

AFRICAN NETWORK OF CENTERS OF EXCELLENCE IN ELECTRICITY (ANCEE 2.0)



1st ACTIVITY REPORT OF ANCEE 2.0 PERIOD FROM JANUARY TO JUNE 30, 2025

By Project Coordination Unit – ANCEE 2.0 PCU



GRUPE DE LA BANQUE AFRICAINE
DE DEVELOPPEMENT
AFRICAN DEVELOPMENT BANK GROUP



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ACRONYMS

AFUR	African Forum for Utility Regulation
ACBF	African Capacity Building Foundation
ATC	Aswan Training Center (Egypt)
ASEA	Association des Sociétés d'Électricité d'Afrique
AfDB	African Development Bank
ANCEE	African Network of Centers of Excellence in Electricity
APUA	Association of Power Utilities of Africa
AT	Assistance technique
BAD	Banque Africaine de Développement
BM	Banque Mondiale
BT	Basse tension
CdE	Centre d'Excellence
COFIL	Comité de Pilotage
Cojo	Commission d'ouverture et de jugement des offres
CdC	Cahier des charges
CdF	Centre de Formation
CEREEC	Centre pour les Énergies Renouvelables et l'Efficacité Énergétique, de la CEDEAO
CoE	Center of Excellence
COMELEC	Comité Maghrébin de l'Électricité
CME	Centre des Métiers de l'Électricité (Côte d'Ivoire)
CSTE	Centre des Sciences et Techniques en Électricité (ONEE-Maroc)
DD	Development Durable
EAL	Eskom Academy of Learning
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	Ecole Supérieure Interafricaine de l'Électricité
EEHC	Egyptian Electricity Holding Company
EnR	Energies Rénouvelables
EE	Efficacité Énergétique
KGTC	Kengen Geothermal Training Centre (Kengen-Kenya)
SS	Sonelgaz-services (Groupe SONELGAZ-Algérie)
KGRTC	Kafue Gorge Regional Training Centre (ZESCO-Zambie)
KENGEN	Kenya Electricity Generating Company
NAPTIN	National Power Training Institute of Nigeria (Nigeria)
RACEE	Réseau Africain des Centres d'Excellence en Électricité (2 ^{ème} phase)
2.0	
SdE	Société d'Électricité
UdC	Unité de Coordination du RACEE
UA	Union Africaine
PTBA	Plan de Travail et Budget Annuel
PPM	Plan de passation des marchés
STEG	Société Tunisienne d'Électricité et du Gaz
VRA	Volta River Authority

Table 1. ANCEE 2.0 FUNDING INFORMATION

Project Number	Don FAD/BAD: Protocole d'Agrement N° : 2100155043848 PROJECT ID : P-Z1-KF0-061
Funding Amount and Type	BAD : Don 7 110 000 UA (8 603 100 euros)
Project Title	African Network of Centers of Excellence in Electricity, Phase 2 (ANCEE 2.0)
Organization Name	Association of African Electricity Utilities (APUA)
Project Components	<ol style="list-style-type: none">1. Strengthening ANCEE's training offerings2. Providing quality consulting services3. Network coordination4. ANCEE's support for priority training
Financing agreement signing date	21 February, 25
Funds usage deadline	30 june, 2030
Total paid into the special account	None
Remainder to be paid into the special account	Fonds BAD : 4 464 454 UA (5 401 989 €)

INTRODUCTION

Continuous monitoring of project execution and the preparation and submission of periodic reports are essential to ensure sound project management while ensuring the achievement of meaningful results.

It is in this context that this first ANCEE 2.0 activity report is being prepared, covering the period from January 2025, the effective start date of the project, to June 30, 2025.

The report is a tool for the project team and all members of its Steering Committee, enabling them to periodically monitor progress toward the development objective, as measured by the results-based logical framework indicators and their critical milestones established during annual planning.

The report also aims to identify and highlight the main risks and challenges facing project implementation. In this sense, it is primarily an internal project management tool.

With 2025 being the launch year of the ANCEE 2.0 project, it is important to review the project's main objectives and identify the measurable indicators that will enable the project's implementation to assess its progress at each stage.

This document is therefore inspired by the approach adopted by ANCEE during its first phase, as well as the AfDB's quarterly implementation report template. In this first version, the report consists of six main sections, preceded by an introduction and an executive summary and concluded by a conclusion and annexes as follows:

- Introduction and Executive Summary
- Part 1: Description and Basic Data of ANCEE 2.0 and Compliance with Clauses
- Part 2: ANCEE 2.0 Work Plan and Annual Budget 2025
- Part 3: Progress of ANCEE 2.0 Activities as of June 30, 2025
- Part 4: Procurement Performance
- Part 5: Financial Performance of ANCEE 2.0
- Part 6: Performance of Project Stakeholders
- Conclusion
- Annexes

RESUME :

ANCEE 2.0, supported by a grant from the African Development Bank (AfDB), plans to use a portion of these grants for its core training activity to subsidize training for African electricity sector personnel. The project also includes capacity building and upgrading of training centers through the acquisition of educational equipment and the conduct of feasibility studies for African electricity companies. New consulting and technical assistance services are also planned under ANCEE 2.0, through the use of a pool of experts to be established from the network, as well as through the use of external expertise from partnerships developed by APUA.

This first activity report covers the period from January 1, the closing date of phase 1 and start of the ANCEE 2.0 project, to June 30, 2025 and traces all the activities carried out by the African Network of Centers of Excellence in Electricity through its Coordination Unit, the staff of which is expected to be reinforced from September 2025 by experts in HR, communication and finance in particular.

ANCEE 2.0 activities during the period under review focused primarily on the arrangements made to ensure the project's smooth launch.

Thus, upon the project's approval by the AfDB Board on December 24, the PCU team began identifying the project's main activities, outlining the priority actions to be launched in 2025, particularly following the signing of the approval protocol on February 21, 2025.

The chronology of activities during the reporting period is as follows:

Preliminary Phase (December 2024):

- December 12, 2024: Project submission and approval by the AfDB Board
- Update of the Procedures Manual and submission of an ANO request to the AfDB on December 3, 2024.

January 2025:

- Effective start of the project with a limited operational team
- Preparation of the 2025 draft budget (PTBA 2025)
- Update of the financing plan without the initially planned contribution from Power Africa

February 2025:

- Preparation of the action plan and procurement plan (PPM) for the 2025 fiscal year
- February 21, 2025: Signing and entry into force of the Memorandum of Understanding with the AfDB for a grant of AU 7,110,000 (€8,603,100).
- Implementation of a PCU work plan in preparation for the launch seminar

March 2025:

- Update of the 2025 PTBA, identification of actions covered by the AfDB call for funds
- Progress of work in preparation for the 1st Steering Committee of ANCEE 2.0

April 2025:

- Logistics preparation and presentations included in the launch program
- April 14 and 15, 2025: Launch seminar (APUA Executive Committee Office, 1st Steering Committee of ANCEE 2.0, and SdE HRD Forum)
- April 16, 2025: Coordination meeting with the AfDB on urgent measures to be taken at this start-up stage (ANO request for AGPM and PTBA 25)
- Implementation of a new system for allocating training: procedure, selection criteria, turnover thresholds per Center of Excellence and per year.

- On 04/29/25, the first COJO (tender evaluation committee) dedicated to training was held

May 2025 :

- Obtaining a no-objection from the AfDB on the AGPM and the PPM 2025
- Establishing the ToRs for the acquisition of accounting software
- Obtaining the AfDB ANO on the 2025 PTBA of ANCEE 2.0
- Processing of training requests according to the new evaluation criteria
- Holding three (03) COJOs for the validation, evaluation, and allocation of offers
- Circulation of a circular note to the CdEs on the process for processing and evaluating training offers and the initial allocation results
- Circulation of the draft framework agreement to the CdEs for review and signature (May 17, 2025)
- Signing of AFD Amendment No. 6 allowing for the final payments
- Signing of an amendment to a training contract between ENERCA and CME

June 2025 :

- Implementation of the first training contracts and the first training initiative under ANCEE 2.0
- Steps taken to open the special account and submit the call for funds to the AfDB (June 13, 2025)
- Follow-ups from the AfDB on the various pending applications
- Processing of new training requests received by the PCU
- Holding of a fourth COJO to allocate training courses, acquire accounting software, and audit the accounts for the 2024 financial year

