

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



ANNUAL ANCEE 2.0 ACTIVITY REPORT 2025 AS OF NOVEMBER 30, 2025



GROUPE DE LA BANQUE AFRICAINE
DE DÉVELOPPEMENT
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)
APUA	Association of Power Utilities of Africa
AfDB	African Development Bank
ANCEE	African Network of Centers of Excellence in Electricity
APUA	Association of Power Utilities of Africa
AT	Technical assistance
BAD	African Development Bank
BM	World Bank
BT	Low voltage
CoE	Centre of Excellence
Steerco	Steering Committee
Cojo	Commission for the opening and judgment of tenders
CdC	Specifications
CoT	Training Center
CEREEC	Center for Renewable Energy and Energy Efficiency, of ECOWAS
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
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	Inter-African Higher School of Electricity
EEHC	Egyptian Electricity Holding Company
EnR	Renewable Energies
EE	Energy Efficiency
KGTC	Kengen Geothermal Training Centre (Kengen-Kenya)
SS	Sonelgaz-services (SONELGAZ-Algeria Group)
KGRTC	Kafue Gorge Regional Training Centre (ZESCO-Zambia)
KENGEN	Kenya Electricity Generating Company
NAPTIN	National Power Training Institute of Nigeria (Nigeria)
Pus	Power Utility
CU	Coordination Unit
UA	African union
PTBA	Work Plan and Annual Budget
PPM	Procurement plan
STEG	Tunisian Electricity and Gas Company
VRA	Volta River Authority

Table 1. FUNDING INFORMATION ON ANCEE 2.0

Project number	Don FAD/AFDB: Protocole d'Agreement N° : 2100155043848 PROJECT ID : P-Z1-KF0-061
Amount and type of financing	AFDB: Donation 7,110,000 AU (8,603,100 euros), maximum amount not to be exceeded
Project title	African Network of Centres of Excellence in Electricity, ^{2nd phase} (RACEE 2.0)
Name of the organization	Association of Power Utilities of Africa (APUA)
Components of the project	1. Strengthening the training offer of ANCEE 2. Provision of quality advisory services 3. Coordination of the network 4. ANCEE support for priority training
Date of signature of the financing agreement	February 21, 2025
Deadline for the use of funds	June 30, 2030
Total paid to the special account	AFDB Fund: None

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EXECUTIVE SUMMARY

The activity report dated November 30, 2025 summarizes all activities carried out during the year 2025. It should be noted that 2025 marks the launch of ANCEE 2.0 in April 2025, supported by a grant from the African Development Bank (AfDB), which stipulates that part of these grants be used for its flagship activity, namely training, to subsidize training for personnel in the African electricity sector.

The project also plans to strengthen the capacities of training centers and upgrade them through the acquisition of teaching equipment and the completion of feasibility studies for the benefit of African Power utilities.

New consulting and technical assistance services are also planned under ANCEE 2.0, drawing on experts from the network as well as external expertise from partnerships developed by APUA.

This phase of ANCEE 2.0 marks the growing interest of a large number of Pus in capacity building and service delivery assistance services that will strengthen the capacities of actors in the sector.

This momentum deserves to be supported and encouraged in order to better position ANCEE 2.0 in the African landscape in terms of capacity building.

To this end, we summarize below the main events that characterized the year 2025.

Donation approval: signing and entry into force of the approval protocol with the AfDB for a donation of UA 7,110,000 (**€8,603,100**) on February 21, 2025.

Governance: Official launch of ANCEE 2.0 activities on April 14 and 15, 2025, marked by the launch seminar (APUA Executive Committee Office) and the first statutory meeting of the ANCEE 2.0 Steering Committee, followed by the Pus HR Forum.

Holding of a coordination meeting with the AfDB on April 16, 2025, on the urgent measures to be taken at this start-up stage (ANO request for AGPM and PTBA 25). Obtaining in May 2025 the AfDB's non-objection to the AGPM, PPM, and PTBA 2025.

Circulation of a circular note to the CoEs on the procedure for processing and evaluating training offers. Circulation of the draft framework contract to the CoEs for review and signing on May 17, 2025.

Establishment of the first training contracts and implementation of the first training activities in June 2025 under ANCEE 2.0

Submission of the first call for funds to the AfDB on June 13, 2025.

Training: Processing of 18 training requests from 18 utilities covering **572** training topics, resulting in the selection of **342** training topics for **3,390** people to be trained. The processing of these requests. As of November 30, 2025 resulted in the establishment of 9 framework agreements signed between APUA and the CoE on the one hand, and

8 framework agreements signed between APUA and the Pus on the other. The training will be implemented throughout 2026.

Physical training indicators: as of November 30, 2025, **727** people had been trained, including **80** in face to face (on-site), **477** on utilities premises (in-site), and **170** through e-learning.

A total of **118** women and **609** men participated in ANCEE training courses. In terms of training areas, technical topics predominate with **80%**, while **12%** relate to cross-functional roles and **8%** to renewable energies.

Commitments: the level of commitments as of November 30, 2025 takes into account all signed contracts, signed training order letters, as well as the operating expenses of the CU and other operating expenses as of November 30, 2025. The amount of commitments as of November 30, 2025 is **€ 603, 137**.

Financial indicators: the level of achievements (disbursements) as of November 30, 2025 shows an amount of **€ 71, 988** from APUA funds and no disbursements from AfDB funds.

Action Plan 2026: The year 2025 will be devoted to continuing to process training requests received from Power utilities, with an emphasis on meeting deadlines from the issuance of letters of order to their implementation and closure on December 31, 2026.

In addition, two training workshops on topics of interest are planned, one dedicated to gender in the second quarter of 2026, and the other bringing together trainers from the network's CoEs in the first quarter of 2026.

The report also highlights the actions planned for the 2026 financial year according to an updated schedule.

To this end, the 2026 AWBP has been updated to cover all planned expenditures for the 2026 fiscal year.

I. DESCRIPTION AND BASIC DATA OF ANCEE 2.0

I.1 Project sheet

Table 2. Project sheet

Project Name	African Network of Centres of Excellence in Electricity (ANCEE 2.0)		
Convention reference	Don FAD/AFDB : 2100155043848		
Country	Côte d'Ivoire		
Sector	Capacity building in the African power sector		
Executive Agency	Association of Power Utilities of Africa (APUA)		
Project Manager	MITICHE Reda El Hadi, acting ANCEE director		
Development objective	Improve the performance of the African electricity sector and intensify regional exchanges by strengthening the technical and managerial skills of power utilities at all levels.		
Project components	<ol style="list-style-type: none"> 1. Strengthening the training offer of ANCEE 2.0 2. Provision of a quality advisory service 3. Improvement of the management of ANCEE 2.0 4. ANCEE 2.0 support for priority training 		
Deadline for submission of the report		November 2025	
Actual date of report submission		November 2025	
Initial disbursement time		June 2025	
Revised disbursement time		November 2025	
Source of funding	Currencies (€)	Disbursed as of November 30, 2025 (€)	En (%)
Amount of the ADF grant	8,600 190	None	0
TOTAL	8,600 190	None	0

Table 3. Disbursements on the project by category of expenditure:

Categories	Budget Currencies (€)	Disbursed as of November 30, 2025 (€)	Disbursed to date (%)
Operation	5 217 1190	0	
Other operations	184 800	0	
Services	2 377 423	0	
Goods	490 000	0	
Miscellaneous (Unforeseen)	330 777	0	
TOTAL	8, 600 190	0	0%

I.2 Network component:

The network consisting of 10 CoEs was set up during the first phase of ANCEE, the centres forming part of the network are listed below by date of accession:

Table 4. Constitution of the network

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

The network has experienced the effective return of EAL's centre of excellence to training activities with the advent of ANCEE 2.0.

