

 Early Warning System

IFC-609293

CaFEC Phase 2 Implementation



Quick Facts

Countries	Ethiopia
Financial Institutions	International Finance Corporation (IFC)
Status	Approved
Bank Risk Rating	FI
Voting Date	2025-07-07
Borrower	CAPITAL FINANCE EXCELLENCE CENTER
Sectors	Finance, Technical Cooperation
Investment Type(s)	Advisory Services
Project Cost (USD)	\$ 0.38 million



Project Description

According to bank provided information, the project addresses skill gaps in Ethiopia's financial sector by helping to strengthen CaFEC's institutional capacity, developing local trainers, and delivering sector-wide technical training. In Phase 1 (Project ID 607723), IFC conducted an in-depth sector level skills mapping exercise (TNA) to assess the technical and behavioural skill levels across a subset of Banks and MFIs and priority training areas were identified for both sectors. Based on the findings of the TNA and supply side assessment from Phase 1, this project will be implemented through the following components:

COMPONENT 1: Strategy and Rollout Plan (i) Organize a study tour for CaFEC staff to leading FI sector training institutes. This will provide first-hand exposure to best practices and diverse models, facilitating knowledge transfer, fostering partnerships, and gathering insights for developing a top-tier training institution. (ii) Develop a 5-year strategic training plan and roadmap for the CaFEC's Training Division

COMPONENT 2: Institutional Capacity Building, Product Development & Training Delivery (i) Develop up to 5 training modules, based on the priority skills gaps identified during the TNA in Phase 1, incorporating international best practices. (ii) Support CaFEC in delivering these modules through pilot training to train up to 250 participants (at least 20% women participants) utilizing the trainers trained in Phase 1 and any new trainers trained as a part of Component 3 below. (iii) Establish monitoring and impact assessment mechanisms to ensure high-quality delivery and to measure the project's impact.

COMPONENT 3: Market-Level Technical Training (i) Identify priority technical topics for sector-wide training delivery based on stakeholder consultations and Phase 1 findings. These areas may include Risk Governance, Credit Governance, Forex Management, Treasury & AML, BASEL II, IFRS 9 etc. These trainings will address immediate capacity needs across the sector and complement CaFEC's ongoing institutional development. (ii) Design and deliver targeted technical training programs led by IFC experts, with CaFEC providing local coordination and support to ensure alignment with national training efforts. (iii) Identify local trainers with relevant experience and build their capacity to deliver identified technical training topics in the future to ensure sustainability of these training programs (linked to Component 4)

COMPONENT 4: Trainer Capacity Building (i) Identify trainers from industry and academia, including Addis Ababa University (ii) Build the capacity of the trainers through training of trainers (ToT) programs using IFC's Facilitating Learning On-line and In-person Course and IFC-LPI TPMA certification. The IFC-LPI TPMA (Trainer Performance Monitoring and Assessment) certification is an internationally recognized certificate of training competence facilitated through IFC's collaboration with The Learning and Performance Institute (LPI), a leading authority on learning and workplace development. In addition, some high performing trainers (including those trainers trained during Phase 1) will be trained on the training content developed in Component 2 and Component 3 and will be leveraged to deliver the pilot training programs to FI staff under the project. (iii) In Phase 1, 31 trainers were trained. Phase 2 will continue to deliver additional ToTs for up to 30 additional local trainers. In addition, the program will aim to certify 10 trainers and 1 master trainer. (iv) Introduce a trainer assessment mechanism to maintain the quality of training delivery and to ensure long-term impact.



Investment Description

- International Finance Corporation (IFC)



Contact Information

Contact information not provided at the time of disclosure

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