I. DESCRIPTION AND BASIC DATA OF ANCEE 2.0

I.1 Project sheet

Table 2. Project sheet

Project Name	African Network of Centers of Excellence in Electricity (ANCEE 2.0)		
Agreement Reference	Don FAD/BAD : 2100155043848		
Country	Côte d'Ivoire		
Sector	Capacity building in the African electricity sector		
Executing Agency	Association of Power Utilities of Africa (APUA)		
Project Manager	MITICHE Reda El Hadi, Interim directeur		
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. Strengthening the ANCEE 2.0 training offering 2. Providing a quality consulting service 3. Improving the management of RACEE 2.0 4. Supporting ANCEE 2.0 for priority training 		
Deadline for report submission		August 2025	
Actual report submission date		August 2025	
Initial disbursement deadline		August 2025	
Revised disbursement deadline		August 2025	
Funding source	Devises (€)	Disbursed as at 30, June 2025 (€)	En (%)
Montant du Don FAD	8,600 189	None	0
TOTAL	8,600 189	None	0

Project disbursements by expenditure category:

Categories	Budget Currencies(€)	Disbursed as at 30 June 2025 (€)	Disbursed to day (%)
Operation	6 790 213	0	
Services	989 200	0	
Goods	490 000	0	
Miscellaneous (Unforeseen)	330 777	0	
TOTAL	8,600 189	0	0%

I.2 Component of the network :

The network composed of 10 CdEs was formed during the first phase of ANCEE, the centers forming part of the network are listed below by date of membership :

Table 3. constitution of the network

MoU signed by the centers of excellence (CoEs)		
N°	CoE	Date of signature
1	L'IFEG	04 may 2016
2	KGRTC	01 june 2016
3	Le CSTE	05 september 2016
4	ESKOM	24 march 2017
5	NAPTIN	30 june 2017
6	KENGEN	07 juillet 2017
7	EEHC	17 august 2017
8	CME	31 october 2017
9	STEG	08 july 2019
10	VRA	11 décembre 2019

The network saw the effective return of the AEL Center of Excellence to training activities at the beginning of this year.

The network is characterized by the following data:

- Training capacity (man/day) : 45 000 man/day a year
- Number of permanent trainers : 266 trainers
- Training languages: 4 languages (English, French, Arabic, Portuguese)
- On linemodules developed : 185 modules
- High-level educational facilities capable of hosting all types of training in the electrical field.

I.3 ANCEE 2.0 Governing Bodies:

a – Steering Committee :

The project's strategic direction is provided by the Project Steering Committee, ensuring that the project achieves its desired results.

The Project Steering Committee will be composed of: (i) the Director General of APUA – Chair; (ii) a representative of the power pools (rotating member/24 months) who will serve as co-chair; (iii) the heads of the participating member centers of excellence; (iv) the Director of the ANCEE program; (v) two representatives from the utility sector; (vi) donor representatives as observers; and (vii) a representative of the Director of Infrastructure and Energy of the African Union Commission as an observer.

The Steering Committee :

- i) Reviews activities and the annual report;

- ii) Reviews and monitors the results framework;
- iii) Approves and develops a biannual work plan including a training calendar and resource mobilization activities;
- iv) Establishes the framework, planning, and monitoring of feasibility studies;
- v) Develops and recommends ANCEE policies with the APUA Secretariat;
- vi) Approves proposals to the APUA Executive Committee (e.g., budget, allocation of training quotas/design, review of ANCEE training priorities);
- vii) Approves equipment contributions proposed by the COEs within the scope of Component 1 of ANCEE 2.0.

b – ANCEE 2.0 reinforced Coordination Unit

The Coordination Unit remains the operational body for the coordination, information, and promotion of ANCEE. The CU has existed since the implementation of Phase I. A strengthened structure of this unit, transformed into a permanent unit within the APUA organizational structure, will implement and manage ANCEE 2.0 under the authority of the APUA Director General.

The PCU, headed by the Director of ANCEE, will be composed of the following additional staff:

- (i) financial and accounting expert,
- (ii) sales and marketing expert,
- (iii) procurement expert,
- (iv) two HR/training specialists,
- (v) communications and IT expert, and
- (vi) administrative assistant.

The PCU may be supported by ad hoc external staff, secondments, and consultants, as needed.

The main responsibilities of the coordination unit are to design and implement training, technical and financial partnership strategies, and other strategies approved by the Steering Committee.

The ANCEE 2.0 is also responsible for preparing activity programs, establishing the corresponding budgets, and executing them. ;

I.4 ANCEE 2.0 objectives

Through ANCEE 2.0, the main expected outcomes of the project are:

- Increasing access to training tailored to local needs
- Improving gender parity in the sector
- Making the sector more attractive to investors

- Improving the quality of electricity supply and services

I.5 ANCEE 2.0 Performance results framework :

The project's performance framework is broken down into the following strategic objectives:

- Improving the performance and financial viability of electricity companies through increased capacity to operate and maintain their infrastructure;
- Supporting electricity companies in improving their capacity to address cross-cutting issues such as climate change and gender mainstreaming;

- Supporting electricity companies in implementing and operating new technologies and systems, promoting regional integration, and attracting private sector participation.

I.6 Expected results of the project: physical objectives of the project

- ✓ 12 certified and regularly audited CdEs benefited from diagnostic, advisory, and equipment enhancement initiatives;
- ✓ 57 SdEs benefited from an HR diagnostic;
- ✓ 75% of them (SdEs) have a staff training plan thanks to ANCEE support;
- ✓ 25 SdEs received support on gender issues;
- ✓ 55,000 man-days of training provided within the SdEs (and 9,000 people trained);
- ✓ 60% of training grants allocated to priority themes and targets (energy and renewable energy transition, smart grids, training for women);
- ✓ 82% of grants allocated to SdEs in transition;
- ✓ Availability of an online learning platform offering 50 standardized training modules;
- ✓ Sustainable business model: based on the paid resale of specialized expertise in technical, organizational, financial, and HR matters;
- ✓ 70 Consulting and Technical Assistance assignments (paid services) provided to electricity companies;

II. 2025 ANNUAL WORK PLAN AND BUDGET OF ANCEE 2.0

II.1 Presentation of the 2025 annual work plan and budget (PTBA)

The 2025 PTBA was presented at the first steering committee meeting held on April 16, 2025, and received AfDB approval in May 2025. It takes into account the structure chosen for Phase 2A and a financing plan utilizing the AfDB grant, the contribution of the Electricity Companies (SdEs), and the contribution of APUA.

Thus, the year 2025 was expected to see a projected disbursement of €1.7 million from AfDB resources, a contribution of €0.24 million from the APUA, and €1 million in contributions from the Electricity Companies (SdEs).

The disbursements planned for 2025 primarily concern training activities, the installation and operation of the PCU, the organization of two Steering Committees (SteerCos) and the preparation of the training cycle on climate change.

2025 Budget by Source of Funding and by Expenditure Category :

PTBA 2025 PAR SOURCE DE FINANCEMENT		BAD	ASEA	SdEs	Total 25
Fonctionnement (F)					
- dont formation (F.F)		1 370 050	-	961 950	2 332 000
- dont personnel (F.P)		203 905	35 712	-	407 811
- autres fonctionnements (Copils, workshops, diagnostics, ...)		36 400	190 926	-	227 326
Services (S)		33 200	-	-	33 200
Biens(B)		10 000	3 200	-	13 200
Sous Total		1 653 555	229 838	961 950	2 845 343
Imprévus (I)	4%	66 142	9 194	38 478	113 814
TOTAL (T)		1 719 698	239 032	1 000 428	2 959 157

2025 Budget by Project Components:

Répartition Budget 2025 par composantes		
		Année 1
Composante 1		16 200
Composante 2		10 000
Composante 3		487 143
Composante 4		2 332 000
Sous total		2 845 343
lprévus		113 814
Total projet		2 959 157

II.2 Objectives of the 2025 work plan

- **General annual objective:** the general objective of the first year of the project is to set up a reinforced and operational team which will have to work to launch the first training actions according to the principle adopted of a consultation open to all the CdEs while preparing the development of the ToR of the action plans relating to the different cycles planned under the project (management, gender, climate change)

- Specific annual objectives: In terms of specific objectives, given the delay in the official launch of the project, it is planned to train a workforce of 1,500 people, 30% of whom will be women, and a corresponding training volume of 7,000 hours per day, during the first year of the project.

As such, transition companies will be prioritized, with an emphasis on topics related to renewable energy, energy transition, climate change, digitalization, and e-learning.