I.3 Governance Bodies of ANCEE 2.0:**a - Steering Committee:**

The strategic orientation of the project is ensured by the project steering committee, in order to ensure that the project achieves the desired results

The Project Steering Committee will be composed of: (i) the Director General of APUA – President; (ii) a representative of the energy pools (rotating member/24 months) who will be co-chair; (iii) the Heads of participating Centres of Excellence-members; (iv)

Director of ANCEE program; (v) two representatives of the public service; (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 the activities and the annual report;
- ii) review and follow the results framework;
- iii) approve and develop a semi-annual work plan including a training schedule and resource mobilization activities;
- iv) establishes the framework, planning and monitoring of feasibility studies;
- v) develops and recommends ANCEE policies with the APUA SG;
- vi) approve the proposals to the APUA Executive Committee (e.g. budget, allocation of training/design quotas, revise ANCEE training priorities)
- vii) approves the equipment contributions proposed by the CoE as part of the scope of component 1 of ANCEE 2.0.

b - The reinforced coordination unit of ANCEE 2.0

The Coordination unit remains the operational body for the animation, information and promotion of ANCEE. The CU has already existed since the implementation of Phase I. A reinforced structure of this unit, which is expected to become in the long term, a permanent unit within the organizational structure of APUA, will implement and manage ANCEE 2.0 under the authority of the Director-General of APUA;

The CU led by the Director of ANCEE will be composed of the following additional staff:

- (i) an expert in administrative, financial and accounting,
- (ii) an expert in business development and marketing,
- (iii) an expert in procurement of goods and services,
- (iv) two HR/training expert,
- (v) an expert in communication, IT and media
- (vi) an administrative assistant.

The CU can be supported by ad hoc external staff, secondments and consultants, as required;

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

The CU also has the task of preparing activity program, establishing the corresponding budgets and implementing them;

1.4 objectives of ANCEE 2.0

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

- Increase access to training tailored to local needs
- Improve gender parity in the sector.

- Make the sector more attractive to investors;
- Improve the quality of electricity supply and services;

I.5 performance results framework:

The logical performance framework of the project is broken down into the following strategic objectives:

- Train 9,000 actors and staff in the electricity sector over the project period;
- Improving the performance of Power utilities and their financial viability, thanks to an increased ability to operate and maintain their infrastructure;
- Support for Power utilities in improving their ability to address cross-cutting issues such as climate change and gender mainstreaming;
- Supporting Power utilities to implement and operate new technologies and systems, promote regional integration and attract private sector participation.

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

- ✓ 12 CoE certified and regularly audited, they benefited from diagnostic, advisory, and equipment strengthening actions;
- ✓ 57 Pus benefited from an HR diagnosis;
- ✓ 75% of them (Pus) have a staff training plan thanks to the support of the ANCEE;
- ✓ 25 Pus benefited from support on gender issues;
- ✓ 55,000 men/day of training provided within the Pus (and 9,000 people trained);
- ✓ 60% of training grants allocated to priority themes and targets (energy transition and renewable, smart grids, women's training);
- ✓ 82% of the grants allocated to Pus in transition;
- ✓ Availability of an e-learning platform offering 50 standardized training modules;
- ✓ Sustainable economic model: based on the remunerated resale of specialized expertise on technical, organizational, financial or HR aspects;
- ✓ Setting up support missions in Consulting and Technical Assistance (paid services) carried out with Power utilities;

II. PROGRESS AND ACHIEVEMENTS OF ACTIVITIES

ANCEE 2.0 builds on feedback from the first phase of the project. All implementation activities are organized around four main components, as follows:

1. Strengthening the ANCEE 2.0 training offering
2. Providing a high-quality advisory service
3. Improving the management of ANCEE 2.0
4. ANCEE 2.0 support for priority training

II.1 Component 1 : Strengthening ANCEE's training offering

This component will expand and improve ANCEE by strengthening existing centers of excellence and increasing the number of training centers in the network. Under Component 1, the activities carried out during the period from January 1 to November 30, 2025, are listed below:

N	Component activities	Results achieved	Observations on activity
1.1	Standardize the criteria for obtaining and maintaining Center of Excellence status.	None	Actions planned for 2026
1.2	Improving the performance of centers of excellence	None	Actions planned for 2026
1.3	Strengthen training centers towards CoE classification.	Receipt by the CU of a request from EDM Mozambique to join ANCEE.	Actions planned for 2026
1.4	Deploy and manage an e-learning platform.	Initial contact and presentation of the platform with a service provider for an annual subscription to the e-learning platform.	Prospect other providers with a view to signing up in the first quarter of 26

II.2 Component 2 : Provision of high-quality advice

This component positions ANCEE as an expert partner/advisor to electricity companies on all matters relating to training, consulting, and technical assistance.

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

N	Component activities	Results achieved	Observations on activity
2.1	Supporting companies in improving their human resources function.	Receipt in October 2025 of a request for technical assistance for EDG/Guinea. Terms of reference established pending validation for the launch of the consultation and selection of the consultant.	Have the TOR validated by EDG/Guinea and launch consultation with the CoEs. Actions in progress
2.2	Meeting the complex needs of utilities.	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.	None	Actions planned for 2026

II.3 Component 3 : Improvement of ANCEE management

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

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

N	Component activities	Results achieved	Observations on activity
3.1	Strengthening and establishing the Coordination Unit	Establishment of an APUA/Africsearch contract for a call for applications for recruitment: <ul style="list-style-type: none"> - An ANCEE director. - An expert in communication, IT and media. - An administrative, financial and accounting expert. - Two HR/training expert. 	Process underway Signing of consultant contracts for the three members of the CU in October 2025. Signing of contracts with the administrative, financial, and accounting expert and the HR expert specializing in training, qualifications, and employment in November 2025.2025
3.2	Redefining ANCEE governance framework	Official launch seminar for ANCEE 2.0 on April 14, 2025, first ANCEE 2.0 steering committee meeting on April 15, 2025, followed by an initial follow-up meeting with the AfDB on April 16.	- Training of CU consultants on AfDB procedures from December 3 to 5, 2025. -Holding of the 2nd statutory ANCEE 2.0 steering committee meeting by videoconference on December 9, 2025. - AfDB supervision mission on December 11 and 12, 2025.
3.3	Strengthening communication	Designing the ANCEE 2.0 communication and marketing strategy for the project period. Updating the 2025-2028 training catalog (English version)	Plan for a ANCEE 2.0 subscription on digital platforms dedicated to training by 2026. Update the 2025-2028 training catalog in French.
3.4	Establishment of technical and financial partnerships	Several meetings between the two coordinators within the framework of the APUA/WAPP Partnership	Establish a joint action plan with WAPP for the implementation of training. APUA/CLUB ER partnership to be established in 2026.

			Identify reliable technical and financial partners for the development of ANCEE
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II.4 Component 4 : ANCEE support for priority training

This component aims to provide training grants based on priority criteria, with a focus on gender, climate, and the integration of renewable energies.

