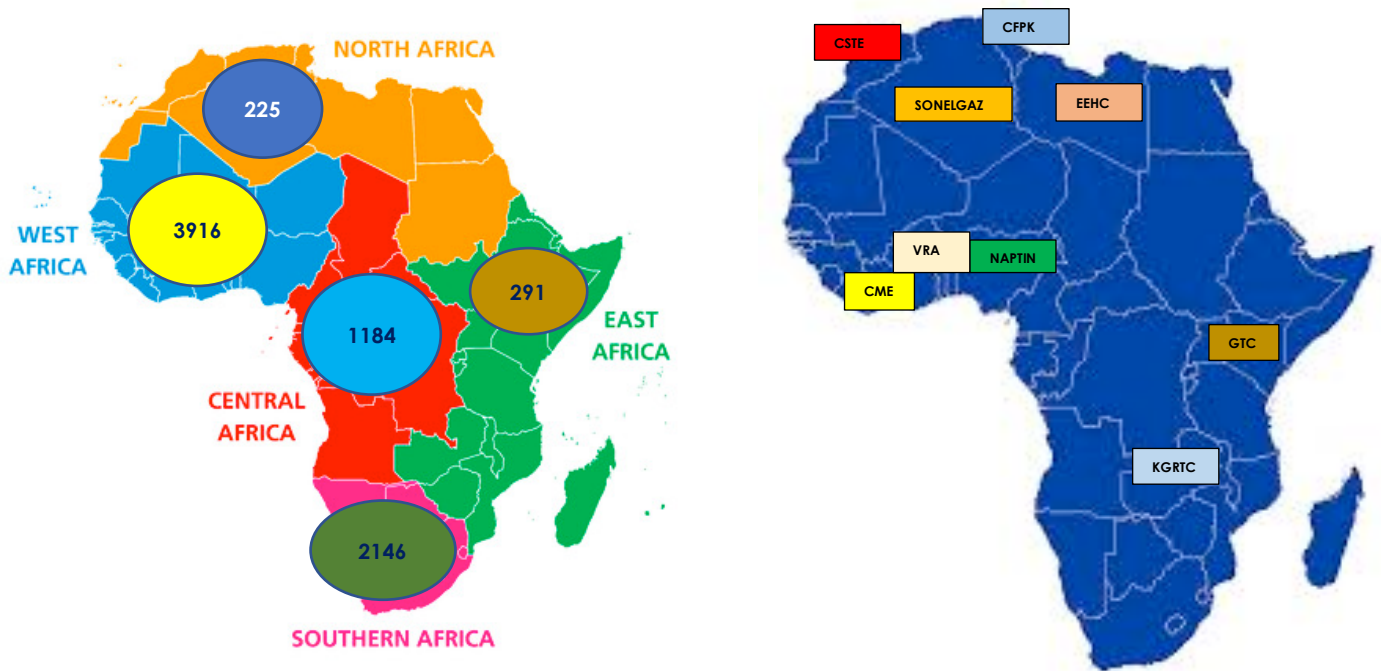
Comment: This distribution reflects the component of personnel within electricity companies involved in network operation activities and maintenance of rotating machines. It also reflects the fact that a large part of the companies do not have adequate basic training infrastructures to provide essential training, hence the high number of operating personnel trained by the ANCEE at 45%.

2.4.5. Distribution in % of people trained by CdE over the project period (2016-2023)



Comment: the distribution of people trained throughout the project by the CoEs also highlights a group of five (5) CoEs having contributed to training more than 10% of all trained staff followed by four (4) CoEs having formed less than 10% of the whole.

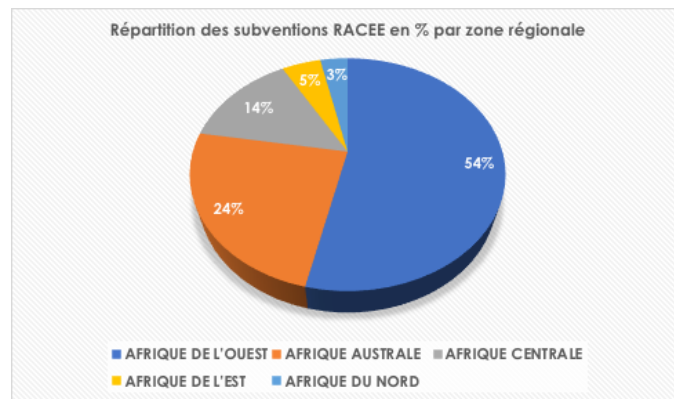
2.4.6 . Distribution of the number of people trained by regional zones over the project period (2016-2023)



Comment: The distribution of people trained on the African continent as shown on the map above calls on us to provide the following clarifications:

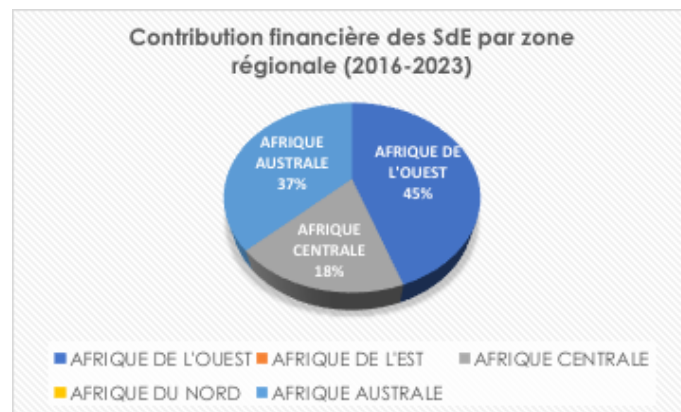
- **North Africa zone** : with **225** people trained (3%), the region has a concentration of four CoEs which primarily and largely train the staff of their parent utilities in a proportion of 90 to 95% without recourse to ANCEE subsidies. The few training courses which have benefited from grants concern the GECOL (Libya), SNE (Mauritania) and ONEE (Morocco) SdE as well as the participation of trainers from the four CdEs in the training workshops organized by the RACEE during the project period.
- **East Africa zone** : with **291** people trained (4%), the financial difficulties of Power utilities and the absence of a budget dedicated to staff training explain the low number of people trained in the East Africa zone. East Africa. Companies such as UEGCL (Uganda), REG (Rwanda), Kengen (Kenya) benefited from stock market training while only the company TANESCO (Tanzania) benefited from subsidized training.
- **Central Africa zone** : with **1,184** people trained (15%), Central African Power utilities previously interested in scholarships are increasingly adhering to the concept of subsidized training put in place by ANCEE, which assumes a willingness to bear part of the training costs to meet the still pressing needs in terms of operation and maintenance of the electricity network.
- **Southern Africa zone** : with **2,146** people trained (28%), the Power utilities of southern Africa have marked from the start their membership of the ANCEE, including when it comes to subsidized training, by being part of a regional dynamic of strengthening abilities.
- **West Africa zone** : with **3916** people trained (50%), it is the one having benefited the most from the ANCEE program both during the granting phase of scholarships and that of subsidized training. This is due to the fact that from the start, a majority of the SdE adhered to the ANCEE approach by contributing partially to the cost of the training.

2. 4.7. Distribution of ANCEE subsidies in % by regional zone over the project period (2016-2023)



Comment: The distribution of ANCEE subsidies approximately corresponds to the distribution of people trained by zone, the rates of which are shown in the graph above.