II.3 Summary of 2025 objectives

Activities 2025	Achievements as of June 30, 25
<ul style="list-style-type: none"> - Recruitment of a communications specialist, a financial and accounting management expert, and two HR/training specialists - Organization and holding of two steering committee meetings - Organization of an ANCEE event (official project launch seminar) - Creation of a pool of experts - Redefinition of the PCU governance and service framework - Review of certification criteria - Delivery of 7,000 hours of training per day 	<ul style="list-style-type: none"> - Recruitment process underway to strengthen the team - Organization of a first Steering Committee meeting in April 25 - Organization of the launch seminar in April 25 - Training implementation process initiated through: <ol style="list-style-type: none"> 1. Signing of framework contracts with the CdEs and SdEs 2. Establishment of Order letters for the agreed training courses 3. Training delivery begins in June 25 4. Invoices begin to be received and issued

III. ACTIVITY PROGRESS AS OF JUNE 30, 2025

Reminder :

ANCEE 2.0 builds on the feedback from the first phase, its various interim reports, and the project completion report. Changes in the project design primarily focus on the following components:

- a) support for the new HR function through consulting and assistance (Component 2);
- b) digitization and networking (Component 3), expansion of the online learning platform, and integration of partner learning platforms;
- c) support and quality control for centers of excellence (Component 1); and
- d) improving network efficiency (Component 3), including revising the operational procedures manual, adding staff, particularly to strengthen online interaction, and improving the network's capacity to measure and monitor impact.

Components of the project :

All the activities for implementing ANCEE 2.0 are divided into four components and sub-components below:

III.1 Component 1 : Strengthening the ANCEE training offer

This component aims to expand and improve the ANCEE by strengthening existing centers of excellence and increasing the number of training centers in the network, with four sub-components:

Sub-component 1.1 (ANCEE Center of Excellence Label): Standardize the criteria for obtaining and maintaining Center of Excellence status.

Sub-component 1.2 (Strengthening Centers of Excellence): Improve the performance of Centers of Excellence.

Sub-component 1.3 (Strengthening Non-Certified Training Centers): Strengthen training centers toward COE classification. The number of Centers of Excellence is planned to increase from 10 to 12.

Sub-component 1.4 (Development of an Online Training Offering): Deploy and manage an e-learning platform. Develop innovative training modules (energy transition, gender, HR)

Under Component 1, the activities carried out during the period from January 1 to June 30, 2025, are listed below.:

N	Activites	Situation	Next actions
1.1	Standardize the criteria for obtaining and maintaining Center of Excellence status.	None	
1.2	Improve the performance of Centers of Excellence.	None	
1.3	Strengthen training centers toward CoE classification.	Revision of certification criteria	Select an individual consultant

1.4	It is planned to increase the number of Centers of Excellence from 10 to 12 during the next phase.	Contact and demonstration with a service provider for an annual subscription to the e-learning platform.	Schedule a pilot test with the service provider and a CdE on the platform by identifying a module compatible with the solution.
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III.2 Component 2 : Providing quality advisory

This component aims to position ANCEE as an expert partner/consultant for electricity companies on all matters related to training, consulting, and technical assistance.

Sub-component 2.1 (Development of Human Resources Consulting Services): Support companies in improving their human resources functions, assess their training needs, and define their training plans.

Sub-component 2.2 (Specialized Human Resources Support): Address the complex needs of companies by mobilizing a pool of high-level trainers and experts in cutting-edge fields.

Sub-component 2.3 (Gender-focused Capacity Management and Development): Implement training programs dedicated to the advancement of women and gender-related issues.

Sub-component 2.4 (Capacity Development on Climate Change): Developing and implementing training on climate change and green growth; Designing climate-resilient energy infrastructure; Assessing and monitoring decarbonization and emissions in the energy sector, including energy audits, carbon footprint assessment and monitoring, and developing emission elimination and offset plans for energy and electricity investment projects.

The table below summarizes all activities carried out from January to June 30, 2025.

N	Activites	Situation	Next actions
2.1	<i>Support companies in improving their human resources function, assess companies' training needs and define their training plans.</i>	None	Actions planned for 2026
2.2	Meet the complex needs of companies by mobilizing a pool of high-level trainers and experts in cutting-edge fields.	None	Actions planned for 2026
2.3	Establish training cycles dedicated to the promotion of women and gender-related issues.	None	Actions planned for 2026
2.4	Develop and implement training on aspects of climate change and green growth; Design of energy infrastructure resilient to climate change	None	Actions planned for 2026

III.3 Component 3 : ANCEE Coordination

This component aims to position ANCEE as a leader in the field of human resources training.

Sous-component 3.1 : Setting up the team : Set up and strengthening the Coordination Unit based on lessons learned and expanded program scope.

Sous-component 3.2 : Redefinition of the ANCEE governance framework : ANCEE governance framework (semi-annual steering committee, mid-term evaluation, final evaluation and audits)

Sous-component 3.3 : Development of ANCEE awareness and image : Strengthening the communication component (communication, awareness, branding, image ANCEE website)

Sous-component 3.4: Engage in technical and financial partnership : engagement in technical and financial partnership as well as knowledge share throw access to training platforms.

The table below summarizes all training activities carried out during the period from January 1 to June 30, 2025.

N	Activities	Situation	Next actions
3.1	Strengthening and establishing the Coordination Unit	Establishment of an APUA/Africsearch contract for a call for applications for the recruitment of a communications specialist, a financial and accounting management expert, two HR/training specialists and a ANCEE director.	Awaiting the results of Africsearch and the validation of the shortlist by the AfDB and the signing of consultancy contracts with APUA
3.2	Redefining the ANCEE governance framework	Organization of the official launch seminar of RACEE 2.0, holding of the first steering committee of RACEE 2.0 and a first follow-up meeting with the AfDB	- Next Steering Committee meeting scheduled for late November 25th, hosted by the CSTE (Morocco) - AfDB supervision mission scheduled for October 25th in Abidjan
3.3	Strengthening the communications component	None	RACEE subscription to digital training platforms. Update of the 2026-2028 training catalog
3.4	Establishment of technical and financial partnerships	Partnership agreement with Wapp	Discussions underway to develop an annual action plan

III.4 Component 4 : ANCEE support for priority training

This component aims to award training grants based on priority criteria, with a focus on gender, climate, and renewable energy integration.

Sous-component 4.1 : Implement a grant-grant mechanism : A target of 55,000 man-days of training has been set for this phase of the program.

Sous-component 4.2 : Intermediation, processing and follow up training request : The training offered by the centers of excellence must have a significant impact on public

services and contribute significantly to their transformation toward gender, the just energy transition, clean and renewable energy and efficiency, renewable energy integration, ICT, digitalization, big data, data analytics, smart grids, environmental and social impact and management, and the development of PPPs to support infrastructure investment.

III.4.1 Training activities carried out as of June 30, 2025

Since the official launch of ANCEE 2.0 and following the new direction of opening the competition for training offers to all CdEs regardless of the language of training and the geographical location of the CdE, the ANCEE coordination unit has been working on the new provisions to be put in place. The procedure for processing and assigning training requests has now been revised to take this new measure into account. This procedure has been validated following its passage through the APUA Tender Judging Committee (COJO).

III.4.2 Summary of analysis of training offers

- During the training report period, the PCU recorded the training needs of **18 Utilities**, for **555 training modules** and **5,972 people to be trained**.

- Also, following the official launch seminar for ANCEE 2.0 on April 14 and 15, 2025, and the guidance provided during the first ANCEE 2.0 Steering Committee on the new approach to be followed in processing training requests, the PCU was able to process and present the conclusions of its work to the Tender Evaluation and Selection Committee (COJO).

- Of all the requests processed, the COJO was able to validate the allocation proposals for **324 modules** benefiting **3,244 people** representing **16,584 man/days** of training, as shown in the table below:

- It should be noted that of the 18 SdEs whose requests were processed, six (06) SdEs agreed to implement the training and signed the corresponding framework contracts, shown in the table below..