Furthermore, the training offered by the centers of excellence must have a significant impact on public services and must contribute significantly to their transformation towards gender, just energy transition, clean and renewable energy and efficiency, integration of renewable energy, ICT, digitalization, big data, data analysis, smart grids, environmental and social impact and management, and the development of PPPs to support infrastructure investment.

II.4.1 Training courses completed as of November 30, 2025

Following the AfDB's new policy of opening training opportunities to all CoEs regardless of the language of training and the geographical location of the CoE.

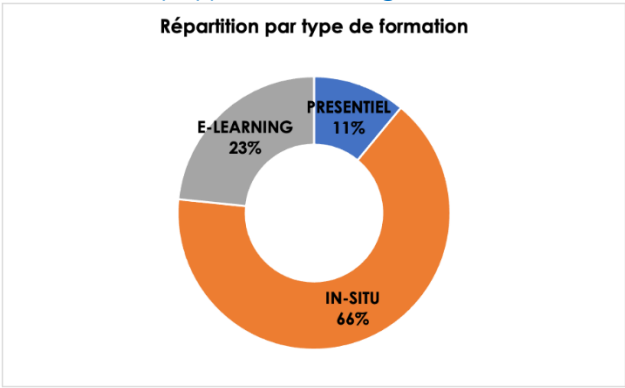
The procedure for processing and assigning training requests is communicated to all CoEs for greater transparency in the management of training processing and assignment.

This procedure has been validated following its review by the APUA Bid Evaluation Committee (COJO).

II.4.2 Analysis of training courses as of November 30, 2025

As of November 30, 2025, ANCEE 2.0 will have trained **727** stakeholders in the electricity sector across four (4) regional zones in (6) countries through (7) power utilities, offering the following types of training:

Figure 1. breakdown of actors by type of training



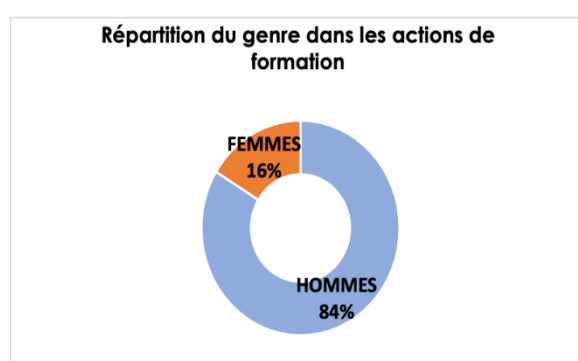
► **80** people trained in person at the CdE, representing **11%** of the total number of people trained

- **477** people trained on-site (at the SdE facilities), representing **66%** of the total number of people trained
- **170** people trained remotely (e-learning), representing **23%** of the total number of people trained

a. Table 5. Electricity sector actors trained in 2025

Year	Face to face (On site on CoE)*	in-situ (utility premises)	E -learning	Number of men trained	Number of women trained	TOTAL
2025 (nov)	80	477	170	609	118	727
%	11%	66%	23%	84%	16%	100%

b. Figure 2. Gender distribution in training activities



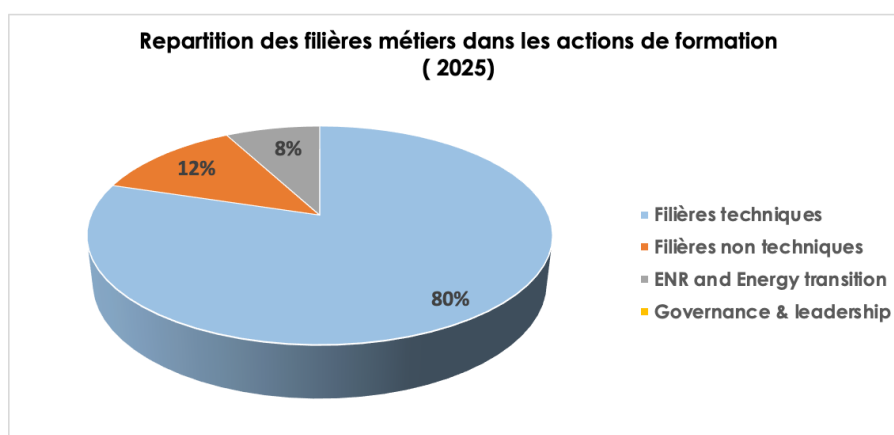
Comment :

The proportion of women trained in the electrical sector as of November 30, 2025, is 16%.

c. Cumulative men-days as of November 30, 2025

The cumulative hours/days over the training period total **4,927** man/days, representing an average training duration of 6.7 days. The target at the end of the project is to record a total of 55,000 men/days.

d. Figure 3. Distribution of occupational fields in training activities



Comment :

Technical sectors, which largely ensure the performance of Pus activities, predominate with 80%. Cross-functional professions account for 12% of achievements, while renewable energies and energy transition represent 8%.

III. ANCEE 2.0 RESULTS FRAMEWORK

III.1 ANCEE 2.0 results framework

RESULT CHAIN AND DESCRIPTION OF INDICATORS	INDICATOR	MEASUREMENT UNIT	BASELINE (2023)	TARGET FOR COMPLETION (2028)	MEANS OF VERIFICATION
OUTCOME STATEMENT 1: Strengthening the training offering					
- 1.1: Training programs improved or developed and rolled out.	0	0%	0	20	ANCEE training database Updated ANCEE catalog
1.2: Countries participating in training interventions or workshops facilitated by ANCEE.	8	20%	27 (ANCEE 1 PCR data)	41	ANCEE training database
1.3: Fragile countries participating in RACEE 2.0 activities	6	33%	8 (ANCEE 1 PCR data)	18	ANCEE training database
1.4: Operational and accessible e-learning platform by December 2025.	0	0%	0	1	Go-live of the e-learning platform Traffic on the platform, including new visitors Update of the ANCEE catalog
OUTCOME STATEMENT 2: Provision of high-quality consulting services (HR, technical, etc.)					
2.1: The human resources departments of electric utilities received consulting services.	0	0%	0	20	RACEE training database APUA annual reports/data
2.2: Women participating in training programs.	118	5%	0	2 500	ANCEE training database APUA annual reports/data
OUTCOME STATEMENT 3: Expand collaboration with the ANCEE partnership					
3.1: Establishing effective	1	33%	0	3	Annual

partnerships.					reports/APUA data
3.2 : ANCEE website is updated appropriately every quarter.	4	20%	0	20	Annual reports/APUA data
OUTCOME STATEMENT 4: ANCEE support for priority training interventions					
4.1 : Men-Training days completed thanks to ANCEE network activities during the project's lifetime.	4 927	9%	0	55 000	Activity Report and RACEE 2025
4.2 : Individuals participating in training events and/or capacity-building workshops as part of ANCEE network activities during the project lifetime.	727	8%	0	9 000	Activity Report and RACEE 2025

IV. PROCUREMENT PERFORMANCE

This section of the report provides information on activities completed or in progress for the year 2025, as planned in the Annual Budgeted Work Plan for that year.