2.4.8. Distribution of the financial contribution of the SoE in % over the project period (2016-2023) by regional area



Comment : from 2016-2023 , 3 regional zones have contributed financially to strengthening the capacities of their staff, according to the subsidy provided by the ANCEE and which remains largely focused on the three main areas listed above

2.4.9. Situation of Pu receivables over the project period

2.4.9.1 Recent receivables held on Power utilities

N°	NUMERO DE LA FACTURE	DATE	N° DE CONTRAT	SDE/CLIENT	MONTANT FACTURÉ AUX SDE EN €	OBSERVATIONS
27	ASEA/RACEE/N°016/2021	30/12/2021	Ct n°FP10-bis/BAD/ASEA/RACEE-SBEE/2021	SBEE BENIN	8 840	à confirmer le paiement auprès de SBEE
42	ASEA/RACEE_N°14/2023	14/06/2023	Contrat N°10-BIS/FP/BAD/ASEA/RACEE-SEEG/2022	SEEG	37 642	Retransmission des factures par DHL le 18/12/2023.
43	ASEA/RACEE_N°03/2023	24/02/2023	N°11-BIS/FP/AFD/ASEA/RACEE-SEEG/2022	SEEG	4 800	En attente de la preuve de paiement
63	ASEA/RACEE_N°16/2023	21/06/2023	Contract N°8 BIS-FP/BAD/ASEA/RACEE-NIGELEC/2023	NIGELEC	30 855	Facturation selon contrat, formation partiellement
64	ASEA/RACEE_N°17/2023	21/06/2023	Contract N°9 BIS-FP/BAD/ASEA/RACEE-NIGELEC/2023	NIGELEC	19 872	achevée par SS et CSTE, achevée par STEG. En
65	ASEA/RACEE_N°18/2023	21/06/2023	Contract N°10 BIS-FP/BAD/ASEA/RACEE-NIGELEC/2023	NIGELEC	12 450	attente débloccage des transactions financières au
71	ASEA/RACEE_N°39/2023	06/09/2023	Contract N°20 BIS-FP/BAD/APUA/ANCEE -ARE-BENIN/2023	ARE-BENIN	12 480	Niger, poursuivre les formations restantes
72	ASEA/RACEE_N°41/2023	26/10/2023	Contract N°21 BIS-FP/BAD/APUA/ANCEE -ARE-BENIN/2023	ARE-BENIN	5 323	Créance encaissée en janvier 24
74	ASEA/RACEE_N°38/2023	06/09/2023	Contract N°28-BIS-FP/BAD/ASEA/RACEE-ENDE/2022	ENDE	14 000	Créance encaissée en janvier 24
						En attente confirmation du paiement par ENDE
			TOTAL CREANCES		146 262	

2.4.9.2 Old debts held on SNE (Congo):

N°	NUMERO DE LA FACTURE	DATE	N° DE CONTRAT	SDE/CLIENT	MONTANT FACTURÉ AUX SDE EN €	OBSERVATIONS
2	ASEA/RACEE_N°04/2017	08/09/2017	N°/FP///ASEA/RACEE-SNE/2017	SNE (Congo)	60 407	Un montant partiel de 60 402 € perçu le 21/09/2017. Reste à percevoir le montant de 60 407 €. Relance effectuée le 18/12/2023, en attente retour de E2C sur le devenir de cette créance impayée
TOTAL CREANCES ANCIENNES					60 407	

Comment :

In total, the amount of ANCEE receivables as of 12/31/2023 amounts to **€206,669**, compared to the total amount invoiced since the start of paid training of around **€1,695,410**, i.e. a rate of 12.2% consisting mainly of invoices for the 2023 financial year.

Among these debts, only one invoice is more than 5 years old, it is an invoice drawn up in 2017 to the attention of SNE (Congo) for which payment was only partially made, releasing an amount not recovered of 60,407 euros having been the subject of a reminder to E2C in December 2023.

The extension of the project to June 30, 2024 should make it possible to recover all recent debts recorded as of December 31, 2024 with particular monitoring of invoices issued in 2024 and to be paid before the end of June 2024.

Concerning the debt of E2C for an amount of **€60,407**, this should be the subject of an amicable treatment with the SdE in accordance with the good relations that the ANCEE maintains with its clients .

2.5 Component 4: Promotion of new Centers of Excellence

Are grouped in this component, activities related to capacity building of trainers in training centers, studies, identification and support of new companies of Excellence.

2.5.1 Tables of activities carried out

Detailed description of the different achievements

Section	Project activities	% of physical achievements	Results achieved	Year of achievements	Comments
4 - Promotion of new training centers					
4.1	Evaluated and qualified training centers				
4.1.1	Develop a plan to promote CoF in CoE for the project period /	128%	10 CoE identified and selected within the framework of the ANCEE out of 7 planned	2016 2017 2019	Objectives achieved
4.1.2	Conduct a CoT pre-selection campaign for the project period	100%	Objective largely achieved. Closing the process	2017	Objectives achieved
4.1.3	Keep a shortlist of CdFs qualifying as CoEs for the project	100%	A shortlist of 6 CoEs to become CoE	2017	Objectives achieved
4.1.4	Sign the MOUs for participation in the qualification program with the CoT	100%	MOU signed with 10 CoE	2017 2019	Objectives achieved
4.1.5	Visit qualified CoTs to officially receive their label of excellence	100%	Visits carried out by a recruited consultant	2017	Objectives achieved
4.2.	Training of trainers provided				
4.2.1	Design Capacity Building for trainers in CoT training centers	100%	6 capacity building workshops delivered	2017-2023	Objectives achieved
4.2.2	Hold capacity building for trainers in CoT training centers	100%	Organization of 8 training sessions for trainers since the start of the project.	2017-2022	Objectives achieved last training session held in Abuja
4.2.3	Coordinate the implementation of the program for trainers	100%	Seven training of trainers workshops have been organized since the start of the project	2017-2023	Outfit of 2 last training sessions
4.3.	Rehabilitation and expansion of CdF centers carried out				
4.3.1	Develop a rehabilitation, renovation and expansion plan for qualified CoTs	100%	Rehabilitation plan developed	2017	Objectives achieved
4.3.2	Upgrade facilities and support the expansion of CoT reception capacities	100%	Signature of amendments with centers of excellence	2021-2023	Equipment delivery process in progress
4.3.3	Study the technical and financial feasibility of the new APUA ESIE	100%			An architectural study is planned

			Study completed	2019-2022	after obtaining a site
4.3.4	Investment Project Preparation Facility	100%	Latest study launched in progress	2019-2023	Signature of the contract and implementation of the study

2.5.2 Carrying out activities over the period from January 1 to December 31, 2023

During the period from January to December 31, 2023, the activities carried out are listed below:

Year	Achievements 2023
January 1 to December 31, 2023	<ul style="list-style-type: none"> - Completion of the feasibility study for the relocation of the BOUKARY KANE Electricity Trades center from NIGELEC - Completion of the physical and electronic archiving of ANCEE documents - Launch and completion of the EDM Mali feasibility study - Completion of final project evaluation - Carrying out the audit for the 2022 financial year

2.6 Component 5: Activities key success factors of the project

Are grouped in this component, activities related to the establishment and management of a database, network animation, training in leadership, governance, HR (GPEC), and Audit, Monitoring, and the evaluation of the ANCEE,

2.6.1 Tables of activities carried out

Detailed description of the different achievements

Section	Project activities	% of physical achievements	Results achieved	Year of achievements	Comments
5 : Network Success Factors					
5.1.	Supply/demand database set up and controlled				
5.1.1	Correspondence guide to professions and skills repositories	-			Reported to RACEE 2.0
5.1.2	Supply/demand database (SoE skills needs vs CoE resources)	90%	Launch of the application redesign study	2017-2023	Study in trial period, to be finalized 1st quarter 24
5.1.3	Familiarize the HR departments of the Pu with updating and using the Database	100%	HR and Pu familiarized	2018	Platform presented to HR managers

