

 Early Warning System

IFC-607723

Capital Finance Excellence Center Ethiopia



## Quick Facts

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| Countries               | Ethiopia   |
| Financial Institutions  | International Finance Corporation (IFC)            |
| Status                  | Approved   |
| Bank Risk Rating        | U  |
| Voting Date             | 2023-05-02   |
| Borrower                | Borrower not available at the time of the snapshot |
| Sectors                 | Finance  |
| Investment Type(s)      | Advisory Services                                  |
| Investment Amount (USD) | \$ 0.20 million                                    |
| Project Cost (USD)      | \$ 0.20 million                                    |



## Project Description

According to the Bank's website, the objective of the project is to assess the financial services sector (Banking and MFI) in Ethiopia to identify the key competencies, current skills gaps and learnings needs of employees in these sectors. It also aims to understand the scope and size of these needs and verify the need for a national training academy. This will be achieved through the following activities: 1) Deliver a training needs assessment (TNA) to classify key competencies for FI job functions and assess the current knowledge gaps 2) Deliver a supply side market assessment to assess trainer's skills gaps and identify potential global and regional training partners 3) Conduct a readiness assessment of CaFEC to assess their current state (existing organizational, staffing, finance, HR and other functions), readiness and criteria for success.

The project will support CaFEC develop a best-in-class training and consulting organization that will support Ethiopia's financial sector by strengthening the capacity of staff and creating a new benchmark for quality standards.

The project will be delivered through the following activities:

Training Needs Analysis (TNA) and supply-side market assessment:

- (i) Develop a competency framework (technical and behavioural) for key functions in the banking sector in Ethiopia and use this as the baseline to conduct an in-depth training needs analysis of managerial, middle level, supervisory and operational level staff in the sector. The TNA will cover banks and MFIs.
- (ii) Conduct a review of supply-side constraints in the financial services training sector to assess trainer's skills gaps and identify potential local and international partnerships
- (iii) Conduct a readiness assessment of CaFEC to assess their current state (existing organizational, staffing, finance, HR and other functions), readiness and criteria for success.

The project will inform the scope of Phase 2 which will focus on building the institutional capacity of CaFEC.



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## Investment Description

- International Finance Corporation (IFC)

Estimated Total Budget: \$202,000.00

(Project budget includes all project-funded activities)



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## Contact Information

*No contacts available at the time of disclosure.*

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