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HUMAN AND INSTITUTIONAL CAPACITY BUILDING

A.   Objectives

Providing Africa with human resources and skills needed for smooth development of the ICT sector, taking on board gender issues and focusing on youth training.

B.   Expected Results

1. Capacity building for policy-makers for ICT development in Africa.

2. Designing and implementing a joint human resource development strategy for the African ICT sector.

3. Facilitating reform programme implementation, as well as proposed strategies for ICT sectors in Africa.

4. Increased use of African expertise through genuine cooperation between countries.

5. Increased access to relevant ICT training resources for all stakeholders in the African ICT sector, with a specific attention to digital broadcasting needs.

6. Priority use of national, sub-regional and regional training institutions.

7. Promotion of technical cooperation between ICT training institutions to build their capacity and increase their resources .

8. Interconnection of research and training institutions to develop joint programmes.

9. Increased access of people to available knowledge in Africa namely by facilitating capacity building programmes for end-users.

10. Development of Africa's knowledge economy through blossoming of young leaders and well-trained professionals.

11. Establishment of information exchange and sharing fora between various interest groups in the African ICT sector, particularly young ,women and disadvantaged people.

12. Empowerment of legal means in order to combat cyber criminality

C.   Participants

1. ITU Member States: African countries.

2. Regional and/or international organizations: ATU, African Union, UNECA, ITU, UNESCO, NEPAD e-Africa Commission.

3. Other stakeholders: Regional Economic Communities (ECOWAS, COMESA, CEN-SAD, SADC, ECCAS, UMA, IGAD, WAEMU, CEMAC),African Regulator Associations (WATRA/ARTAO, TRASA,ARTAC, ARICEA, ARN), research and training institutions, legal institutions.

D.   Linkages with the ITU-D Action Plan and the WSIS Action Plan

Corresponding BDT Programmes	Corresponding WSIS Activities and Action Lines
♦ Regulatory Reform ♦ Capacity Building ♦ Special Programme for Least Developed Countries ♦ Partnership and Promotion	♦ C2 : Access to information and knowledge ♦ C4 : Capacity Building ♦ C6 : Enabling Environment ♦ C11 : International and Regional Cooperation

E.   Implementation Plan

Phase 1: Preliminary Phase – April - December 2006

Tasks
1.1   Inventory and assessment of Africa's available ICT training resources and of African skills and building of a database
1.2   Identification of Africa's ICT training and capacity needs with regard to the various interest groups
1.3   Audit of Africa's centres of excellence and identification of unmet training needs

Phase 2: Implementation Phase – January 2007 - December 2009

	Tasks
2.1	Strengthening and extension of the continent's network of centres of excellence in order to meet the needs of underserved areas
2.2	Harmonization of ICT training curricula for mutual recognition of certificates and degrees awarded
2.3	Expansion of available training packages through interconnection of all ICT training centres in Africa
2.4	Development and implementation of a capacity building strategy for Africa by tapping the opportunities provided by ICTs
2.5	Support to research and training institution interconnection projects as well as school interconnection projects
2.6	Development and implementation of a cooperation mechanism to build the capacity of policy-makers and regulators
2.7	Financial resource mobilization aimed at providing Africa with the necessary skills for ICT development

Phase 3: Operation Phase – January 2008 - December 2009

	Tasks
3.1	Development of training packages for the players in the African ICT sector by tapping the opportunities provided by ICTs
3.2	Building the capacity of the players in the African ICT sector by primarily tapping the available resources on the continent
3.3	Updating and making the most of the database of African ICT expertise
3.4	Development and implementation of policies to provide ICT access and training to women and young people

Phase 4: Evaluation Phase – July 2009 - December 2009

	Tasks
4.1	Updating capacity and skill needs (including clearly identifying deficits) for smooth development of ICTs in Africa
4.2	Performing an audit of the initiative showing the impact of the training provided on ICT development in Africa.