5.1.4	Train the CU team in the operation and maintenance of the BD-BC/RRC	100%	ASEA and UdC team trained in BDD	2018	Objectives achieved
5.2.	Leadership of electricity company managers strengthened				
5.2.1	Design leadership development modules targeting Pu managers	100%	Leadership development modules provided	2017-2018	Objectives achieved
5.2.2	Leadership development workshop for managers - DLM modules	100%	Assured Leadership Session Workshop	2017-2018	Objectives achieved
5.2.3	Take charge of the travel and stay of managers - DLM modules	100%	Supported Managers	2017-2018	Objectives exceeded
5.2.4	Design RC modules for HR HR departments on the assessment and prioritization of skills needs (EHBC)	100%	HR modules for insured HR departments	2016	Objectives achieved
5.2.5	Leadership development workshop for HR Directors of SoEs - EHBC module	100%	HR Directors of trained SoEs	2016-2017	Objectives achieved
5.2.6	Design a CR module for managers on setting performance objectives	-	Activity not carried out		Line reassignment
5.2.7	Leadership development workshop for managers	100%	Leadership workshop for insured managers	2017-2018	Objectives achieved
5.2.8	Coordinate the delivery of sessions for managers	100%	Sessions for coordinated managers	2017-2018	Objectives achieved
5.3.	Decision-makers aware of strategic governance				
5.3.1	Design strategic governance modules for national/regional decision-makers	100%	Designed modules	2017 -2018	Objectives achieved
5.3.2	Strategic governance workshop for national and regional decision-makers	100%	Workshops carried out	2017 - 2018	Objectives achieved
5.3.3	Take charge of the travel and stay of decision-makers	100%	Guaranteed support	2017 - 2018	Objectives achieved
5.3.4	Coordinate the implementation of the program for decision-makers	100%	Coordination assured	2017-2018	Objectives achieved
5.6.	Audit, Monitoring, and evaluation of the insured ANCEE				
5.6.1	Prepare a general audit and monitoring/evaluation plan for ANCEE activities	100%	Planning and monitoring of mid-course evaluations	2018-2023	End of project audit carried out, completion report finalized
5.6.2	Build monitoring indicators and carry out a baseline intelligence study	-	Activity not carried out		Report under ANCEE 2.0

5.6.3	Conduct an annual benchmark study of centers of excellence	80%	Consultant selected, study in progress	2023	Completion of the study postponed to 1st quarter 24
5.6.4	Monitor and evaluate the performance of those trained	100%	Interviews carried out with the SdE beneficiaries of the training	2019-2023	Coordination to continue in 2021/2022/2023
5.6.5	Have 3 audits carried out, and two independent evaluations (mid-term and end of project)	100%	Audits ensured, a mid-term evaluation and completions carried out	2017-2023	2022 audit carried out, 2023 audit carried out
5.6.6	Analyze the results of the ANCEE annually	100%	Assured activity reports	2017-2023	Objectives achieved
5.6.7	Create and populate a database of lessons from the implementation of the Network	100%	Deliverable as part of the consultant contract	2019	Objectives achieved
5.6.8	AFD external consultant monitoring	100%	Support provided over 2 years	2016-2017	Objectives achieved
5.7.	Assured ANCEE reporting				

2.6.2 Detailed achievements over the period from January 1 to December 31, 2023

During the period from January to December 31, 2023, the activities carried out are listed below:

Year	Achievements 2023
January 1 to December 31, 2023	<ul style="list-style-type: none"> - Contract for the overhaul of the O/D study signed and study launched - Implementation of an archiving contract, study finalized - Implementation of a consultant contract for the audit of the CoE, the study is currently being carried out, completion planned for the first quarter of 2024 - Process for the selection of an auditor for the audit of the 2023 financial year launched, contract signed on December 28, 23, implementation 1st quarter 24 - Project completion study carried out and completed in August 2023, conclusions of the study communicated to the AfDB and reviewed during the closing mission of December 23.

III. IMPACT INDICATORS OF ANCEE PROJECT (AFD/AfDB Logical Framework)

3.1 Impact indicators according to the AFD logical framework

No	Denomination	Target value	Total	Achieved as of December 31, 2023	%
1	Total number of people who have benefited from professional training through the network (all types of training)	9,350	8,789	8,789	94%
2	Total number of people who have benefited from professional training through the face -to-face network	7,750	3,703	3,703	55%
3	Total number of people who have benefited from professional training via the distance network (E-learning, Blended-learning, video-conferencing)	Not initially planned	568	568	
4	Total number of people trained within their company (trainer travel, on-site training)	1,600	3,491	3,491	218%
5	Rate of women among people who have benefited from professional training certified by the network	Up >20%	1320	1,320	14%
6	Number of training centers labeled ANCEE Centers of Excellence	3 French speakers, 4 English speakers	7	4 French speakers, 6 English speakers	142%
7	Number of training centers supported to become centers of excellence	8	8	10	125%
8	Total number of managers trained (seminars, workshops, forum)	250	1,027*	1,027*	411%
9	Number of trainers from centers of excellence trained (CoE)	40	326	326	815%
10	Number of trainers from other training centers trained (CdF)	200	202	202	101%
11	Number of training courses renovated or created	40	22	22	55%
12	Total number of staff who received a project training grant	3,900	2,488	2,488	64%
13	% of scholarships awarded to women	33%	550		22%
14	% of scholarships awarded to staff from utilities located in fragile states	50%	1,916		77%
15	% of scholarships awarded in the field of renewable energies, energy savings or climate preservation	20%			16%
16	% of network operating costs covered by administrative fees collected on business billings	100%			10%
17	Number of partnerships developed between the network and academic or professional educational establishments	10		2	20%

1,027* (411%): This figure includes managers participants for workshops and seminars financed on the project and events organized by other institutions (AFDB/AFD) in relation to the themes.

815% :** This high rate is explained by the increase in the number of CoEs from 4 to 10 and by the enthusiasm of CoEs to upgrade their trainers.

10%* :** this is the rate applied for administrative costs on paid training courses

3.2 Impact indicators according to ADB financing framework

Name of country and project title: (Regional-Africa) African Network of Centers of Excellence in Electricity (ANCEE)						
Goal of the project: strengthen technical and managerial capacities in the electricity sector in Africa						
	RESULTS CHAIN	PERFORMANCE INDICATORS			Means of verification December 2023	ASSUMPTIONS/RISKS/MITIGATION
		Indicator	Reference 2012	Target 2019		
P R O D U C T S	3.1 Skills and knowledge of technical and management staff are improved, especially in fragile states and among women	Total number of certificates awarded to technical and management personnel, including by CoEs and utility training centers	None (ANCEE)	9,350 (ANCE)	ANCEE activity report 7,762	Hypothesis: Staff and executives of electricity companies are interested in ANCEE training and have access to it
		Certificates awarded to female technical and management personnel	None (ANCEE)	3,120 (ANCE)	1,320	
	3.2 Improved governance and decision-making at national and regional level	Certificates awarded to executives of Power utilities	15 (2006 APUA Seminar)	100	268	
		Certificates awarded to decision-makers of Power utilities	25 (2006 APUA Seminar)	150	290	

3.3 Contribution to reducing the skills gap of graduates in basic electrical engineering	Preliminary feasibility report for the rehabilitation of APUA-ESIE	0	1 feasibility report	Deliverables of the 1st and 2nd phases of the study established by the design office and press releases	<p>RISK: Commitment of the government of Ivory Coast to rehabilitate ESIE to make it a regional training school</p> <p>MITIGATION: The agreements for the rehabilitation of the school are drawn up by ECOWAS, in cooperation with ASEA</p>
3.4 New training centers approved as ANCEE centers of excellence	Number of trainers trained for new training centers	None (ANCEE)	200 (RACE)	202	<p>Assumption :</p> <p>The ANCEE business plan is executed</p>
	Number of training centers approved as ANCEE centers of excellence	4	8	10	
3.5. Improved training capabilities and programs in the first four centers of excellence	Number of trainers trained in the first CoE (exchange program)	None (ANCEE)	40 (RACE)	304	
	Reception capacity and new training program for CoEs	1 650 people trained	Increase by 20%	2,309 (40%)*	