Preamble

As a reminder, the highlights in terms of ANCEE 2.0's procurement of goods and services are as follows:

- 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 and the procurement plan: April 30, 2025
- Date of publication of the General Procurement Notice: May 7, 2025

IV.1 Status of acquisitions at the start of the project

The amount of acquisitions under ANCEE 2.0 totals 2,369,772 CU and breaks down by category as follows:

Designation	Number of contracts	Amount UC	Amount euro
Goods	2	404 959	490 000
Consulting services for firms	7	415 868	503 200
Individual consulting services	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 AWP approved on May 22, 2025

1. **Strengthening the CU:** Recruitment of a communication, IT and media expert, an administrative, financial and accounting expert, two HR/training experts and an ANCEE Director
2. Organization and holding of two steering committees
3. Organization of a ANCEE event (official project launch seminar)
4. Establishment of a pool of HR experts and technical experts
5. Redefinition of the CU's governance and service framework
6. Revision of the criteria for the label of excellence
7. Delivery of 7,000 hours of training per day

IV.3 Implementation of the procurement plan

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

Goods/Services	Status relative to the PPM (On track/behind schedule/significantly delayed)	Contract status	Comments
Activity planned in the 2024 Procurement Plan - ANCEE			
Audit of ANCEE accounts for the 2024 financial year	Significantly delayed	Unsigned contract	<ul style="list-style-type: none"> - NO on the shortlist 06/03/25 - Request for proposals: 06/04/25 - Opening of technical proposals: 07/04/25 - NO on the technical proposal evaluation report: 10/17/25 - Negotiation session - Transmission of the combined report and minutes of negotiations, as well as the draft contract for NO: 10/31/2025 - Bank's opinion on the draft contract on 11/12/25 - Mission scheduled to start on November 24, 2025.
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"> - NO on the shortlist: 06/12/25 - Restricted consultation: 06/16/25 - Opening of bids: 06/30/25 - NO on the shortlist: 06/12/25 - Publication of AO: 06/16/25 - Opening of bids: 06/30/25 - Bank objection to the bid analysis report: 09/16/25 - Revised report sent on 11/12/25 with a request to relaunch the call for bids.

IV.4 Other activities carried out during 2025

Designation	Actions taken
Organization and holding of two steering committees	<ul style="list-style-type: none"> - Preparation and organization of the launch of ANCEE 2.0 from April 14 to 16, 2025, at NOOM Hotel – Abidjan - Selection of service providers (room rental, interpreter, vehicle rental, hostesses) - Preparation and organization of the second steering committee meeting on December 9, 2025 – Selection of service providers
Renewal of the domain name and hosting of the ANCEE website	Payment of the service financed by the AFD. Period covered: Year 2025
Renewal of domain name and hosting of supply/demand application	Payment of the service financed by the AfDB. Reimbursed by APUA Period covered: May - Dec 2025
Recruitment of an ANCEE Director, communications, IT and media expert, administrative, financial and accounting expert, and two HR/training experts	Support for the publication of calls for applications (Fraternité Matin, DgMarket, and APUA/ANCEE websites) in May 2025
Delivery of 7,000 hours of training per day	Facilitation of the selection process for centers of excellence according to the new selection criteria. The training allocation committees met on the following dates: May 2, 15, and 30, July 17, August 27, and October 30, 2025.
Update of the ANCEE archiving software	Payment of the supplementary benefit financed by APUA
Participation in the 21st APUA Congress from September 27 to October 2, 2025	Participation in the 21st APUA Congress. Selection of a consultant for the image design of the ANCEE 2.0 catalog and creation of two kakemonos.
Establishment of a pool of HR experts	No action taken
Redefining the governance and service framework of the CU	Job descriptions for the call for applications established, updated procedures manual awaiting comments from the AfDB
Revision of the criteria for labeling excellence	Waiting for consultant selection

V. ANCEE 2.0 FINANCIAL PERFORMANCE

V.1 Commitments as of November 30, 2025

N	Commitments made	Amount in Euros	Observations
1	Addendum to the contract under RACEE 2.0 / CME training ENERCA	18 807	
2	Order letter ESCOM	145 474	
3	Order letter EGENCO	51 573	
4	Order letter ZESA	51 432	
5	Order letter EEC	51 987	
6	Order letter CEB	11 700	
7	Order letter UEGCL	46 658	
8	Order letter KENGEN	69 816	
9	CU Consultant Fees (11 months in arrears)	154 165	
10	Management and maintenance of the 2025 RACEE database	915	
11	Order 2nd steerco (translation service)	610	
TOTAL		603 137	

V.2 Invoices pending as of November 30, 2025

N	Pending invoices	Amount in Euros	Observations
1	1st invoice N 097/CME ENERCA+ training reimbursement of trainers' tickets	18 807	
2	Total invoice /KGRTC EEC training	54 355	
3	1st invoice N 3192/KGRTC ESCOM training	16 145	
4	Total invoice /EEHC EEC training	3 810	
5	Total invoice /NAPTIN EEC training	33 690	
6	1st invoice /NAPTIN ESCOM training	2 180	
7	Invoice / CFPK CEB training	7 000	
8	Invoice / VRA EEC training	6 000	
9	Gestion et maintenance de la base de données 2025 RACEE	915	
10	BC 2 ^{ème} copil décembre 2025(service de traduction)	610	
TOTAL		143 512	

V.3 CU consultants fees as of November 30, 2025

N	Fees	Amount in Euros	Observations
1	ANCEE CU Consultant	154 165	11 months of arrears

V.4 Status of disbursements as of November 30, 2025

V.4.1 **Table 6** below shows the budget execution rate, AfDB financing for the period from January 1 to November 30, 2025 (in euros) – Phase A2.

Code	Components	AfDB Total Budget	FORECASTS (1 capital call - June 13, 2025)	Achievements As of November 30, 25	Difference between total budget and actual expenditure	Achievement rate/overall budget (%)
C.1	Strengthening ANCEE's training offering	1 365 000	5 000	0	1 365 000	0
C.2	Provision of high-quality advice	237 200	0	0	237 200	0
C.3	ANCEE Coordination	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
ALEAS		330 777	59 128	0	330 777	0
TOTAL		8 600 190	1 537 327	0	8 600 190	0
OPERATION		5 217 190	1 478 199	0	5 217 190	0
OTHER OPERATIONS		184 800	0	0	184 800	0
SERVICES		2 377 423	0	0	2 377 423	0
GOODS		490 000	0	0	490 000	0
ALEAS		330 777	59 128	0	330 777	0

V.4.2 APUA disbursement as of November 30, 2025

As of November 30, APUA had disbursed **€ 71, 988** to cover Africsearch's fees for recruiting the CU reinforcement team, communication costs (internet, landline, cell phone allowance) at the APUA office, communication support costs (kakemono visual), office supplies and furnishings, health insurance, ANCEE 2.0 launch costs, and the costs of the three CU consultants participating in the 21st APUA Congress held in Egypt from September 26 to October 3, 2025.

VI. BUDGETED WORK PLAN FOR 2026

VI. BUDGETED WORK PLAN FOR 2026

VI.1 PRESENTATION OF 2026-AFDB BUDGET

The update of the AWBP 2026 is based on realistic forecasts for the implementation of activities, taking into account the deadline for committing operations set at December 31, 2026.

The AWPB 26 provides for commitments of around **€ 1,946,635** from AfDB resources, a commitment from APUA of **€ 152,464**, and a contribution from the Pus for training activities of around **€ 600,257**.