N	SOCIETES / PAYS	CdEs retenus	Nbre de thèmes affectés	Nbre de pers. à former	Nbre de h/j	Montant du contrat/LC avec les CdEs (en Euros)	Subvention RACEE 2.0 (en Euros)
1	ENERCA (Afrique centrale)	CME/CIE	6	70	350	27 000	20 250
2	NIGELEC (NIGER)	CFPK/STEG	14	225	1150	58 500	43 050
		CME/CIE	4	80	400	12 000	8 400
		CSTE/ONEE	5	53	80	12 250	8 365
3	EGENCO (MALAWI)	KGRTC	10	15	75	20 025	10 013
		NAPTIN	1	4	20	4 080	2 040
		VRA ACADEMY	10	30	300	57 000	39 520
4	EEC (ESWATINI)	KGRTC	11	84	400	54 355	28 513
		NAPTIN	10	49	240	33 690	18 069
		EEHC	1	3	15	3 810	1 905
		VRA ACADEMY	2	17	85	6 000	3 500
5		KGRTC	20	128	845	134 370	80 724

	ESCOM (MALAWI)	NAPTIN	5	28	140	21 800	10 900
		EEHC	8	57	285	54 700	27 350
		VRA ACADEMY	6	32	160	40 000	26 500
6	CEB (TOGO)	CFPK/STEG	1	20	100	7000	3 500
		SONELGAZ-SERVICES	1	4	20	4 400	2 200
		CME/CIE	4	56	224	38 466	19 233
TOTAL			119	955	4 889	589 446	354 032

- Twelve SdEs still need to confirm their training proposals and sign the corresponding order letters to enable the implementation of the selected actions.

- The implementation of the first training actions under ANCEE 2.0 began in June 2025, particularly for training for ENERCA.

- Below is the training schedule according to the periods agreed between the CdEs and the six electricity companies that signed the commitments..

Jun 2025	Juillet 2025	Août 2025	Sept 2025	Oct 2025	Nov 2025	Dec-2025
Formation ENERCA/CME						
EEC/KGRTC						
			EEC/EEHC			
ESCOM/KGRTC						
				ESCOM/NAPTIN		
				EEC/NAPTIN		
		ESCOM/EEHC			ESCOM/EEHC	
			CEB/CFPK			
			EGENCO/NAPTIN			

NB: regarding Nigelec (Niger): it should be noted that since the signing of the training contracts, Nigelec has no longer responded to our reminders.

III.4. 3 Completion of training by June 30, 2025

SdE	Nbre de pers formés	Type de formation	h/j de formation	Observations
ENERCA	60	In-situ	300	Réalisée
EEC	19	1 présentiel (4) 1 in-situ. (15)	95	En cours
TOTAL	79		395	

Comment:

Since the launch of ANCEE 2.0 in January 2025, the implementation of the first training initiatives began in June 2025. The training programs validated under ANCEE 2.0 are currently being implemented in consultation between the CdEs and SdEs. To date, the network has trained **79 people** across seven (**7**) training themes, including six delivered on-site and one delivered in-person and training volume of **395 man/day**.

III.4.4 Summary table of the results of processing training requests

N	Sociétés	CdE	Nbre de thèmes	Nbre de pers	Nbre de h/J	Montant contrat/CdE en Euros	Montant contrat/SdE en Euros	Subvention RACEE en Euros
1	NIGELEC	CFPK/STEG	14	225	1150	58 500	60 045	43 050
		CME/CIE	4	80	400	12 000	12 360	8 400
		CSTE/ONEE	5	53	80	12 250	12 630	8 365
2	PAESC-COMOIRES	CFPK/STEG	11	95	475	42 600	44 428	24 320
		CSTE/ONEE	5	30	91	13 690	14 116	9 433
		SONELGAZ-SER.	3	50	250	12 245	12 857	6 123
3	ESCOM	KGRTC	20	128	845	134 370	139 735	80 724
		NAPTIN	5	28	140	21 800	22 890	10 900
		EEHC	8	57	285	54 700	57 435	27 350
		VRA ACADEMY	6	32	160	40 000	41 350	26 500
4	ZESCO	KGRTC	2	30	200	15 000	15 750	7 500
		NAPTIN	2	20	100	8 900	9 345	4 450
		EAL	2	20	50	3 795	3 925	2 498
		VRA ACADEMY	2	30	250	10 500	10 885	6 650
5	EGENCO	KGRTC	10	15	75	20 025	21 026	10 013
		NAPTIN	1	4	20	4 080	4 284	2 040
		VRA ACADEMY	10	30	300	57 000	58 748	39 520
6	NAWEC	KGRTC	4	22	160	24 345	25 562	12 173
		NAPTIN	15	106	530	96 250	99 634	62 409
		EEHC	1	4	20	6 000	6 180	4 200
		VRA ACADEMY	8	32	160	30 500	31 480	20 700
7	ZESA	KGRTC	2	5	25	6 675	7 009	3 338
		NAPTIN	6	82	500	29 120	30 501	15 310
		EEHC	7	26	118	9 440	9 912	4 720
		VRA ACADEMY	15	58	415	44 900	46 953	24 370
		EAL	2	20	82	7 387	7 756	3 694
8	EDG	CFPK/STEG	11	110	540	49 100	50 781	32 290
		SONELGAZ-SER.	2	14	70	20 340	21 040	13 338
		CME/CIE	5	160	600	34 416	35 777	20 808
9	EDM	KGRTC	4	80	500	25 000	26 250	12 500
		NAPTIN	7	140	700	34 650	36 383	17 325
		EEHC	5	100	500	30 000	31 500	15 000
		VRA ACADEMY	1	20	100	3 500	3 675	1 750
10	TCN	KGRTC	1	20	100	4 000	4 040	3 600
		NAPTIN	10	155	775	132 750	137 313	87 125
		VRA ACADEMY	1	10	50	11 500	11 845	8 050
11	EEC	KGRTC	11	84	400	54 355	56 939	28 513
		NAPTIN	10	49	240	33 690	35 252	18 069
		EEHC	1	3	15	3 810	4 001	1 905
		VRA ACADEMY	2	17	85	6 000	6 250	3 500
12	CEB	CFPK/STEG	1	20	100	14 000	14 700	7 000
		SONELGAZ-SER.	1	4	20	4 400	4 620	2 200
		CME/CIE	4	56	224	38 466	40 389	19 233
13	UEGCL	NAPTIN	6	38	190	25 160	25 895	17 808
		EEHC	1	15	75	6 000	6 060	5 400
		VRA ACADEMY	9	58	290	31 500	32 305	23 450
14	RNT	KGRTC	5	85	425	25 000	26 250	12 500
		NAPTIN	13	139	695	58 480	61 404	29 240
		EEHC	1	10	50	4 450	4 673	2 225
		VRA ACADEMY	3	65	325	10 500	11 025	5 250
15	KENGEN	KGRTC	9	180	900			
		NAPTIN	9	180	1000			
16	SEHC	EEHC	21	150	734	83 260	87 286	42 998

N	Sociétés	CdE	Nbre de thèmes	Nbre de pers	Nbre de h/J	Montant du contrat/CdE en Euros	Montant du contrat/SdE en Euros	Subvention RACEE en Euros
TOTAL			324	3 244	16 584	1 520 399	1 582 458	899 827

Comment on the summary table:

- The summary table summarizes the processing of training requests by the ANCEE 2.0 coordination unit since the launch seminar and the first Steering Committee of the project in April 2025.

- It takes into account the AfDB's new guidelines regarding the opening of consultations to all CdEs and the allocation of training courses based on criteria previously validated by the APU Bid Evaluation Committee (COJO).

- The summary highlights significant needs that cannot be addressed in a single fiscal year. A large portion of this program will be spread over 2026, pending the receipt of new requests, particularly from companies that have not received training under the ANCEE.

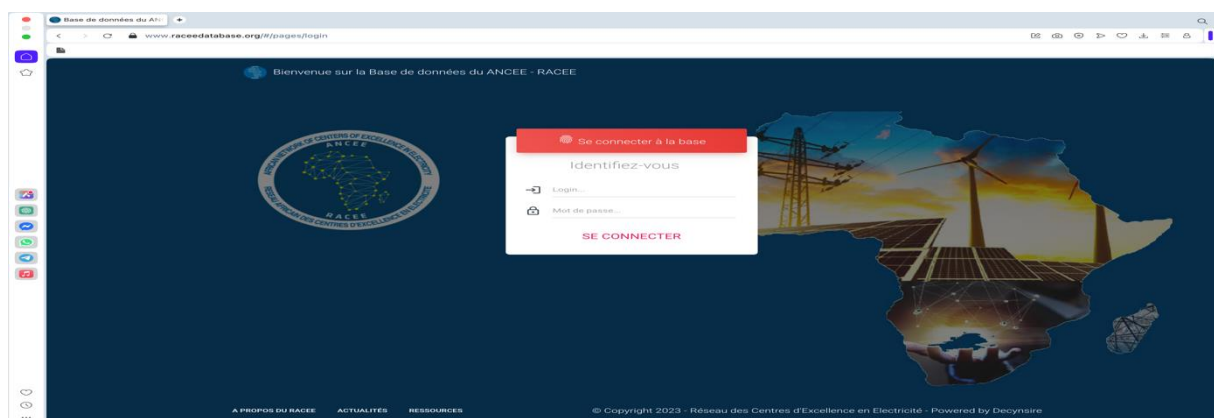
- In short, **324 modules** must be carried out for the benefit of **3 244 people** and totaling a training volume of **16 584 man/day** over the 4th quarter of 2025 and probably the first half of 2026.