3.3 Comments and analysis of achievements:

Results indicators	Most recent value (HAS)	Final objective (B) (expected value at the end of the project)	Progress towards the goal (% achieved) (A/B)	Comments
Certificates awarded to staff (face-to-face, in-situ, distance training)	8,769	9,350	94%	<p>- In terms of training volume (h/d), the year 2023 saw the initial objective achieved by compensating for the failure of ESKOM through the effective contribution of the nine CoEs forming the network.</p> <p>Notwithstanding the non-completion of long-term training initially planned and constituting 30% of the overall objective, we can consider that the cumulative achievements as of 12/31/23 correspond well in h/d to the initial forecasts of the project with more than 55,000 h /j recorded.</p> <p>- the advent of Covid-19 in 2020 and its persistence in 2021 greatly slowed down training achievements during the years 2020/2021.</p> <p>- Difficulties of certain companies in financing part of the training costs as an indirect impact of Covid on the financial situation of the SoE.</p>
Certificates awarded to women	1,320	3,120	42%	This rate corresponds to the reality on the ground and constitutes a performance in itself knowing the very technical field of electricity company activities.
Certificates awarded to SdE executives	268	100	268%	The interest of executives in the themes proposed by the RACEE relating to HR and GPEC subjects generated more participants supported directly by their companies outside the project.
Certificates awarded to decision-makers	290	150	193%	It is also counted in addition to the seminars organized by the ANCEE, the events co-organized by the ADB and the ASEA/RACEE, which explains the large number of registered participants.
Preliminary ESIE report	Inception report	Feasibility report		The study, completed in 2022, gave rise to a final report covering the institutional and educational aspects except for the architectural aspect due to the non-designation of a site for the future school.
Trained CoT trainers	202	200	101%	Objective achieved with the contribution of centers of excellence in the design and delivery of workshops

CoE approved training centers	10	8	125%	The enthusiasm of training centers to join the ANCEE has materialized through investments made by the centers to upgrade themselves and register with the conditions of membership of the ANCEE
CoE trained trainers	326	40	815%	The increase in ANCEE-labelled centers (from 4 to 8 then to 10) has meant that the number of trained trainers is greater.
CoE reception capacities	2,309	1,980	117%	This increased capacity compared to the forecast represents 5% of the total capacity of the CoE, it reflects the greater existing training possibilities that the ANCEE could request.

IV. ACQUISITION OF GOODS AND SERVICES

The year 2023 was marked by the completion of all the equipment and service contracts put in place in 2020, 2021 and 2022. This activity enabled the completion and continuation of the activities described below:

4.1 GOODS

4.1.1 Acquisition of goods with AFDB financing

Summary update on the progress of supply and installation of educational equipment

No.	Equipment by center of excellence	Physical progress in %	Amount in euros.	Disbursement rate as of December 31, 2023
1	A real-time simulator for the CME in Ivory Coast	100%	99 168	100%
2	A real-time simulator for NAPTIN in Nigeria	100%	99 168	100%
3	A smart grid laboratory for STEG in Tunisia	100%	149,987.9	100 20%
4	A smart Grid platform and a weather station for the CSTE in Morocco	100%	373,431.35	90%
5	A smart grid laboratory and a SCADA laboratory for EEHC in Egypt	90 80%	199,669.66	90%
6	A language laboratory and didactic system for renewable energies (electricity production, transmission and distribution) for the KGRTC of Zambia	100 80%	249,568.16	90%
7	10 nameplates	100	2,368	100%
	TOTAL		1,170,993.07	

Comments

1: Official handovers of equipment have started with the CSTE and STEG. They took place respectively on October 30 and November 1, 2023. Scheduled for July 26, 2023, the official handover of the CME simulator could not take place due to last minute unavailability.

2-The supply and installation of KGRTC equipment experienced a significant delay due to the long customs clearance time. In fact, the equipment arrived at the port of Lusaka at the beginning of April 2023 and was cleared through customs in October 2023.

3- The commissioning of EEHC equipment was delayed following difficulties in adapting the electrical system.

4- The nameplates of CSTE and STEG were handed over during ceremonies held respectively in Morocco and Tunisia, those of the other centers of excellence were handed over during a joint ceremony held at the AFDB headquarters in from the Copil of November 30, 2023. Three plaques must still be delivered to their recipients during the project extension period. These are Sonelgaz Services, GTC/KENGEN and ESKOM from South Africa.

4.1.2 Acquisition of goods with AFD financing

No.	Equipment by center of excellence	Physical progress in %	Amount in €.	Disbursement rate
1	A pneumatic and hydraulic laboratory for the Volta River Academy in GHANA	100%	274 472	100%
2	An inductively coupled plasma mass spectroscopy for the Geothermal Training Center in KENYA	100%	170,760	100%
TOTAL			445 232	

Comment :

The teaching equipment acquired with AFD funding is delivered, installed and in use.

4.2 SERVICES

In terms of services, activities for the year 2023 saw the completion of the following major activities:

- The feasibility study for the relocation of the BOUKARY KANE Electricity Trades center from NIGELEC
- Physical and electronic archiving of ANCEE documents
- The final evaluation of the project
- Maintenance of the ANCEE website
- The audit mission for the 2022 financial year

However, the activities below must be completed during the first half of 2024.

V - PROGRESS OF CURRENT ACTIVITIES AND TIMELINE FOR THE FINALIZATION OF ACTIVITIES

Situation of markets and contracts as of December 31, 2023 (ADB financing)			
Title of the contract	Contract holder	Status	Estimated completion time
Acquisition of goods			
Lot 1: A renewable energy teaching system and a language laboratory Beneficiary: KGRTC	DELORENZO	<ul style="list-style-type: none"> - The language laboratory is delivered and installed - The teaching system is delivered and installed - Payment of 90% of the contract or 224,611.3 euros paid 	<ul style="list-style-type: none"> - Payment of 10% of the contract amount to be made upon presentation of the certificate of completion and operational acceptance no later than March 31, 2024
Lot 5: A smart grid laboratory and a SCADA laboratory Beneficiary: EEHC	DELORENZO	<ul style="list-style-type: none"> - The laboratory installed - Payment of 90% of the contract or 179,702.69 Euro paid. 	<ul style="list-style-type: none"> - Payment of 10% of the contract amount to be made upon presentation of the certificate of completion and operational acceptance - no later than March 31, 2024
Lot 4: A smart Grid platform and a weather station Beneficiary: CSTE	ELEXPERT	<ul style="list-style-type: none"> - The platform is installed and commissioned - Payment of 90% of the contract i.e. 373,431.35 Euro 	<ul style="list-style-type: none"> - Payment of 10% of the contract amount to be made upon presentation of the certificate of completion and operational acceptance no later than March 31, 2024
INTELLECTUAL SERVICES			