The main activities are listed below:

- Organization of three ANCEE events
- Redesign of the website
- Launch of HR diagnostics and training plan for 12 Pus
- Online and in-person meeting of the HR network to be set up
- Support from external consultants for 4 Pus on gender issues
- Consolidation and update of the ANCEE 2.0 training catalog
- Launch of the diagnostic operation for 8 out of 10 CoEs
- Launch of the diagnostic operation for 5 non-certified centers to be identified
- Drafting of CDC and launch of consultation for the development of an e-learning platform for CoEs
- Delivery of 11,000 hours/day of training
- Paid services: initiation of support actions for Puss with a target of 5 specialized support programs.

And throughout the year, updating the trainer pool, managing the website, updating the training catalog, developing partnerships, managing the HR network, holding steering committee meetings, and designing and deploying a training platform.

The figures for the 2026 budget are shown in the two tables below:

- [Table 7. 2026 budget by funding source](#)

PTBA 2026 par Source de Financement et par Catégorie de Dépenses	Sources de financement			
Catégorie de dépenses	BAD	ASEA	SdEs	TOTAL
Fonctionnement (F)	822 030	-	577 170	1 399 200
- Formation	822 030	-	577 170	1 399 200
Autres fonctionnements (M)	107 100	31 800	-	138 900
Services (S)	932 635	111 600	-	1 044 235
- dont Frais de personnel	479 235	111 600	-	590 835
Biens(B)	10 000	3 200	-	13 200
Sous Total	1 871 765	146 600	577 170	2 595 535
Imprévus (I)	74 871	5 864	23 087	103 821
Total Budget 2026	1 946 635	152 464	600 257	2 699 356

- [Table 8. 2026 budget by component](#)

PTBA 2026 / Composantes	BAD/2026	ASEA/2026	SdEs/2026	Total 2026
Composante 1	385 800	-	-	385 800
Composante 2	108 600	-	-	108 600
Composante 3	555 335	146 600	-	701 935
Composante 4	822 030	-	577 170	1 399 200
Sous total	1 871 765	146 600	577 170	2 595 535
Imprévus	74 871	5 864	23 087	103 821
Total Budget 2026	1 946 635	152 464	600 257	2 699 356

NB: The detailed table for the 2026 AWBP is included in the appendix to this report.

VII. ANCEE 2.0 PERFORMANCE OF STAKEHOLDERS

VII.1 Difficulties encountered during the period of activities

ANCEE is an indispensable continental tool for strengthening the capacities of stakeholders in the electricity sector in Africa. Phase 1 of the project generated interest in Pus and CoEs, and this momentum must be maintained by drawing on the lessons learned from Phase 1.

Furthermore, following the official launch of Phase 2 of the ANCEE project in April 2025, it is clear that there are issues among stakeholders that could hinder the project's momentum in achieving its objectives.

For the CoE

- Delays in some CoEs signing the framework agreements that enable the training courses to be implemented.
- Delays in some CoEs scheduling the training courses.

For the Pus

- Slow and delayed internal procedures within Pus to validate training proposals, resulting in long response times.
- Budget constraints dedicated to training.
- Changes in training methods (no longer on-site) and the number of modules to be retained after assignment.

For CU

- Difficulties in identifying criteria for evaluating and assigning training courses that ensure a balance between CoEs in the assignment of modules and cumulative revenue
- The Commission for Opening and Judging Training Offers will propose a template of criteria for the Technical Evaluation of Vocational Training Offers to be discussed at a steering committee meeting.

For AFDB

- Delays in the availability of funds

CONCLUSION


The completion of the recruitment process for the CU team and the training program planned by the AfDB for the expanded team will stabilize the team and enable it to focus on its tasks.

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

The CU's participation in regional and international thematic events on sector concerns will promote the development of partnerships.

In addition, subscribing to thematic and online learning platforms will enable the network to introduce new training modules.

Finally, strengthening communication and diversifying its tools will make it possible to reach a greater number of actors and companies in the sector.


Abel Didier TELLA Director General, APUA

APPENDICES

1. Summary of training request processing as of November 30, 2025

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 NJ	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-				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	-	-	-	-		-	-	-	-
91	91	10	5	TOTAL		39	245				1 430	250 870	261 410	145 474
ZESCO				KGRTC	8	2	30			N 11/11 BIS	200	15 700	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	-	-						-	-
EGENCO				EAL	2	2	20			N 14/14 BIS	50	3 795	3 925	2 498
				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
NAWEC				GTC/KENGEN	5	-	-						-	-
				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
ZESA				EAL	1	-	-						-	-
				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
100	50	10	5	TOTAL	32	191					1 140	97 522	102 131	51 432
EDG				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	14 000	14 700	7 000
				CSTE-ONEE	5	1	4				20	4 400	4 620	2 200
				SONELGAZ-SERVICES	5	4	56				224	38 466	40 389	19 233
				CME-CIE	5	0	0				-	-	-	-
6	6	10	4	TOTAL	6	80					344	56 866	59 709	28 433
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	26 250	12 500
				NAPTIN	20	13	139				695	58 480	61 404	29 240
				EEHC	1	1	10				50	4 450	4 673	2 225
				VRA ACADEMY	5	3	65				325	10 500	11 025	5 250
26	26	10	4	TOTAL	22	208					1 495	98 430	103 352	49 215
KENGEN				KGRTC	17	7	140				700	35 000	35 950	25 500
				NAPTIN	17	9	180				1 000	36 900	37 727	28 630
				KGTC	6	5	100				1 000	21 406	21 978	15 686
78	26	10	4	TOTAL	21	420					2 700	93 306	95 655	69 816
SEHC				EEHC	21	21	150				734	83 260	87 286	42 998
31	21		1	TOTAL	21	150					734	83 260	87 286	42 998
ARE-BENIN				CFPK-STEG	2	15					75	9 500	9 785	6 650
				CSTE-ONEE	10	55					142	26 980	28 329	13 490
				SONELGAZ-SERVICES	3	16					85	28 220	29 631	14 110
17	15	10	3	TOTAL	15	86					302	64 700	67 745	34 250
572	458				-	342	3 390	457	261	-	17 548	1 678 405	1 745 858	1 003 893
13% 8% 60%														