III.4.5 The database of training offers and requests

The operational ANCEE training database application allows for the integration of all training requests validated by the COJO and electricity companies.

This provides a comprehensive overview of all training courses completed to date.

Application Overview: RACEE Database



III.5 Difficulties encountered during the period of activities

Following the observation of the first phase of ANCEE which experienced certain challenges such as:

- i) the lack of autonomy of the coordination unit;
- ii) the need to improve the qualitative evaluation of training courses and their impact;
- iii) public services are not sufficiently equipped to properly assess training needs; iv) the lack of communication on the mechanism for allocating training to the various centers of excellence; v) lack of communication and marketing to stakeholders;
- iv) the current economic model of the project does not guarantee sustainability;
- vii) need for increased technical support from APUA;
- v) limited involvement of SdEs in the decision-making bodies of ANCEE.

The conceptor of the second phase of the ANCEE have taken the necessary and appropriate measures and arrangements to limit the negative impact on project management and monitoring. These arrangements are summarized below:

- Strengthening the UDC team with resource persons in HR (two experts), finance, accounting, and communications, in particular;
- Reviewing the criteria of excellence and the system planned for upgrading the CdEs through a neutral assessment;
- Supporting SdEs to better manage the training needs assessment process and develop training plans;
- Introducing competition and greater transparency in training allocation;
- Using innovation and partnerships to diversify ANCEE's services in the areas of capacity building, consulting, and technical assistance to SdEs. - Introduction of new paid services for SdEs, strengthening the long-term sustainability of ANCEE
- Greater involvement of ANCEE in the working groups dedicated to HR and training within the APUA Scientific Committee
- Opening of the Steering Committee component to regional SdE representatives on a rotating basis

However, at the end of the first half of 2025, certain findings have already emerged:

- ✓ Delays in the provision of funds
- ✓ Difficulties in sizing the project needs in the sense that the drafting of the project terms of reference does not encompass all or not sufficiently the contours and technical specificities of the good or service to be acquired
- ✓ Delays in the signing of framework contracts by some CdEs
- ✓ Slow internal procedures within SdEs to validate training proposals

It is understood that all these aspects contribute to delaying the implementation of the programs assigned to the UDC in particular and to the project in general.

IV. PROCUREMENT PERFORMANCE

This section aims to present the results of activities for the first half of 2025 under the lens of acquisition procedures, under RACEE 2.0.

Reminder of key dates for the acquisitions section

- ✓ Date of signature of the financing agreement including the procurement policy: February 21, 2025
- ✓ Date of notice of no objection to the General Procurement Notice (AGPM) and the procurement plan (PPM): April 30, 2025
- ✓ Date of publication of the General Procurement Notice: May 7, 2025

IV.1 Initial status of acquisitions (project start)

The amount of acquisitions under ANCEE 2.0 amounts to **2,369,772 UC** and is broken down as follows:

Désignation	Nombre de marchés	Montant UC	Montant euro
Goods	2	404 959	490 000
Services /consultant firmes	7	415 868	503 200
Services /individual consultant	19	1 548 945	1 874 223
Total	28	2 369 772	2 867 423

IV.2 Activities planned for 2025 in accordance with the validated PTBA

1. Strengthening the PCU: Recruitment of a communications specialist, a financial and accounting management expert, and two HR/training specialists
2. Organization and holding of two steering committee meetings
3. Organization of an ANCEE event (official project launch seminar)
4. Creation of a pool of HR experts as well as technical experts
5. Redefinition of the PCU's governance and service framework
6. Review of the excellence certification criteria
7. Delivery of 7,000 hours/day of training

IV.3 Implementation of the procurement plan

The following activities were carried out during the first half of 2025

Goods/Services	Status against PPM (On track/late/significantly delayed)	Contract status	Comments
Activity planned in the 2024 Procurement Plan – ANCEE 1			
Audit of ANCEE accounts for the 2024 financial year	Significantly delayed	Unsigned contract	<ul style="list-style-type: none"> - ANO on the shortlist 03/06/25 - Request for proposals: 04/06/25 - Opening of technical proposals: 04/07/25 - ANO request on the technical proposal evaluation report: 22/07/25 - Pending ANO from the Bank on the technical proposal analysis report
Activity planned in the 2025 Procurement Plan – ANCEE 2.0			
Acquisition of accounting and financial management software for APUA and ANCEE 2.0	Late	Unsigned contract	<ul style="list-style-type: none"> - ANO on the shortlist: 06/12/25 - Restricted consultation: 06/16/25 - Opening of offers: 06/30/25 - Offers currently being analyzed

IV.4 Other activities carried out during the first half of 2025

Designation	Actions taken
Recruitment of a communications specialist, a financial and accounting management expert, and two HR/training specialists	Drafting of ToRs and Support for the publication of calls for applications (Fraternité Matin, DgMarket and APUA/ANCEE websites)
ANCEE 2.0 launch workshop	Preparation and organization of the meeting
Training for African electricity sector employees	Animation of the selection process for centers of excellence according to the new selection criteria

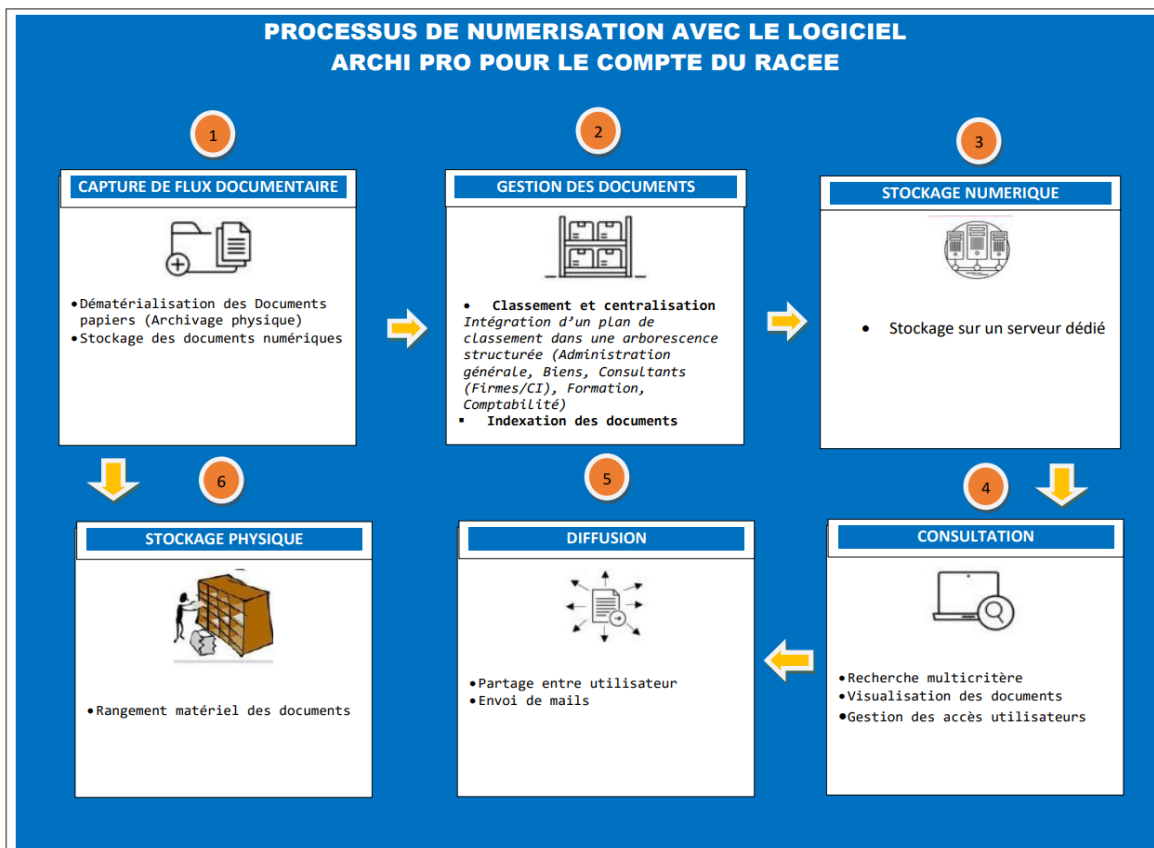
IV.5 Project acquisition at the start of ANCEE 2.0

ARCHIVING: Application ARCHIVE PRO

Acquired at the end of the first phase of ANCEE, **ARCHIVE PRO** is an application that allows for the storage of documents (physical and digital) to facilitate searches and consultation.