studies of the construction works of the "Electricity Campus" in Mali	CEGEP of Trois-Rivières	<ul style="list-style-type: none"> - Signature of the contract on June 23, 2023 with start-up on July 3, 23 - Transmission of start-up report on 08/16/23 - Transmission of phase 1 reports on October 13, 2023. - Partial transmission of phase 2 deliverables on December 13, 2023 - Awaiting receipt of APD, technical documents for the PC and detailed equipment report under phase 2 - Pending receipt of works CAD and equipment CAD for phase 3 	<ul style="list-style-type: none"> - Initially planned for 4 months, the execution time was extended to 05 months. - The final completed documents must still be communicated during the 1st quarter of 24
Selection of an individual consultant to support the UdC for the physical and electronic archiving of ANCEE documents	Ms. BEDI Isabelle	<ul style="list-style-type: none"> - Request for ANO on the terms of reference of the mission sent on August 12, 2022 - AfDB agreement for an a posteriori review on February 22, 2023 - Contract signed on July 23, 2023 for a period of 60 working days. - Physical and electronic archiving completed 	Support is planned until March 31, 2024
Compliance assessment of Centers of Excellence	Mr. YANN LE GUELLAFF	<ul style="list-style-type: none"> - ANO request on terms of reference submitted on April 13, 2023. - ADB agreement on July 10 for an a posteriori review. - Contract signed on October 31, 2023 and implemented during the 4th quarter of 23 	Pending receipt of deliverables during the 1st quarter of 2024; Amendment to be established for an extension of the execution deadline to March 30, 2024
Updating the supply/demand application	Mr. GNANGUI Jean-Prisca	<ul style="list-style-type: none"> - ANO request on terms of reference submitted on April 12, 2023. 	Deadline largely exceeded, expected receipt of the application during the 1st

		<ul style="list-style-type: none"> - AFDB agreement on July 10 for an a posteriori review. - Negotiation and signature of contract on July 24, 2023 for a duration of 2.5 months with implementation during the 4th quarter of 23 	<p>quarter of 24 with support during the 2nd quarter of 24. Amendment to be established for an extension of the execution deadline to June 30, 2024</p>
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5.1 ON AFD FINANCING

Market situation and current contracts as of December 31, 2023 (AFD)			
Title of the contract	Contract holder	Status	Completion time
Intellectual services			
Accounting and financial audit of the ANCEE accounts for the 2020, 2021 and 2022 financial years	COFIMA	<ul style="list-style-type: none"> - Feedback from the AFDB on the audit reports for the 2021 and 2022 financial years on November 24, 2023 - Lifting of reservations on December 21, 2023 by the project - Awaiting feedback from the AFDB on the documents transmitted and the audit report for the 2020 financial year 	Relaunch the ADB for the expected acceptances of the audit reports allowing the remaining 30% to be released. Additional payments expected during the 1st quarter 24
Maintenance of the ANCEE website	Mr. GNANGUI Jean-Prisca	<ul style="list-style-type: none"> - Contract completed, hosting and domain name renewal carried out covering the 2024 financial year. 	Last payment to be made in the 1st quarter of 24
Final audit of the ANCEE project	The CE2C-PANAUDIT Burkina group	<ul style="list-style-type: none"> - NO on AMI obtained on: June 2, 2023 - Publication of the AMI on June 5, 2023 - Request for NO on the shortlist and the DDP on August 11, 2023. - Return of the ADB on TDRs: October 2, 2023 	Audit mission planned for February 24, submission of the report and validation of the donors in March 24 with payment and closure of the contract

V I. FINANCIAL MONITORING AS OF DECEMBER 31, 2023

6.1 FINANCIAL MONITORING AS OF DECEMBER 31, 2023 ANCEE-AFDB

Table A: below shows the budget execution rate, AFDB financing for the period from February 2016 to December 31, 2023

Code d	Components	Total budget	FORECASTS (4 fundraising calls)	Achievements	Variance Total budget/achievements	Completion rate/overall budget
C.1	Creation of the network and its management and governance bodies	943 207	287 214	898 283	44,924	95'24%
C.2	Network operation	1,070,488	537,974	1,029,327	41,161	96'15%
C.3	Training for professions in the electricity sector	5,022,537	5,022,557	4,685,239	337 298	93'28%
C.4	Promotion of new centers of excellence	1,675,165	534 513	1,437,191	237,974	85'79%
C.5	Key factors of success	838,921	719,927	730 513	108 408	87'08%
	HAZARDS	191,724	300,000	129,346	62,378	67'46%
	TOTAL	9,742,042	7,402,185	8,913,197	828 845	91'49%
	FUNCTIONING	7,265,871	6,602,677	6,901,214	364,657	94'98%
	SERVICES	1,110,454	499 508	788,244	322 210	70'98%
	GOODS	1,173,993	0	1,091,095	82,898	92'94%
	HAZARDS	191,724	300,000	132,644	59,080	69'18%

6.2 FINANCIAL MONITORING AS OF DECEMBER 31, 2023 ANCEE-AFD

Table B: below shows the budget execution rate, AFD financing for the period from February 2016 to December 31, 2023

Code d	Components	Total budget	Forecasts (5 fundraising calls)	Achievements	Variance Total budget/achievements	Completion rate/overall budget
C.1	Creation of the network and its management and governance bodies	402 515	424 182	402 515	0	100.00%
C.2	Network operation	422,864	386 403	420 156	2,708	99.36%
C.3	Training for professions in the electricity sector	953 096	955 818	918,591	34,505	96.38%
C.4	Promotion of new centers of excellence	776,962	737,513	776 826	136	99.98%
C.5	Key factors of success	409,746	400 479	384 441	25,305	93.82%
HAZARDS		34,817	95 104	34,817	0	100.00%
TOTAL		3,000,000	2,999,499	2,937,346	62,654	97.91%
FUNCTIONING		1,718,783	1,721,664	1,680,483	38,300	97.77%
SERVICES		801 168	720 287	776 814	24,354	96.96%
GOODS		445 232	462 444	445 232	0	100.00%
HAZARDS		34,817	95 104	34,817	0	100.00%

6.3 FINANCIAL MONITORING REPORT AS OF DECEMBER 31, 2023 RACEE-BAD & RACEE-AFD

Table C: below shows the execution rate of budgets, AFDB & AFD financing for the period from February 2016 to December 31, 2023

Cod ed	HEADINGS	Total budget	FORECASTS (9 fundraising calls)	Achievements	Variance Total budget/achievements	Completion rate/overall budget
C.1	Creation of the network and its management and governance bodies	1,345,722	711,396	1,300,798	44,924	96.66%
C.2	Network operation	1,493,352	924 377	1,449,483	43,869	97.06%
C.3	Training for professions in the electricity sector	5,975,633	5,978,375	5,603,830	371,803	93.78%
C.4	Promotion of new centers of excellence	2,452,127	1,272,026	2,214,017	238 110	90.29%
C.5	Key factors of success	1,248,667	1,120,406	1,114,954	133,713	89.29%
	Hazards	226,541	395 104	167,461	59,080	73.92%
	GENERAL TOTAL	12,742,042	10,401,684	11,850,543	891 499	93.00%
	FUNCTIONING	8,984,654	8,324,341	8,581,697	402,957	95.52%
	SERVICES	1,911,622	1,219,795	1,565,058	346,564	81.87%
	GOODS	1,619,225	462 444	1,536,327	82,898	94.88%
	HAZARDS	226,541	395 104	167,461	59,080	73.92%

CONCLUSION

From a financial point of view, as of December 31, 2023, the disbursement levels reflecting the progress of the project are respectively **97.91%** for the AFD, **91.49%** for the AfDB and a consolidated rate of **93%** for both. From the point of view of physical progress, the situation is even better knowing that several training actions carried out have not yet been subject to payment, the remaining 10% invoices on equipment contracts fully received as well as payments on service provision contracts (studies carried out by firms or individual consultants) currently being completed and for which payments are expected during the first ^{quarter} of 2024 in particular.