F.   Coordinating Agency

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ACRONYMS

ICT	Information and Telecommunication Technology
ITU	International Telecommunication Union
ATU	African Telecommunication Union
UNECA	United Nations Economic Commission for Africa
PAPU	Pan-African Postal Union
URTNA	Union des Radiodiffusions et Télévisions Nationales d'Afrique (Union of National Radio and Television Organizations of Africa)
NEPAD	New Partnership for Africa's Development
ECOWAS	Economic Community of West African States
COMESA	Common Market of Eastern and Southern Africa
SADC	Southern Africa Development Community
CEN-SAD	Economic Community of Sahel and Sahara States
ECCAS	Economic Community of Central African States
UMA	Union of Arab Maghreb States
IGAD	Intergovernmental Agency for Development
WAEMU	West African Economic and Monetary Union
CEMAC	Central African Economic and Monetary Community
ITU-D	ITU Development Sector
WSIS	World Summit on the Information Society
WATRA	West African Telecommunication Regulator Assembly
TRASA	Telecommunication Regulators' Association for Southern Africa
ARTAC	Telecommunication Regulators' Association for Central Africa
ARICEA	Association of Regulators of Information and Communication for Eastern and Southern Africa
ARN	Arab States Telecommunication Regulators' Network

ANNNEX 1

HUMAN AND INSTITUTIONAL CAPACITY BUILDING
IMPLEMENTATION OF A CENTER OF EXCELLENCE FOR PORTUGUESE AND SPANISH SPEAKING COUNTRIES

A. Objectives

The setting up of a Portuguese language Centre of Excellence for Portuguese and Spanish speaking countries in order to provide the required human resources and skills for harmonious development of the ITC sector.

B. Expected Results

1- Capacity building for policy-makers for the development of ICT in Africa.

2- Designing and implementing a joint human resource development strategy for the African ICT sector.

3- Participating in bridging the digital divide and increasing people's access to knowledge

C. Participants

1- ITU Member States: Portuguese and Spanish speaking African countries.

2- Regional and/or international organizations: ATU, UNESCO.

3- Potential donors: African Development Bank

4-Other stakeholders: Regional Economic Communities as well as research and training institutions.

D.   Linkages with the ITU-D Action Plan and the WSIS Action Plan

Corresponding BDT Programmes	Corresponding WSIS Activities and Action Lines
♦ Regulatory Reform ♦ Capacity Building ♦ Special Programme for Least Developed Countries ♦ Partnership and Promotion	♦ C2 : Access to information and knowledge ♦ C4 : Capacity Building ♦ C6 : Enabling Environment ♦ C11 : International and Regional Cooperation

E. Implementation Plan

Phase 1: Preliminary Phase – April - December 2006

Tasks	
1.1	Inventory of Portuguese language skills and programmes in ICT sectors and setting up of a common training platform.
1.2	Selection of countries that should host the Centre of Excellence.
1.3	Identification of the needs in training and skills in the target countries.

Phase 2: Implementation Phase – January 2007 - December 2009

Tasks	
2.1	Setting up the Centre of Excellence and recruitment of appropriate staff.
2.2	Development of training modules for Portuguese and Spanish speaking actors in the African ICT sector.
2.3	Updating of the training programmes offered and of catalogues

Phase 3: Operation Phase – January 2008 - December 2009

Tasks	
3.1	Development of training modules for actors within the African ICT sector, using achievements from other Portuguese and Spanish speaking regions (Latin America)
3.2	Updating and exploitation of the database of African expertise in ICTs.
3.3	Development and implementation of policies promoting access to training in ICTs by women and the youth.

Phase 4: Evaluation Phase – July 2009 - December 2009

Tasks	
4.1	Evaluation, audit and harmonisation with other Centres of Excellence.
4.2	Audit of the initiative, highlighting the impact of training programmes carried out on ICT development in Portuguese and Spanish speaking Africa.

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