This application allows documents to be kept organized and secure for long periods of time so that they can be easily accessed in the long term and used when needed, while complying with legal and regulatory requirements.

Under ANCEE 2.0, the application will reach full scale through its operation, with the first documents relating to the signing of the protocol, the signing of framework contracts and LCs, and the first invoices received and issued.



V. FINANCIAL PERFORMANCE OF ANCEE 2.0

V.1 First call for funds

Following the AfDB's no objection to the 2025 PTBA of ANCEE 2.0 obtained in May 25, the first call for funds in the amount of **1,537,327 Euros** was submitted to the AfDB on June 13, 25, broken down by heading and by component according to the table below. This request, however, remains dependent on the integration of the approval

APPEL DE FONDS 2025 PAR COMPOSANTES		Montant euro
C.1 : Renforcement de l'offre de formation du RACEE/Strengthening of the ANCEE Training Offer		5 000
C.2 : Fourniture d'un service de conseil de qualité (en RH) / Provision of a quality Advisory Service		-
C.3 : Amélioration de la gestion du RACEE (opérationnalisation et animation du réseau) / Improving the management of ANCEE		514 164
C.4 : Appui du RACEE à la formation prioritaire / ANCEE support towards prioritised training		959 035
Sous total		1 478 199
Iprévus	4%	59 128
Total projet		1 537 327

V.2 Commitments as of June 30, 25

N	Commitments taken	Amount in Euros	Observations
1	Recruitment contract with AfricSearch	9 909,2	1st payment made
2	1st invoice N 097/CME - ENERCA training	13 500	
3	Reimbursement of plane tickets for CME trainers	7 557	
4	1st invoice N 3183/KGRTC - EEC training	5 702	
5	1st invoice N 3192/KGRTC - ESCOM training	16 145	
6	UdC Consultants Fees (8 months in arrears)	112 120	
7	Annual subscription to the e-learning platform	5 000	
8	Software acquisition	10 000	
	TOTAL	179 933,2	

V.3 Paid invoices:

Contrat	Contract Amount (in euro)	Paid amount	To be paid
AfricSearch	9 909,2	5 846,4	4 062, 8

V.4 Pending invoices + consultant fees

N	Pending invoices	Amount in Euros	Observations
1	1st invoice N 097/CME - ENERCA training	13 500	
2	Reimbursement of plane tickets for CME trainers	7 557	
3	1st invoice N 3183/KGRTC - EEC training	5 702	
4	1st invoice N 3192/KGRTC - ESCOM training	16 145	
5	PCU Consultants Fees (8 months in arrears)	112 120	
	TOTAL	155 024	

V.5 Status of disbursements as of June 30, 2025 (AfDB Grant)

Table: Below shows the budget execution rate, AfDB financing for the period from January 1 to June 30, 2025 (in euros) – **Phase A2**

Code	Components	TOTAL AfDB Budget	PREVISIONS (1 fund call)	Achievement As of June 30, 25	Variance Total budget/achievements	Achievement rate/overall budget (%)
C.1	Strengthening ANCEE's training offerings	1 365 000	5 000	0	1 365 000	0
C.2	Providing quality advice	237 200	0	0	237 200	0
C.3	Coordinating ANCEE	1 450 023	514 164	0	1 450 023	0
C.4	ANCEE support for priority training	5 217 190	959 035	0	5 217 190	0
	CONTENGENCIES	330 777	59 128	0	330 777	0
	TOTAL	8 600 190	1 537 327	0	8 600 190	0
	OPERATIONS	6 790 213	1 478 199	0	6 790 213	0
	SERVICES	989 200	0	0	989 200	0
	GOODS	490 000	0	0	490 000	0
	CONTENGENCIES	330 777	59 128	0	330 777	0

Comment: As of June 30, 2025, no disbursements have been recorded since the call for funds submitted to the AfDB on June 13, 2025 is being processed.

V.6 Status of disbursements as of June 30, 2025 (APUA contribution)

Code	Components	TOTAL APUA Budget		Achievement As of June 30, 25	Variance Total budget/achievements	Achievement rate/overall budget (%)
C.3	Coordinating ANCEE	878 456		5 846,4	872 609,6	0,67%
	CONTENGENCIES	35 138		0	35 138	0
	TOTAL	913 594		5 846,4	907 747,6	0
	OPERATIONS	878 456		5 846,4	872 609,6	0
	SERVICES			0		0
	GOODS			0		0
	CONTENGENCIES	35 138		0	35 138	0

V. STAKEHOLDER PERFORMANCE AT ANCEE 2.0

VI.1 STATUS OF FRAMEWORK CONTRACTS SIGNED WITH THE CDE:

The implementation of framework contracts with the centers of excellence, covering the entire project period and intended to replace the usual training contracts, is taking longer than expected, despite our numerous reminders.

Indeed, after three months of sending the draft contracts for review, only four out of ten CdEs have been able to sign the relevant framework contracts.

The updated situation is shown in the table below. :

N	ANCEE CENTRE OF EXCELLENCE	TRANSMISSION DATE	STATUS	OBSERVATIONS
1	CIE/CME (Côte d'Ivoire)	19/05/2025	Unsigned contract	Contract amended by the CIE with the addition of additional articles, currently being examined by the CIE. and retransmitted for validation by the UdC-ANCEE on 07/30/2025
2	KGRTC (Zambie)	19/05/2025	Signed contract on 20/06/2025	Implementation of training
3	EEHC (Égypte)	19/05/2025	Signed contract on 16/07/2025	Implementation of the training schedule
4	CSTE/ONEE (Maroc)	19/05/2025	Unsigned contract	Contract amended by the CSTE and retransmitted for validation by the ANCEE on 07/18/2025
5	CFPK/STEG. (Tunisie)	19/05/2025	Signed contract on 11/08/2025	Implementation of the training schedule
6	NAPTIN (Nigéria)	19/05/2025	Signed contract on 18/06/2025	Implementation of the training schedule
7	SONELGAZ-SERVICES (Algérie)	19/05/2025	Unsigned contract	Awaiting return from SONELGAZ-SERVICES
8	KGTC /KENGEN	19/05/2025	Unsigned contract	Waiting for KGTC signature
9	VRA (Ghana)	19/05/2025	Unsigned contract	Amended contract, upon signature by VRA
10	EAL (Afrique du Sud)	19/05/2025	Unsigned contract	Contract amended, upon signature of EAL

To facilitate the speed of training with the CdEs and SdEs, the PCU-ANCEE has opted to establish framework contracts with both the CdEs and SdEs.

Also, of the 10 CdE partners in the network that have received draft framework contracts since May 19, 2025, only four framework contracts have been signed to date.

One in four framework contracts are for French-speaking centers, including CFPK/STEG (Tunisia), and three in six framework contracts are for English-speaking centers, including KGRTC (Zambia), EEHC (Egypt), and NAPTIN (Nigeria).

Six contracts are still awaiting signature, which will initiate the implementation of training.

However, the delay in signing contracts with the CdEs has significantly impacted the implementation and launch of training programs with the SdEs. As the table above indicates.

CONCLUSION

The completion of the recruitment process for the PCU team and the implementation of the training planned by the AfDB for the reinforced team will undoubtedly stabilize the team and allow it to focus on its missions.

The completion of the process of establishing framework contracts with all stakeholders and stakeholders will also boost training achievements.

The effective launch of a new approach to training allocation and its periodic adjustment will also provide greater visibility and transparency in the handling of cases.

The PCU's participation in regional and international thematic events addressing sector concerns will foster the development of partnerships and help implement action plans, roadmaps, and other work plans to successfully complete the various cycles included in the project program.

Furthermore, subscriptions to thematic and online teaching platforms will allow the network to introduce new training modules that will be made available to clients while facilitating access, registration, and monitoring.

Finally, strengthening communication and diversifying its tools will enable it to reach a greater number of stakeholders in the sector and position ANCEE as an essential tool in Africa for capacity building, HR consulting, and technical assistance to companies.