These results recorded as of December 31, 2023 with a disbursement rate of 93% and a commitment rate of around 98% suggest that the project upon completion will be fully realized on a physical and financial level. The six (6) month extension granted by the AfDB pending a similar agreement from the AFD will in fact make it possible to proceed with the payment of all invoices awaiting payment and those to be received during the period. This also remains valid for training contracts signed in 2023, certain actions of which must still be carried out during the 1st ^{quarter} of 2024 as well as new contracts to be initiated at the start of 2024 depending on the balances released on the project lines and reallocated to Training.

These results also confirm the accuracy of the decisions taken by the two donors to accept the extension of the project until December 31, 2023 and then to grant a further six-month extension by the AfDB in order to ensure completion. operations and closing of contracts. This extension period was fully justified taking into account the events observed during the execution of the project which had an impact on its initial completion time which we summarize below:

- A start-up period characterized by low achievements in terms of training spanning the year 2016.
- A second period of one year (2018) characterized by the absence of a coordinator, thus justifying one of the main recommendations of the mid-term evaluation of the project
- Finally, the Covid-19 pandemic which occurred in 2019 having impacted the project activities over two consecutive years (2020/2021)

The advent of a second phase of the project remains the best proof of the relevance of the project and its usefulness for African electricity companies.

This recognition also means that much remains to be done in terms of training, HR advice and specialist support. The local work carried out by the RACEE through its coordination unit has favored the emergence of better knowledge of the operational and managerial deficits characterizing the functioning of a large part of the electricity companies, making it possible to better identify and prioritize the services necessary for their care. ANCEE 2.0 with its reinforced team will be able to meet the challenge and contribute significantly to the influence of the beneficiary electricity companies.

APPENDICES



RESOLUTIONS
14th Steering Committee –

Abidjan | Thursday November 30 and Friday December 1 · 2023
Abidjan | Thursday November 30 and Friday December 1, 2023



Resolution No. 1/2023 Adoption of ANCEE annual activity report and the financial statements for the 2022 financial year

The Steering Committee in its 14th session held in Abidjan on November 30 and December 1, 2023, approves the activity report of the ANCEE Coordination Unit as of December 31, 2022, adopts the accounts for the financial year ending on 31 December 2022, subject to donor approval.

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The Steering Committee in its 14th session held in Abidjan on November 30 and December 1, 2023, adopts the activity report of the ANCEE Coordination Unit as of December 31, 2022, approves the accounts for the financial year ended December 31 2022, subject to donor approval.

Resolution No. 2/2023 : Approval of the ANCEE activity report as of October 31, 2023/ Adoption of ANCEE activity report as on October 31, 2023

The Steering Committee in its 14th session held in Abidjan on November 30 and December 1, 2023, approves the activity report of the ANCEE Coordination Unit as of October 31, 2023.

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The Steering Committee, in its 14th session held in Abidjan on November 30 and December 1, 2023, approves the activity report of the ANCEE Coordination Unit as of October 31, 2023.

Resolution No. 3/2023: Adoption of the post-training evaluation process within the ANCEE / Adoption of the post-training evaluation approach within ANCEE

The Steering Committee in its 14th session held in Abidjan on November 30 and December 1, 2023, after examining the updated post-training evaluation approach presented by the ANCEE coordination unit, adopts the approach and recommends its implementation. progressive implementation within the network in consultation with the companies sponsoring the training.

As such, the CoEs of the CSTE, CFPK and KGRTC are designated to submit proposals for tools and flowcharts relating to the approach before December 15, 2023 in order to standardize the evaluation approach.

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The Steering Committee in its 14th session held in Abidjan on November 30 and December 1, 2023, after examining the updated post-training evaluation approach presented by the ANCEE coordination unit, adopts the approach and recommends its progressive implementation within the network in consultation with the utilities sponsoring the training.

As such, the CoEs of CSTE, CFPK and KGRTC are designated to submit proposals of tool and flowchart relating to the approach before December 15, 2023 in order to standardize the evaluation approach.

Resolution No. 4/2023 : Adoption of proposals for the continuity of the project during the transitional phase

The Steering Committee in its 14th session held in Abidjan on November 30 and December 1, 2023, adopts the following proposals for the continuity of the ANCEE during the transitional phase:

- Continue the implementation of ongoing project activities
- No new contract or financial commitment must be made to be financed from project funds

- A request to extend the project end date until March 31, 2024 will be sent to the African Development Bank to ensure a transition to the second phase without interruption.
- Training requests must continue to be processed and implementation will be done according to the evolution of the ANCEE 2.0 instruction.
No commitment can be made under ANCEE 2.0 before the date of entry into force of the financing agreements
- A resource situation will be carried out at the end of December 2023 to assess how to support the network's ongoing activities during the first quarter of 2024.

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The Steering Committee in its 14th session held in Abidjan on November 30 and December 1, 2023, adopts the following proposals for the continuity of the ANCEE during the transitional phase:

- Continue the implementation of ongoing activities of the project
- No new contract or financial commitment must be made to be financed from project funds
- A request to extend the project end date until March 31, 2024 will be sent to the African Development Bank to ensure a transition to the second phase without interruption.
- Training requests must continue to be processed and implementation will be done according to the evolution of the ANCEE 2.0 instruction. No commitment can be made under ANCEE 2.0 before the date of entry into force of the financing agreements
- A resource situation will be carried out at the end of December 2023 to assess how to support the network's ongoing activities during the 1st quarter of 2024.

Done in Abidjan, December 1 · 2023
Done in Abidjan on December 1st, 2023

The Chairman

Eng. ABEL DIDIER TELLA
Director General, APUA



**Report of the 14th session
of the ANCEE Steering Committee**

Abidjan (Ivory Coast) – Headquarters of the African Development Bank |
Thursday November 30, Friday December 1 . 2023



Date	November 30 and December 1 . 2023
Place	Abidjan – AfDB Headquarters (Ivory Coast)
Rapporteur	ANCEE Coordination Unit
Participants	See list in appendix
Diffusion	Centers of Excellence, members of the steering

	committee, Donors and Electricity Companies members of APUA
Agenda	<p>2022 activities</p> <ul style="list-style-type: none"> - Summary presentation of the 2022 annual activity report - Presentation of the financial statements for the 2022 financial year - Communication from the auditor on his opinion on the financial statements for the 2022 financial year - Debates and recommendations on the files presented <p>Activities 2023</p> <ul style="list-style-type: none"> - Presentation of the interim activity report as of October 31, 2023 - Presentation of the financial monitoring statement as of October 31, 2023 - Debates and recommendations on the files presented <p>Steerco files</p> <ul style="list-style-type: none"> - Implementation of the post-training evaluation approach within ANCEE - Delivery of nameplates to the CoE <p>ANCEE 2.0 project</p> <ul style="list-style-type: none"> - Presentation of ANCEE 2.0 according to latest update - Arrangements for the continuation of the project during the transitional phase towards ANCEE 2.0 without discontinuity <p>Other Steerco files:</p> <ul style="list-style-type: none"> - Presentation of the revised training subsidy framework - Review of sustainability aspects under ANCEE 2.0 - 2024 action plan under ANCEE 2.0 <p>Recommendations:</p> <ul style="list-style-type: none"> - Steerco guidelines and recommendations - Reading and adoption of the resolutions of the 14th session of the ANCEE 1 Steerco

PREAMBLE

The meeting of the Steering Committee in its 14th and final session under ANCEE 1 was held at the headquarters of the African Development Bank in Abidjan (Ivory Coast), in person and remotely on Thursday November 30 and Friday November 1 December 2023 under the chairmanship of Mr. Abel Didier TELLA, Director General of APUA. This session saw the effective presence of representatives of the African Development Bank (AfDB), the AFD and all of the ANCEE CoEs, the representative of the host country as well as the remote participation of representatives of the Sonelgaz CoEs Services (Algeria) and GTC/KenGen (Kenya). (Attached, the list of participants in Annex).