2. Summary of results of applications validated by the COJO as of November 30, 2025

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	NBRE h/J	MONTANT DU CONTRAT DE FORMATION AVEC LES CDE	MONTANT DU CONTRAT DE FORMATION AVEC LA SDE	SUBVENTION RACEE
NIGELEC	32	10	4	CFPK-STEG	21	14	225			1 150	58 500	60 045	43 050
				CME-CIE	18	4	80			400	12 000	12 360	8 400
				CSTE-ONEE	4	5	53			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	2	24			120	7 000	11 440	7 000
				CSTE-ONEE	19	2	25			85	9 350	13 430	9 350
				SONELGAZ-SERVICES	17	2	30			150	9 245	13 685	9 245
				CME-CIE	6	0				-	-	-	-
19	19	10	4	TOTAL		6	79	-	-	355	25 595	38 555	25 595
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	-	-			-	-	-	-
91	91	10	5	TOTAL		39	245			1 430	250 870	261 410	145 474
ZESCO				KGRTC	8	2	30			15 000	15 750	7 500	
				NAPTIN	2	2	20			100	8 900	9 345	4 450
				EEHC	2	-						-	
				VRA ACADEMY	8	2	30			250	10 500	10 885	6 650
				GTC/KENGEN	1	-						-	
				EAL	2	2	20			50	3 795	3 925	2 498
9	9	10	6	TOTAL		6	100			600	38 195	39 905	21 098
EGENCO				KGRTC	21	10	15			75	20 025	21 026	10 013
				NAPTIN	2	1	4			20	4 080	4 284	2 040
				EEHC	2	-						-	
				VRA ACADEMY	20	10	30			300	57 000	58 748	39 520
				GTC/KENGEN	5	-						-	
26	26	10	5	TOTAL		21	49			395	81 105	84 058	51 573
NAWEC				KGRTC	28	3	15	11	4	75	15 000	15 450	10 500
				NAPTIN	19	2	7	6	1	35	4 450	4 584	3 115
				EEHC	18	1	4	3	1	20	6 000	6 180	4 200
				VRA ACADEMY	22	5	18	11	7	90	15 500	15 865	11 850
				EAL	1	-						-	
48	48	10	5	TOTAL		11	44	31	13	220	40 950	42 079	29 665
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
100	50	10	5	TOTAL		32	191			1 140	97 522	102 131	51 432
EDG				CFPK-STEG	13	11	110	62	48	540	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		16	284	154	130	1 210	103 856	107 598	66 436
EDM				KGRTC									
				NAPTIN									
				EEHC									
				VRA ACADEMY									
17	17	10	4	TOTAL		-	-			-	-	-	-
TCN				KGRTC	12	1	10	6	4	50	4 000	4 040	3 600
				NAPTIN	12	2	30	21	9	150	5 250	5 373	4 025
				EEHC	12	-	-						
				VRA ACADEMY	8								
12	12	10	4	TOTAL		3	40	27	13	200	9 250	9 413	7 625
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	2	60			400	12 000	12 600	6 000
6	6	10	4	TOTAL		4	84			520	23 400	24 570	11 700
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	26 250	12 500
				NAPTIN	20	13	139			695	58 480	61 404	29 240
				EEHC	1	1	10			50	4 450	4 673	2 225
				VRA ACADEMY	5	3	65			325	10 500	11 025	5 250
26	26	10	4	TOTAL		22	299			1 495	98 430	103 352	49 215
KENGEN				KGRTC	17	7	140			700	35 000	35 950	25 500
				NAPTIN	17	9	180			1 000	36 900	37 727	28 630
				KGTC	5	5	100			1 000	21 406	21 978	15 686
				EEHC	6	-							
				VRA ACADEMY	6	-							
78	26	10	4	TOTAL		21	429			2 790	93 306	95 655	69 816
SEHC				EEHC	10	10	72			360	45 000		45 000
31	21		1	TOTAL		10	72			360	45 000		45 000
ARE-BENIN				CFPK-STEG	2	15				75	9 500	9 785	6 650
				CSTE-ONEE	10	55				142	26 980	28 329	13 490
				SONELGAZ-SERVICES	3	16				85	28 220	29 631	14 110
17	17	10		TOTAL		15	86			302	64 700	67 745	34 250
572	443			TOTAL		273	2 615	285	172	13 852	1 215 444	1 228 210	772 339

3. Detailed 2026 budget by funding source

PTBA BAD 2026 of ANCEE 2.0/ Phase 2A		Budget total RACEE 2.0	Budget phase (2A)	Budget BAD	BUDGET 2026 (Phase 2A)							
COMPOSANTES PROJET	C a t é g o r i e	TOTAL (2A+2B)	TOTAL Phase (2A)	TOTAL BAD	PTBA 2026 BAD (2A)	PTBA 2026 ASEA (2A)	PTBA 2026 SdEs (2A)	PTBA 2026 global (2A)	1er Appel de Fonds BAD introduit le 7 novembre 25	Décaissement BAD au 30/11/2025	Décaissement BAD année 2026	Solde BAD au 31/12/26 par rapport au PTBA 25/26 combiné
C.1 : Renforcement de l'offre de formation du RACEE/Strengthening of the ANCEE Training Offer		2 972 800	1 672 800	1 365 000	385 800	-	-	385 800	5 000	-	-	385 800
C.1.1 : Label CdE RACEE / ANCEE CoE Label		8 200	8 200	8 200	8 200	-	-	8 200	-	-	-	8 200
C.1.1.1 : Updating / consolidation of the criteria of Excellence / awarding of the label to the selected CoEs		8 200	8 200	8 200	8 200	-	-	8 200	-	-	-	8 200
TdR de l'étude sur les critères d'Excellence (rédigée par UCP avec appui AMO)												
1.1.1.1 Selection of a consultant for the study on the criteria of excellence (consultation of CoEs) - External expert in training engineering/label award to selected CoEs	S	8 200	8 200	8 200	8 200			8 200	-	-	-	8 200
C.1.1.2 : Attribution du label aux centres retenus (remise ANCEE membership)		-	-	-	-	-	-	-	-	-	-	-
C.1.2 : Renforcement des CdE / Strengthening the CoEs		1 887 000	1 087 000	779 200	134 400	-	-	134 400	-	-	-	134 400
C.1.2.1 : Diagnostic des CdE / CoEs diagnostic		168 000	168 000	168 000	134 400	-	-	134 400	-	-	-	134 400
1.2.1.1 selection of a consultant for the diagnosis of the 10 CdEs (12 days of external expertise per CdE) in 2nd year,	S	168 000	168 000	168 000	134 400			134 400	-	-	-	134 400
C.1.2.2 : Renforcement des CdE / Stenithening the CoEs and CdF		1 719 000	919 000	611 200	-	-	-	-	-	-	-	-
1.2.2.1 Acquisition of equipment for 3 CoEs identified during the diagnostics (3 CoEs) from the 3rd year (20%, 60%, 20%) with 20% CoE's contribution	B	1 400 000	600 000	480 000								
1.2.2.2 Advisory assistance to 4+6 CoEs (on pedagogical aspects, capacity building, improvement/design of curricula, improvement/design of e-learning) at the rate of 25 days of intervention per CoE - external/internal expertise (3 CoE year 3, 1 CoE year 5), and 6 CoE year 4 by Power africa	S	319 000	319 000	131 200								
C.1.3 : Renforcement des centres de formation non labélisés / Strengthening of non-labelled training centres		796 200	446 200	446 200	150 000	-	-	150 000	-	-	-	150 000
C.1.3.1 : Diagnostic des centres non labélisés/Diagnosis of non-certified centers		82 400	82 400	82 400	-	-	-	-	-	-	-	-
1.3.1.1 selection of expert for the diagnosis of 5 non-labeled CdFs (12 days of expertise/CdF),	S/UC	82 400	82 400	82 400								
C.1.3.2 : Reinforcement of training centers with a view to CoE labeling		63 800	63 800	63 800	-	-	-	-	-	-	-	-
1.3.2.1 Acquisition of equipment for diagnosed CdFs (5 CdFs)	B	-										
1.3.2.2 Consulting assistance in training engineering on pedagogical aspects (capacity building, improvement/design of curricula, improvement/design of e-learning)-25 days of intervention/CdF for 2 CdF,	S	63 800	63 800	63 800								
C.1.3.3: Two feasibility studies for Pus	S	650 000	300 000	300 000	150 000	-	-	150 000	-	-	-	150 000
C.1.4 : développement de l'offre de formation à distance/Development on line training offer		281 400	131 400	131 400	93 200	-	-	93 200	5 000	-	-	93 200
C.1.4.1: Design, consolidation and updating of the catalog (first year)	S	9 000	9 000	9 000	3 000	-	-	3 000	-	-	-	3 000
Standardisation / finalisation des fiches de formation RACEE / Edition électronique du catalogue des formations												
C.1.4.2: Deployment and animation of an e-learning platform		72 400	72 400	72 400	40 200	-	-	40 200	5 000	-	-	40 200
Recensement et sélection des offres e-learning existantes des SdE et CdE (par l'UCP)												
1.4.2.1: Deployment and animation of an e-learning platform/abonnement	F	25 000	25 000	25 000	5 000			5 000	5 000	-	-	5 000
1.4.2.2 Design & maintenance of the e-learning platform year 2,3 & 4)	S	47 400	47 400	47 400	35 200			35 200	-	-	-	35 200
C.1.4.3: Development of innovative training modules		200 000	50 000	50 000	50 000	-	-	50 000	-	-	-	50 000
1.4.3.1 Development of modules with input from CoEs, external training organizations and input from training engineering experts/1 workshop year 2	S	200 000	50 000	50 000	50 000			50 000	-	-	-	50 000

4.