The rather encouraging start of activities and the significant number of training requests processed and validated suggest that the second half of the current year and the year 2026 will be more significant in terms of results.

ANNEXES

III.4.1.3-1 Summary of the processing of training requests

SDE ET NBRE DE THEMES REÇUS	NBRE DE THEMES RETENUS	CDE SOLLICITES	NBRE DE CDE AYANT SOUMISSIONNES	CdE	NBRE DE THEMES RECUS DES CDE	NBRE DE THEMES AFFECTES	NBRE DE PERS	HOMME	FEMME	N LETTRE DE COMMANDE AVEC LE CdE	NBRE h/J	MONTANT DU CONTRAT DE FORMATION AVEC LES CDE	MONTANT DU CONTRAT DE FORMATION AVEC LA SDE	SUBVENTION RACEE	
NIGELEC				CFPK-STEG	21	14	225			N 1/1 BIS	1 150	58 500	60 045	43 050	
				CME-CIE	18	4	80			N 2/2 BIS	400	12 000	12 360	8 400	
				CSTE-ONEE	4	5	53			N 3/3 BIS	80	12 250	12 639	8 365	
				SONELGAZ-SERVICES	18	0	0			-	-	-	-	-	-
32	32	10	4	TOTAL		23	358	-	-	1 630	82 750	85 044	59 815		
PAESC-COMORES				CFPK-STEG	19	11	95			N 4/4 BIS	475	42 600	44 428	24 320	
				CSTE-ONEE	19	5	30			N 5/5 BIS	91	13 690	14 116	9 433	
				SONELGAZ-SERVICES	17	3	50			N 6/6 BIS	250	12 245	12 857	6 123	
				CME-CIE	6	0	0			-	-	-	-	-	-
19	19	10	4	TOTAL		19	175	-	-	816	68 535	71 401	39 876		
ESCOM				KGRTC	39	20	128				845	134 370	139 735	80 724	
				NAPTIN	7	5	28				140	21 800	22 890	10 900	
				EEHC	10	8	57				285	54 700	57 435	27 350	
				VRA ACADEMY	15	6	32				160	40 000	41 350	26 500	
				GTC/KENGEN	5	-	-				-	-	-	-	-
				TOTAL			39	245			1 430	250 870	261 410	145 474	
ZESCO				KGRTC	8	2	30			N 11/11 BIS	200	15 000	15 750	7 500	
				NAPTIN	2	2	20			N 12/12 BIS	100	8 900	9 345	4 450	
				EEHC	2	-	-				-	-	-	-	
				VRA ACADEMY	8	2	30			N 13/13 BIS	250	10 500	10 885	6 650	
				GTC/KENGEN	1	-	-				-	-	-	-	
				EAL	2	2	20			N 14/14 BIS	50	3 795	3 925	2 498	
9	9	10	6	TOTAL		8	100			600	38 195	39 905	21 098		
EGENCO				KGRTC	21	10	15			N 1/1 BIS	75	20 025	21 026	10 013	
				NAPTIN	2	1	4			N 2/2 BIS	20	4 080	4 284	2 040	
				EEHC	2	-	-				-	-	-	-	
				VRA ACADEMY	20	10	30			N 3/3 BIS	300	57 000	58 748	39 520	
				GTC/KENGEN	5	-	-				-	-	-	-	
				TOTAL			21	49			395	81 105	84 058	51 573	
NAWEC				KGRTC	28	4	22	17	5	N 18/18 BIS	160	24 345	25 562	12 173	
				NAPTIN	19	15	106	70	36	N 19/19 BIS	530	96 250	99 634	62 409	
				EEHC	18	1	4	3	1	N 20/ 20 BIS	20	6 000	6 180	4 200	
				VRA ACADEMY	22	8	32	17	11	N 21/ 21 BIS	160	30 500	31 480	20 700	
				EAL	1	-	-				-	-	-	-	
				TOTAL			28	164	107	53	870	157 095	162 856	99 482	
ZESA				KGRTC	17	2	5				25	6 675	7 009	3 338	
				NAPTIN	7	6	82				500	29 120	30 501	15 310	
				EEHC	11	7	26				118	9 440	9 912	4 720	
				VRA ACADEMY	21	15	58				415	44 900	46 953	24 370	
				EAL	3	2	20				82	7 387	7 756	3 694	
				TOTAL			32	191			1 140	97 522	102 131	51 432	
EDG				CFPK-STEG	13	11	110	62	48		50	49 100	50 781	32 290	
				CSTE-ONEE	-	-	-				-	-	-	-	
				SONELGAZ-SERVICES	16	2	14	7	7		70	20 340	21 040	13 338	
				CME-CIE	14	5	160	85	75		600	34 416	35 777	20 808	
20	20	10	4	TOTAL		18	284	154	130	1 210	103 856	107 598	66 436		
EDM				KGRTC	17	4	80				500	25 000	26 250	12 500	
				NAPTIN	11	7	140				700	34 650	36 383	17 325	
				EEHC	13	5	100				500	30 000	31 500	15 000	
				VRA ACADEMY	11	1	20				100	3 500	3 675	1 750	
17	17	10	4	TOTAL		17	340			1 800	93 150	97 808	46 575		
TCN				KGRTC	12	1	20	10	10		100	4 000	4 040	3 600	
				NAPTIN	12	10	155	106	49		775	132 750	137 313	87 125	
				EEHC	12	-	-				-	-	-	-	
				VRA ACADEMY	8	1	10	7	3		50	11 500	11 845	8 050	
12	12	10	4	TOTAL		12	185	123	62	925	148 250	153 198	98 775		
EEC				KGRTC	12	11	84	16	4		400	54 355	56 939	28 513	
				NAPTIN	17	10	49	37	12		240	33 690	35 252	18 069	
				EEHC	12	1	3	3	-		15	3 810	4 001	1 905	
				VRA ACADEMY	14	2	17	17	-		85	6 000	6 250	3 500	
24	24	10	4	TOTAL		24	153	73	16	740	97 855	102 442	51 987		
CEB				CFPK-STEG	5	1	20				100	7 000	7 350	3 500	
				CSTE-ONEE	-	-	-				-	-	-	-	
				SONELGAZ-SERVICES	5	1	4				20	4 400	4 620	2 200	
				CME-CIE	5	4	56				224	38 466	40 389	19 233	
6	6	10	4	TOTAL		6	80			344	49 866	52 359	24 933		
UEGCL				KGRTC	14	-	-				-	-	-	-	
				NAPTIN	15	6	38	22	16		190	25 160	25 895	17 808	
				EEHC	7	1	15	9	6		75	6 000	6 060	5 400	
				VRA ACADEMY	13	9	58	29	29		290	31 500	32 305	23 450	
16	16	10	4	TOTAL		16	111			555	62 660	64 260	46 658		
RNT				KGRTC	19	5	85				425	25 000			
				NAPTIN	20	13	139				695	62 930			
				EEHC	1	1	10				50				
				VRA ACADEMY	5	3	65				325	10 500			
26	26	10	4	TOTAL		22	299			1 495	98 430				
KENGEN				KGRTC	17	9	180				900	45 000			
				NAPTIN	17	9	180				1 000	36 900			
				EEHC	6	-	-				-	-	-	-	
				VRA ACADEMY	6	-	-				-	-	-	-	
78	26	10	4	TOTAL		18	360			1 900	81 900				
SEHC				EEHC	21	21	150				734	186 580			
				TOTAL			21	150			734	186 580			
31	21		1	TOTAL						734	186 580				
555	443			TOTAL		324	3 244	457	261	-	16 584	1 698 619	1 384 470	804 114	
								14%	8%					47%	
RNT	26	10	4	VRA ACADEMY	5	3	65				325	10 500			
	26	10	4	TOTAL		22	299				1 495	98 430			
KENGEN				KGRTC	17	9	180				900	45 000			
				NAPTIN	17	9	180				1 000	36 900			
				EEHC	6	-	-				-	-	-	-	
				VRA ACADEMY	6	-	-				-	-	-	-	
78	26	10	4	TOTAL		18	360			1 900	81 900				

Annexe 2. Resolutions of the ANCEE 2.0 first Steering Committee

The members of the Steering Committee of the African Network of Centers of Excellence in Electricity met on Monday, April 14, 2025 in ABIDJAN, Côte d'Ivoire, during the official launch seminar of the second phase of the African Network of Centers of Excellence in Electricity, called ANCEE 2.0. The invitations sent by the General Secretariat to the members of the Steering Committee resulted in the participation of the following members:

Members present (08):

1. M. Abel Didier TELLA, Directeur Général de l'ASEA, Président
2. M Davies CHINKUSU, Directeur de KGRTC, Centre d'Excellence membre du Réseau
3. M. Youssef KETTANI, Directeur de la formation au CSTE, Centre d'Excellence membre du Réseau
4. M. Ahmed NAGODE, Directeur général de NAPTIN, du Centre d'Excellence membre du Réseau
5. M. EBOUA Attié Louis, Directeur du CME, Centre d'Excellence membre du Réseau
6. M. Achraf HANOUFI, Directeur général de la formation, représentant EEHC, Centre d'excellence membre du Réseau
7. M. Kingsley GYAMFY, Directeur de formation professionnelle de VRA Academy, Centre d'excellence membre du Réseau
8. Mme. Leila BOUTERRA, DRH STEG représentant CFPK centre d'excellence membre du Réseau
9. M. WAMBUGU Paul, responsable des investissements à KENGEN, représentant GTC centre d'excellence membre du Réseau
10. M. Abdoulaye DIA, Secrétaire Général du Système d'Echange Energie Ouest Africain (WAPP), représentant les Pools Energétiques Régionaux
11. M. Ibrahima KONATE, Chef Division PESD, Représentant de la BAD
12. Mme Liezl HARMSE, Responsable projet RACEE 2.0, Représentant de la BAD
13. M.PAPA Daouda, chef de projet, Représentant de la BAD
14. M. Assane Diop, Ingénieur de projet, Représentant de la BAD

Member who participated online (01)

1. Mme. Tryphosa BOIKHUTSO, Responsable de la formation d'ESKOM Academy of Learning, Afrique du Sud, centre d'excellence membre du Réseau

Absent member excused (01) :

1. Mme Berrouba Zhor, Responsable de SONELGAZ Services, Algérie, centre d'excellence membre du Réseau

The first Steering Committee noted the participation of its members and adopted the following legal instruments:

- The ANCEE Charter
- The ANCEE Membership Protocol
- The ANCEE Consultant Contract Template

With the amendments made and presented immediately, as well as the updated Activity Management Procedures Manual, subject to the donor's non-objection to the document submitted for its consideration.

Following the presentations and discussions that followed, the following resolutions were adopted.

Resolution N°01/2025 : Official launch of ANCEE 2.0

The Steering Committee, meeting at its first session in Abidjan on April 14, 2025, notes the participation of its members and adopts the ANCEE legal instruments with the amendments mentioned in the presentation.

Resolution N°02/2025 : Adoption of the budgeted work plan for the 2025 financial year

The Steering Committee, meeting at its first session held in Abidjan on April 14, 2025, adopts the budgeted work plan for the 2025 financial year of the ANCEE Coordination Unit for an amount of 1,719,697 Euros as well as the related action plan subject to the non-objection of BAD.

Resolution N°03/2025 : Adoption of the procurement plan for the 2025 financial year

The Steering Committee, meeting at its first session held in Abidjan on April 14, 2025, adopts the procurement plan for the 2025 financial year of the ANCEE Coordination Unit.

Resolution N°04/2025 : Validation of the training subsidy mechanism under ANCEE 2.0

The Steering Committee, meeting in its first session held in Abidjan on April 14, 2025, adopts the subsidy granting mechanism presented by the UDC and validates its application under ANCEE 2.0

Resolution N°05/2025 : Validation of the ANCEE procedure manual

The Steering Committee, meeting at its first session in Abidjan on April 14, 2025, adopted the Adjustments made to the procedures manual, subject to the AfDB's no-objection notice.

Resolution N°06/2025 : Holding of the next ANCEE 2.0 steering committee

The Steering Committee meeting in its first session held in Abidjan on April 14, 2025 adopts that the second statutory session of the ANCEE steering committee be held in the fourth quarter of 2025 in Morocco subject to confirmation by the ONEE/CSTE officials.

Annexe 3 : RESULTS FRAMEWORK

A PROJECT INFORMATION					
PROJECT NAME: African Network of Centres of Excellence in Electricity second phase (ANCEE 2.0)					COUNTRY/REGION: Continent wide – African Power Utilities /Power Pools
PROJECT DEVELOPMENT OBJECTIVE: To improve the human resource skills and capabilities of African Power Utilities and Power Pools where relevant, across the entire sector value chain (Policy, Regulatory, Governance, Executive, Management, Technical, etc), leading to enhancing utility performance and sustainability resulting in strengthened regional integration and increased access.					
ALIGNMENT INDICATOR (S): Reduction of average end-user tariffs. Average 5% reduction on average “real” tariff pricing.					
B RESULTS MATRIX					
RESULTS CHAIN AND INDICATOR DESCRIPTION	RMF/ADOA INDICATOR	UNIT OF MEASUREMENT	BASELINE (2023)	TARGET AT COMPLETION (2028)	MEANS OF VERIFICATION
OUTCOME STATEMENTS – Enhanced Power Utility Sustainability and Resilience (Institutional, Human and Technical) across all 5 Regions, RECs and Power Pools) resulting in increased private sector investment					
OUTCOME INDICATOR 1: Utility Cost Recovery	<input checked="" type="checkbox"/>	%	85% (UPBEAT Report - Oct 2023 ¹)	90%	- UPBEAT report updates - APUA annual reports/ database
OUTCOME INDICATOR 2: Utility Efficiency Indicator - Aggregated system losses, Transmission & Distribution	<input type="checkbox"/>	%	15% (UPBEAT Report - Oct 2023)	12%	- APUA annual reports/ database - ANCEE training database
OUTCOME INDICATOR 3: Private Sector investment participation (regional and national) across APUA members/Non APUA members) from 2024	<input type="checkbox"/>	Number	0	20 (Number of additional private sector investment initiatives, including in PPP, investment or O&M contracts agreed, during ANCEE 2 program duration)	- APUA annual reports/ database
OUTPUT STATEMENT 1: Strengthening of Training Offer					
- OUTPUT INDICATOR 1.1: Training programs enhanced or developed and deployed.	<input type="checkbox"/>	Number	0	20	- ANCEE training database - ANCEE updated catalogue

¹ Baseline and target values to be considered and reviewed in context of the UPBEAT report. Continental assessment of utilities to be done bi-annually, and database increased as well as data accuracy improved. Trend movement for these outcome indicators to be considered and not so much absolute values. <https://documents.worldbank.org/en/publication/documents-reports/documentdetail/099092923144024459/p176468083bba20340a3520c1ffc74398ad>

OUTPUT INDICATOR 1.2: Countries participating in ANCEE facilitated training interventions or workshops.	<input type="checkbox"/>	Number	27 (ANCEE 1 PCR data)	41	- ANCEE training database
OUTPUT INDICATOR 1.3: Transition countries participating in ANCEE 2.0 activities	<input type="checkbox"/>	Number	8 (ANCEE 1 PCR data)	18	- ANCEE training database
OUTPUT INDICATOR 1.4: E-learning platform functioning and accessible by Dec 2025.	<input type="checkbox"/>	Number	0	1	- e-learning platform Go-live - Traffic on the platform including new visitors - ANCEE updated catalogue
OUTPUT STATEMENT 2: Provision of Quality advisory service (HR, technical, etc)					
OUTPUT INDICATOR 2.1: Human resources departments of power utilities having benefitted from advisory services.	<input type="checkbox"/>	Number	0	20	- ANCEE training database - APUA annual reports/ database
OUTPUT INDICATOR 2.2: Woman participating in training programs.	<input type="checkbox"/>	Number	0	2500	- ANCEE training database - APUA annual reports/ database
OUTPUT STATEMENT 3: Expand ANCEE partnership collaboration					
OUTPUT INDICATOR 3.1: Effective partnerships developed.	<input type="checkbox"/>	Number	0	3	- APUA annual reports/ database
OUTPUT INDICATOR 3.2: ANCEE website adequately updated quarterly	<input type="checkbox"/>	Number	0	20	- APUA annual reports/ database
OUTPUT STATEMENT 4: ANCEE support towards prioritised training interventions					
OUTPUT INDICATOR 4.1: Training man-days completed through the activities of the ANCEE network during the project lifespan.	<input type="checkbox"/>	Number	0	55 000	- ANCEE Activity report and Audit

Appendix 4 : Diagram of the offer/demand application

DIAGRAMME PROCESS GESTION OFFRE/DEMANDE DE FORMATION

Decynsire solutionS web | August 21, 2023