1. OPENING OF SESSION

After the introductory remarks from the Director General of APUA, President of this 14th statutory session of the Steerco to all the participants, the floor was given to the representatives of the AfDB and AFD donors for the welcome words to the participants and wish the smooth running

of the work on the agenda. The CEO of APUA, in his capacity as session chairman, opened the session while thanking the members of the steering committee, the coordination unit and the invited donors for their strong mobilization and their interest in the ANCEE project.

After the presentation of the participants; the members of the Steerco, the coordinator of the ANCEE read the agenda and adopted it which concerns the progress of the Steerco over two days with a session at the end of the two days planned for the official presentation of the plaques signage to CoE representatives present at meetings. The floor was then given to the ANCEE Coordinator to begin the presentation of the points on the agenda.

2. PROGRESS OF THE 1ST DAY

Part 1: Year 2022

2.1. Presentation of the highlights of ANCEE activities for fiscal year 2022

The Coordinator recalled the highlights which marked the year 2022 in a context of resumption of post-Covid activities, particularly with regard to training actions as well as the acceleration in the implementation of equipment contracts and feasibility studies. This is how encouraging progress has been recorded in terms of:

Extension of the end date for execution of project activities : at the end of the financial year, agreements were obtained from the AfDB and AFD for the extension of the *end date for execution of activities by an additional year of the project* as of December 31, 2023.

Governance : Holding of two statutory sessions of the Copil respectively in July in Dakar and November in Tunis.

Acquisition of equipment : reception of equipment and training for four CoEs (VRA, KENGEN, NAPTIN and CME), currently being delivered for three CoEs (CSTE, KGRTC and EEHC) and signing of a final contract for STEG.

Feasibility studies :-Completion of the study for the reopening of ESIE, signature and implementation of two studies: IPC for the STEG training center and ACC for the relocation of the Nigelec training center, study concerning EDM Mali being in the selection process phase.

Training : implementation of 25 training contracts for the training of 1,328 people in 132 different themes.

Physical indicators : the cumulative situation as of December 31, 22 shows a number of 7,359 people trained, including 1,070 only in 2022, the cumulative number of women trained is 1,147, technical themes predominate with 69%, renewable energies with 16% and 12% for cross-functional functions.

Activities of the ANCEE coordination unit : missions to identify training needs took place at REG (Rwanda), EEC (Eswatini), BPC (Botswana) and SEEG (Gabon) which enabled the identification and implementation training contracts in place. The year 2022 also saw the participation of the ANCEE in the exhibition held on the sidelines of the ASEA annual meetings in July in Dakar and the holding of a training workshop for CoE trainers on post-training evaluation. .

Financial indicators : the level of disbursements as of December 31, 2022 displays 10,056,033 euros, i.e. a rate of 78.92%, the evolution in 2022 compared to the same period in 2021 is 14.85%, a clear increase compared to the rate of change between 2020 and 2021 of 11.1%. Commitments including all contracts and orders signed reached 11,732,346 euros, or a rate of 92.1%.

Donors' observations : The donors also reiterated their congratulations to the UDC team while noting their satisfaction at seeing the previous comments taken into account in the report presented.

2.2. The financial statements closed as of December 31, 2022

The Administrative and Financial Director of ASEA presented the financial statements as of 12/31/2022, which highlight the following elements: a consolidated mobilization of funds as of December 31, 2022 of 10,998,087 euros (86.31%) and a consolidated disbursement rate of 78.92% including 77.1% for the AfDB and 85.7% for the AFD.

ASEA's cumulative contribution as of December 31, 2022 is 796,731 euros, including an amount of 141,230 euros in 2022.

The balance on the sustainability account shows an amount of 15,630 euros as of December 31, 2022, compared to 12,411 at the end of 2021.

2.3. The auditor's intervention:

Following the presentation of the financial statements for the 2022 financial year, the remotely connected auditor was able to intervene to recall the execution of the mandate and to communicate the main reservations formulated and to confirm the certification of the accounts following the taking into account charged by the project with the recommendations included in its report.

Furthermore, the AFDB also commented on the report by formulating recommendations that the project must take into account for its acceptance by the Bank. The deadline set for December 8 should be pushed back by one week, to December 15, 2023.

Part 2: Year 2023

2.4 Intermediate activities ANCEE as of October 31, 2023:

the year 2023 is a continuation of the dynamics observed during the 2022 financial year through a permanent flow of training requests recorded at the level of the coordination unit resulting in constantly evolving achievements compared to previous periods execution of the project. The highlights of the year are listed below:

Governance : following the extension of an additional year of the project, a request for reallocation of resources was submitted to the AFDB in April 23 in order to regularize all of the financing plan adjustments made during the execution of the project. In addition, eight amendments to the protocols of understanding were signed incorporating the main commitments of the CoEs.

Equipment : the equipment for the eight CoEs was delivered, installed and, for six of them, commissioned and trained. Two are still being commissioned.

Studies : the last feasibility study registered under the project relating to the EDM Mali center was the subject of contract signing in June 2023 with completion scheduled for December 23.

Training : the processing of training requests resulted in the establishment of 21 training contracts for the benefit of 1,275 people trained or in the process of being trained.

Physical indicators : 8,789 people trained including 1,430 only in 2023, the training volume recorded during the year is 9,319 h/d having allowed a cumulative 55,014 h/d, a figure very close to the forecast announced in our previous reports.

Financial indicators : the level of disbursements as of October 31, 23 reached 11,294,773 euros, i.e. an appreciable rate of 88.64% compared to 78.92% at the end of 2022. Commitments recorded an amount of 12,588,653 euros, i.e. a rate expected by December 31, 2023 of 98.8%.

Action plan 2023, progress : all the actions planned in action plan 23 have been launched and some completed. Those still to be closed concern: archiving with the delivery of a functional digital application, the feasibility study of EDM Mali, the conformity study of the CoE, the offer/demand application with delivery of a functional application and the audit of the accounts for the financial year 23, the contract of which is scheduled to be signed on December 31, 23 at the latest.

The detailed qualitative and quantitative figures relating to training and acquisitions were also presented by the CU team during this session.

2.5 Financial monitoring as of October 31, 2023:

The financial monitoring as of October 31, 23 presented by the ASEA DAF highlights the following relevant financial figures:

ADB achievements during the year of 897,981 euros allowing a cumulative disbursement of 8,406,830 euros, i.e. a rate of 86.3%

AFD achievements during the year of 340,760 euros bringing the cumulative level of disbursements to 2,887,943 euros, i.e. a rate of 96.3%

On a consolidated basis, the achievements during the year are 1,238,741 euros and a cumulative level of disbursements of 11,294,773 euros, i.e. a rate of 88.6% whereas it was 78.92% at the start of the year. year.

Concerning paid training activities, the turnover achieved by the implementation of 74 training contracts is 515,235 euros while the sustainability account shows a balance of 33,927 euros as of October 31, 2023.

Part 3: implementation of the post-training evaluation

2.6 Post-assessment approach

The presentation made by the coordinator follows the distribution of the document to all the CoEs, eliciting their reactions and comments in order to arrive at an approach accepted by all.

The approach is presented as a consensual minimum allowing its gradual implementation within the CdEs and SdEs. It was agreed with the CoE that the approach could be applied initially to a limited number of selected modules, until the system is well assimilated by the stakeholders before its reproduction on a larger scale.

The approach presented consists of five main phases:

- Phase 1: self-assessment by the learner himself
- Phase 2: evaluation of the learner through their direct hierarchy (1st level)
- Phase 3: cross-assessment by the learner and their direct manager (conciliation)
- Phase 4: validation of the consensual evaluation by the hierarchy (level 2)
- Phase 5: summary of the evaluation carried out by the CoE

It remains understood that the success of the approach relies on the involvement of all stakeholders in the evaluation process, namely: the CoE (writer of the questionnaire), HR of the SoE, the learner and the ANCEE coordination unit for supervision of all phases of the operation.