COMPOSANTES PROJET	C a t é g o r i e	TOTAL (2A+2B)	TOTAL Phase (2A)	TOTAL BAD	PTBA 2026 BAD (2A)	PTBA 2026 ASEA (2A)	PTBA 2026 SdEs (2A)	PTBA 2026 global (2A)	1er Appel de Fonds BAD introduit le 7 novembre 25	Décaissement BAD au 30/11/2025	Décaissement BAD année 2026	Solde BAD au 31/12/26 par rapport au PTBA 25/26 combiné
C.2 : Fourniture d'un service de conseil de qualité (en RH) / Provision of a quality Advisory Service		1 122 000	472 400	237 200	108 600	-	-	108 600	43 000	-	-	108 600
C.2.1 : Conseil en développement des ressources humaines des SdE / Human Resources development consulting		453 000	-	-	-	-	-	-	-	-	-	-
C.2.1.1: Collective HR support - management of the HR network of SdEs (remotely)		151 000	-	-	-	-	-	-	-	-	-	-
2.1.1.1 Consultant for support to UCP on setting up the HR network (TDR, operation, subjects, facilitation techniques, etc.)	S	5 000	-	-								
2.1.1.2 Meetings of the HR network (remote / animation of UCP and external experts 2 days a year) - 1 trainers workshop for the ANCEE pool	F	32 000	-	-								
2.1.1.3 Two face-to-face meetings of the HR network as part of annual events (on the themes of GPEC, post evaluation, TNA, etc.)	F	114 000	-	-								
C.2.1.2: HR diagnosis of PU		302 000	-	-	-	-	-	-	-	-	-	-
2.1.2.1 HR diagnosis of 57 SdE (Mobilization of UCP expertise - travel), 12 in year 2 and 15 from year 3, TNA, increase in training volume	F	302 000	-	-								
2.1.2.2 recours à une convention logistique (7%)		-										
C.2.2 : Appui spécialisé aux ressources humaines des SdE / Human Resources specialised support/cycle management		80 000	-	-	-	-	-	-	-	-	-	-
C.2.2.1: Specialized support for SdEs in HR (excluding the question of Gender) - Paid Service (external expertise at start-up, UCP thereafter)		-	-									
TDR / Communication sur le service (notamment lors des diagnostics)		-		-								
Expertise externe au démarrage - mobilisation du contrat cadre RH - suivi par UCP (rapport)		-		-								
Service progressivement internalisé UCP		-		-								
C.2.2.1: Management cycles		80 000	-	-	-	-	-	-	-	-	-	-
TDR / Communication sur le service (notamment lors des diagnostics)												
Intermédiation entre les SdE et contrat cadre RH et suivi (rapport)												
2.2.1.1 selection of external consultant for the development of an action program (e-learning, tutored online training, face-to-face training, meetings between peers, etc.)	S	10 000	-	-								
2.2.1.2 Animation/5 days of expertise per year and grouping in face-to-face management cycle - External expertise/	F	60 000	-	-								
2.2.1.3 Selection of a consultant for the impact study in Year 5	S	10 000	-	-								
C.2.3 : Gestion et développement des capacités axées sur le genre (cycle de formation) / Management and Gender Focused capacity development		504 000	387 400	152 200	98 600	-	-	98 600	43 000	-	-	98 600
C.2.3.1 Specialized support for HR organizations on the issue of gender		419 000	302 400	67 200	33 600	-	-	33 600	-	-	-	33 600
2.3.1.1 Selection of external experts to support 4 PUs on Gender issue in year 2 by AfDB, 7 in year 3 and year 4 by Power Africa	S	419 000	302 400	67 200	33 600			33 600				33 600
C.2.3.2: Gender cycles		85 000	85 000	85 000	65 000	-	-	65 000	43 000	-	-	65 000
2.3.2.1 consultant selection for the development of an action program (e learning, tutored online training, face-to-face training, meetings between peers, etc.)	S	10 000	10 000	10 000	10 000			10 000				10 000
2.3.2.2 Facilitation/5 days of expertise per year and face-to-face gender cycle grouping - External expertise	F	65 000	65 000	65 000	55 000			55 000	43 000			55 000
2.3.2.3 selection consultant impact study in Year 5,	S	10 000	10 000	10 000								
C.2.4 : Renforcement des capacités en matière de changement climatique / climate change capacity development		85 000	85 000	85 000	10 000	-	-	10 000	-	-	-	10 000
2.4.1 consultant selection for the development of an action program (e learning, tutored online training, face-to-face training, meetings between peers, etc.)	S	10 000	10 000	10 000	10 000			10 000	-	-		10 000
2.4.2 Animation/5 days of expertise per year and a face-to-face meeting on climate change - External expertise	F	65 000	65 000	65 000	-							-
2.4.3 selection consultant impact study in Year 5,	S	10 000	10 000	10 000								