The presentation gave rise to a broad debate where the CdEs showed a certain interest in the process and agreed that this approach could be implemented from the beginning of 2024 with the advent of ANCEE 2.0 . As such, the CoEs of KGRTC, CSTE and STEG volunteered to communicate the tool used by their respective structures and the corresponding flowchart for the implementation of the approach. A deadline of December 15, 2023 has been set for receipt of the aforementioned elements.

3. PROGRESS OF THE 2nd DAY

3.1 Presentation ANCEE 2.0:

After making the link between ANCEE 1, its achievements and the lessons learned with the objectives of ANCEE 2.0, the activities planned in each component of the project were discussed extensively with details on each activity and clarifications requested by the CoEs. The components of the project to be spread over 5 years are listed below:

- **Component 1:** amounting to 2.97 million Euros concerns the strengthening of the training offer through the review of the label of excellence, the diagnosis of CdEs and non-labelled centers and their strengthening in advice and equipment, the establishment of a platform for the development of online training.
- **Component 2 :** amounting to 1.12 million euros concerns the provision of a quality consulting service through the development of an HR consulting service for SdEs, HR support specialized in Management , in Gender Promotion and Climate Change.
- **Component 3 :** amounting to 2.71 million euros concerns the improvement of the management of the ANCEE through the installation of a reinforced coordination unit, the review of the governance of the ANCEE, the strengthening of communication and partnership.
- **Component 4 :** amounting to 6.03 million euros concerns ANCEE support for priority training through the granting of training subsidies according to a mechanism to be validated by the ANCEE 2.0 Steering Committee .

3.1.1 Transitional provisions for the transition from ANCEE 1 to ANCEE 2.0

Furthermore, taking into account the information communicated by the AfDB representative immediately relating to a slight delay in the implementation of the ANCEE 2.0 financing agreement, which should take place during the 1st quarter of 2024 , it was requested to provide an additional period of 3 months for the operation of the ANCEE to allow an uninterrupted transition to the ANCEE 2.0.

To this end, it was agreed to adjust the project's AWPB for the indicated period without adding new commitments to the project. The proposed period will essentially make it possible to finalize the operations already registered, particularly in terms of payment and closing of contracts.

3.2 Subsidy mechanism under ANCEE 2.0

A new grant award mechanism was presented by the project coordinator. The mechanism is based on a distinction between fragile and non-fragile countries, training methods (face-to-face at the CoE, on the client's site and online) and finally the area of training requested and the participation of women.

This is how the subsidy rates vary:

- Between 50 and 90% for fragile countries in the case of face-to-face and on-site training, between 55 and 95% in the case of online training.
- Between 25 and 65% for non-fragile countries in the case of face-to-face and on-site training, between 30 and 70% in the case of online training.

Training in the field of renewable energy, energy transition, digitalization, climate change and planning gives rise to a bonus of +20%, while the participation of women from 30% per group benefits the group. an additional bonus of +20%.

3.3 2024 action plan under ANCEE 2.0

The last presentation on the agenda for the 2nd day focused on the action plan for the 2024 financial year under ANCEE 2.0. Given the announced delay of one quarter for the start of the project, the action plan was nevertheless presented as an indication taking this change into account.

The action plan presented very clearly lists the activities scheduled for the first year of the project by component, with an indication of the budget reserved and the quarter planned for its implementation.

During this first exercise, it is planned to hold two Steercos and the organization of a first workshop. The budget to cover these activities is 1.7 million euros.

3.4 Debates

The fruitful debates recorded during the two days of the Copil made it possible to give more visibility to the renewal of the project in its new form but also demonstrated all the interest that the Centers of Excellence have in continuing their collaboration under the title of the RACEE.

3.5 Reading and adoption of resolutions

At the end of the session, the draft resolutions to be validated by the members were reviewed. The resolutions adopted immediately relate to:

- **Resolution 1** : Adoption of the ANCEE annual activity report and the financial statements for the 2022 financial year
- **Resolution 2** : Approval of the ANCEE activity report as of October 31, 2023
- **Resolution 3** :: Adoption of the post-training evaluation process within the ANCEE
- **Resolution 4** : Adoption of proposals for the continuity of the project during the transitional phase

The resolutions thus validated were signed by the President of the Copil on December 1, 2023 ,

3.6 Ceremony for handing over nameplates to representatives of centers of excellence

At the end of the 2nd day, a ceremony for handing over the nameplates was organized in the hall of the headquarters of the African Development Bank. On this occasion, in the presence of donor representatives, the Director General of APUA officially handed over the nameplates to the CoEs of: EEHC (Egypt), Naptin (Nigeria), KGRTC (Zambia) and VRA (Ghana) . The CoEs who participated online in the Steerco must receive their Plaques later.

The session of the Steering Committee ended on December 1 · 2023 at 4 p.m.

Done in Abidjan, December 12, 2023

For the Steering Committee

President

Eng. Abel Didier TELLA

ANNEX: LIST OF PERSONS PRESENT AT THE STEERCO ON NOVEMBER 30 AND DECEMBER 1 . 2023:

No.	FAMILY NAME, FIRST NAMES	ORGANIZATION	FUNCTION
1	HARMSE, LIEZL CECILIA	AFDB	Chief Utility Officer
2	TINE, PAPA DAOUDA	AFDB	Power Engineer
3	STEPHANE MADOU	AFD	MANAGER West Africa
4	ABEL DIDIER TELLA	ASEA	General manager
5	HICHEM JEMAI	ASEA	Administrative and financial director
6	JEANNOT KOUDEBI	ASEA	Head of the External Relations Department
7	YORO DELPHINE EPSE TINDE	ASEA	Chief accountant
8	KOFFI YAO	ASEA	Administrative Officer
9	MITICHE REDA EL HADI	ASEA/RACEE	Race coordinator
10	JEAN-CLAUDE DUVAL HEAD	ASEA/RACEE	Sales & Marketing Manager
11	SORAYA OUATTARA-QUONIAN	ASEA/RACEE	Procurement officer
12	CHINKUSU DAVIES SIANDAHU	KGRTC	Director KGRTC
13	NACHULA ELIZABETH	KGRTC	ADMINISTRATIVE OFFICER
14	MWANZA PETER	KGRTC	CONSULTANT – TRAINING & RESEARCH
15	CELESTIN KOUAME	ASEA	DATABASE MANAGER
16	SHALABI MOHAMED ABDELAZIZ ELREFAI	EEHC	Head of training center
17	HANNOUT ASHRAF MAHMOUD HAMED MAHMOUD	EEHC	Marketing general manager training
18	EBOUA ATTIE LOUIS	CME/CIE	CME DIRECTOR
19	MARGUERITE ATTOUBEY	CME/CIE	Director in charge of mission
20	KETTANI YOUSSEF	CSTE/ONEE	Training Director
21	SOUALAH AMINA	CSTE/ONEE	HEAD OF THE TRAINING ENGINEERING DIVISION
22	LEILLA BOUTERAA	CFPK/STEG	Training Director
23	TRAORE-SAVADOGO FATOUMATA	CI-ENERGIES	Head of Human Resources Department
24	KINGSLEY GYAMFI	VRA ACADEMY	Chief Learning Officer
25	AHMED NAGODE BOLAJI	NAPTIN	General manager
26	ZHOUR BERROUBA	SONELGAZ_SERVICES	Training School Director
27	PETER NDIRANGU MAINA	KENGEN	kengen representative



THE STANDARD FOR TRAINING IN ELECTRICITY