PTBA BAD 2026 of ANCEE 2.0/ Phase 2A		Budget total RACEE 2.0	Budget phase (2A)	Budget BAD	BUDGET 2026 (Phase 2A)							
COMPOSANTES PROJET	Catégorie	TOTAL (2A+2B)	TOTAL Phase (2A)	TOTAL BAD	PTBA 2026 BAD (2A)	PTBA 2026 ASEA (2A)	PTBA 2026 SdEs (2A)	PTBA 2026 global (2A)	1er Appel de Fonds BAD introduit le 7 novembre 25	Décaissement BAD au 30/11/2025	Décaissement BAD année 2026	Solde BAD au 31/12/26 par rapport au PTBA 25/26 combiné
C.3 : Amélioration de la gestion du RACEE (opérationnalisation et animation du réseau) / Improving the management of ANCEE		3 130 309	2 756 109	1 450 023	555 335	146 600	-	701 935	340 794	-	-	555 335
C.3.0 : Contribution to the operation of the PCU		827 830	827 830	10 000	10 000	35 000	-	45 000	-	-	-	10 000
3.0.1 selection of an agency for the recruitment of PCU members	F	48 000	48 000	-		10 000		10 000				
3.0.2 Rental of offices (furnished, equipped and connected) and charges (electricity/water)	F	259 000	259 000	-		10 000		10 000				
3.0.3 Health insurance for PCU consultants	F	31 000	31 000	-		4 800		4 800				
3.0.4 Miscellaneous costs (publication, DHL, printing, etc.)	F	47 000	47 000	-		7 000		7 000				
3.0.5 PCU team office equipment	B	17 200	17 200	-		3 200		3 200				
3.0.6 Accounting Progiciel acquisition	B	10 000	10 000	10 000	10 000			10 000	-	-		10 000
3.0.7 APUA's Technical (non financial) contribution to the operation of the PCU	F	415 630	415 630									
C.3.1 : Mise en place de l'équipe / Setting up the team		1 811 479	1 769 479	1 305 223	479 235	111 600	-	590 835	323 694	-	-	479 235
C.3.1.1 : Strengthening the capacities of the PCU		42 000	-	-	-	-	-	-	-	-	-	-
3.1.1.2 Support to the PCU at the start of the project and during the project	F	42 000	-	-	-	-	-	-	-	-	-	-
C.3.1.2 : PCU staff	F	1 769 479	1 769 479	1 305 223	479 235	111 600	-	590 835	323 694	-	-	479 235
3.1.2.1 ANCEE Director	F	430 040	430 040	430 040	172 016			172 016	129 006	-		172 016
3.1.2.2 Financial and Administrative Manager (4 months of year 1)	F	232 128	232 128	232 128	71 424			71 424	35 712	-		71 424
3.1.2.3 Communication specialist (4 months of year 1)	F	232 128	232 128	-	-	58 032		58 032	-	-		-
3.1.2.4 Sales and marketing specialist	F	244 220	244 220	244 220	97 688			97 688	73 260	-		97 688
3.1.2.5 Procurement specialist	F	166 707	166 707	166 707	66 683			66 683	50 004	-		66 683
3.1.2.6 Specialist 1 in HR (training engineering)	F	232 128	232 128	-	-	53 568		53 568	-	-		-
3.1.2.7 Specialist 2 in HR (Employment-qualifications)	F	232 128	232 128	232 128	71 424			71 424	35 712	-		71 424
C.3.2 : Redéfinition du cadre de gouvernance du RACEE / Redefinition of the ANCEE governance framework		252 000	122 800	122 800	54 100	-	-	54 100	17 100	-	-	54 100
C.3.2.2 : Semi-annual steering committee		157 000	62 800	62 800	47 100	-	-	47 100	17 100	-	-	47 100
3.2.2.1 Organization of the steering committee (2 steerco on 2024) in ANCEE headquarters and CoE alternatively)	F	157 000	62 800	62 800	47 100			47 100	17 100	-		47 100
3.2.2.2 Frais divers (publication, DHL, impression, ...)	F	-	-	-	-			-	-	-		-
C.3.2.3 : Mid-term evaluation of ANCEE 2.0	S	25 000	25 000	25 000	-	-	-	-	-	-	-	-
C.3.2.4 : Final evaluation of ANCEE 2.0	S	35 000	-	-	-	-	-	-	-	-	-	-
C.3.2.5 : Annual financial and accounting audit of the project (including procurement)	S	35 000	35 000	35 000	7 000	-	-	7 000	-	-	-	7 000
C.3.3 : Développement de la notoriété et de l'image du RACEE / Development of awareness and image of ANCEE		215 000	12 000	12 000	12 000	-	-	12 000	-	-	-	12 000
C.3.3.1 : Communication and website		95 000	12 000	12 000	12 000	-	-	12 000	-	-	-	12 000
Stratégie de communication		-	-	-	-			-	-	-		-
3.3.1.1 Design and update (year 1) of communication tools (flyers, brochures, institutional publications, spots, etc.)	S	66 000	12 000	12 000	12 000			12 000	-	-		12 000
3.3.1.2 Technical development of the website / maintenance and hosting	S	29 000	-	-	-			-	-	-		-
C.3.3.2 : Annual ANCEE training workshops		120 000	-	-	-	-	-	-	-	-	-	-
3.3.2.1 Hold training sessions for trainers (organization of training workshops for trainers of CdF of SdE)	F	120 000	-	-	-			-	-	-		-
3.5.2.2 Logistique par le contrat cadre		-	-	-	-			-	-	-		-
C.3.4 : Engagement de partenariat technique et financier / Engage in technical and financial partnerships		24 000	24 000	-	-	-	-	-	-	-	-	-
3.6.1 Contribution RACEE à des actions communes avec les organisations internationales et regroupements régionaux (Déplacements dans le cadre des partenariats institutions régionales, partenaires au développement, partenaires financiers, secteur privé, secteur académique...)/organisation en commun d'un événement régional à développer avec un power pool)	F	-	-	-	-			-	-	-		-
3.5.2 Logistique par le contrat cadre		-	-	-	-			-	-	-		-
3.5.3 Contribution du RACEE à des actions communes (un événement régional à développer avec un power pool par an)		-	-	-	-			-	-	-		-
3.4.1 joint actions to be held in partnership with regional organizations, one action by Power Africa and the second supported by APUA	F	24 000	24 000	-	-			-	-	-		-

		Montants en Euro										
PTBA BAD 2026 of ANCEE 2.0/ Phase 2A		Budget total RACEE 2.0	Budget phase (2A)	Budget BAD	BUDGET 2026 (Phase 2A)							
COMPOSANTES PROJET	C a t é r i o e	TOTAL (2A+2B)	TOTAL Phase (2A)	TOTAL BAD	PTBA 2026 BAD (2A)	PTBA 2026 ASEA (2A)	PTBA 2026 SdEs (2A)	PTBA 2026 global (2A)	1er Appel de Fonds BAD introduit le 7 novembre 25	Décaissement BAD au 30/11/2025	Décaissement BAD année 2026	Solde BAD au 31/12/26 par rapport au PTBA 25/26 combiné
C.4 : Appui du RACEE à la formation prioritaire / ANCEE support towards prioritised training		11 660 000	9 328 000	5 217 190	822 030	-	577 170	1 399 200	342 512,50	-	-	822 030
C.4.1 : Mise en œuvre mécanisme octroi de subventions et contribution des SdEs / : Implement a grant-making mechanism and PUs contribution		11 660 000	9 328 000	5 217 190	822 030	-	577 170	1 399 200	342 512,50	-	-	822 030
C.4.1.1 implementation of the capacity building grant mechanism during the first 4 years	F	6 028 220	5 217 190	5 217 190	822 030			822 030	342 512,50	-		822 030
C.4.1.2 implementation of the capacity building Power utilities contribution during the period		5 631 780	4 110 810	-			577 170	577 170				
C.4.2 : Intermédiation, traitement et suivi des demandes de formation / : Intermediation, processing and follow-up of training requests > PCU		-	-	-	-	-	-	-	-	-	-	-
Intermédiation administrative												
Intermédiation pédagogique. Identification des formateurs si besoin (via vivier ou contrat cadre métier/ingénierie de formation - marché 11)												
Intermédiation logistique des déplacements internationaux (formateurs et participants) avec le contrat cadre logistique												
Rapport de formation, suivi, indicateurs												
Sous-total		18 885 109	14 229 309	8 269 413	1 871 765	146 600	577 170	2 595 535	731 306,50	-	-	1 871 765
Imprévus	4,0%	755 404	569 172	330 777	74 871	5 864	23 087	103 821	17 206,84	-		74 871
TOTAL		19 640 513	14 798 481	8 600 190	1 946 635	152 464	600 257	2 699 356	748 513,34	-	-	1 946 635