



RÉPUBLIQUE
FRANÇAISE

*Liberté
Égalité
Fraternité*



The AFD Group offer for EMPLOYMENT, TRAINING, EDUCATION



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€4.1 BN

committed to projects under
implementation

In 2025

11.5+ M

Number of beneficiaries of our
employment and education projects*
(including online education)

In 2025

71%

of AFD Group projects have
contributed to reducing
gender inequalities

Since 2024

Every year, millions of young people enter the job market, in economies where the supply of formal-sector jobs remains insufficient. This fuels unemployment, precarity, and social vulnerability. AFD Group works to consolidate public policies in employment, training, and education in order to transform demographic dynamics into an engine of sustainable growth and social inclusion.

** Basic and secondary education, technical and vocational training, higher education.*



#WorldInCommon

AFD Group's offer for employment, training, & education

Human capital is a crucial condition for sustainable, fair, and resilient growth. It is the pillar of AFD Group's offer in employment, vocational training, and basic and higher education.

AFD Group's financing in these sectors directly addresses the challenges of the demographic, economic, environmental, and technological transitions of the 21st century, and makes young people's integration into the labor market a core priority.

AFD GROUP'S 4 ACTION PRIORITIES

DECENT, INCLUSIVE, QUALITY JOBS

- Consolidate public policies on training, employment, and the labor market
- Support public services working on employment
- Support employability and entrepreneurship
- Foster a just transition by ensuring the inclusion of women, youth, and vulnerable people

TECHNICAL AND VOCATIONAL TRAINING

- Support the development of vocational training programs
- Foster the inclusion of people facing barriers to employment
- Help align skills with the needs of private-sector employers and strategic industries
- Foster the development of recognized skills in response to mobility issues

HIGHER EDUCATION AND RESEARCH

- Strengthen systems governance
- Support access to higher education and improve the quality of training and research
- Foster innovation and the development of partnerships between universities, research centers, and businesses, in connection with the ecological, energy, and digital transitions

BASIC AND SECONDARY EDUCATION

- Support public policies on education and strengthen regional dialogue
- Bolster fundamental learning
- Improve the training and appeal of the teaching profession
- Foster more inclusive, effective, and resilient education systems
- Support the development of schools

OUR CROSS-CUTTING COMMITMENTS



CLIMATE



GENDER



JUST TRANSITIONS



DIGITAL
TECHNOLOGY



INTEGRATION INTO
THE PRIVATE SECTOR
ECOSYSTEM

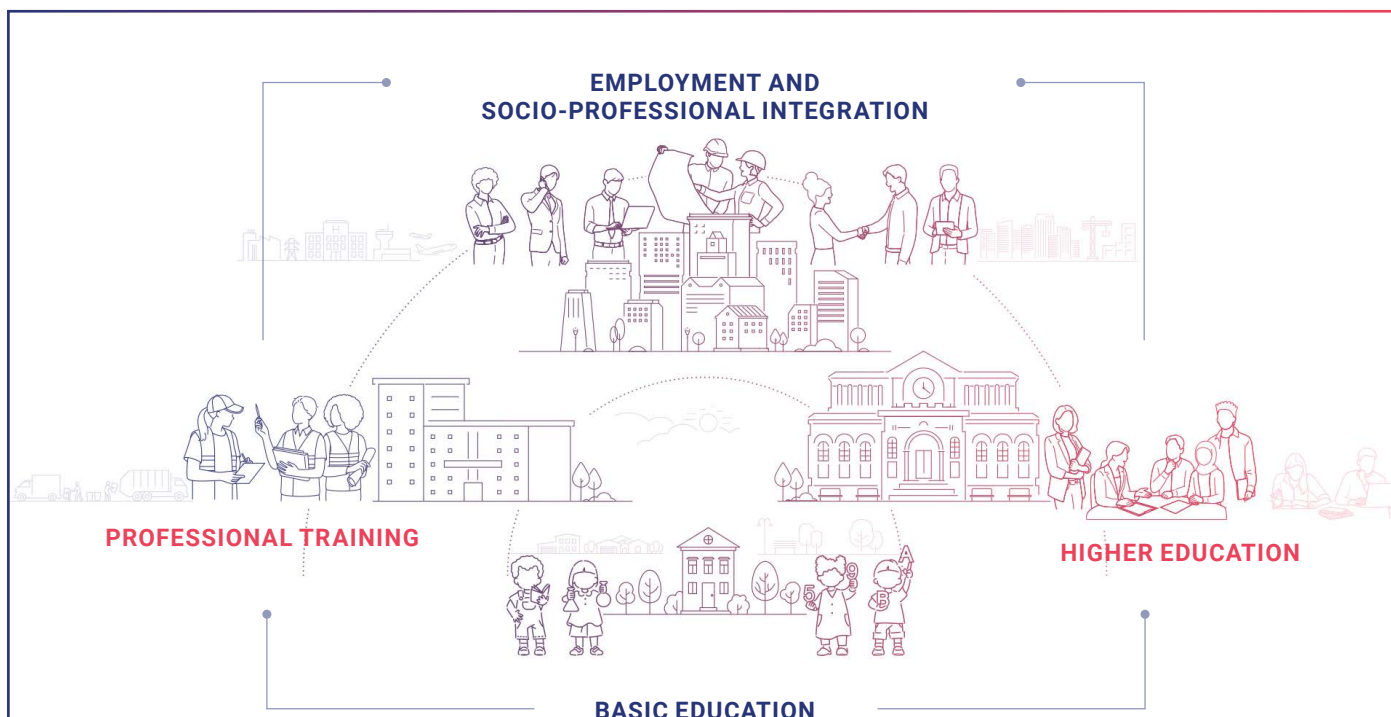


PROFESSIONAL, ACADEMIC,
AND SCIENTIFIC MOBILITY



CONFLICTS & CRISES

An offer built around complementary levers



LOANS

- Sovereign, non-sovereign, and private loans
- Concessional and non-concessional loans
- Senior loans with extended maturities and mezzanine financing (minimum ticket size: €5 M)



GRANTS

- To the public sector or to civil society
- Project financing
- Budget support for public policies or programs
- Delegated management of grants from other donors
- Vertical funds, foundations



EQUITY INVESTMENT

- Minority equity investments, directly or through partner investment funds
- Investment in start-ups, via capital or bridge/convertible loans



TECHNICAL ASSISTANCE

- International technical expert
- Project management assistance
- Feasibility study and external project evaluation
- Networking and partnerships with public agencies or institutions



RESEARCH AND INNOVATION

- Studies and evaluative research
- Support for public-policy dialogue
- Training – AFD Group Campus
- Innovation and access to new markets



BLENDED FINANCING

- Subsidized loans and grants
- Hedging tools in local currency



DEVELOPMENT AND PROMOTION OF NEW FINANCING APPROACHES

- Financing for regional and local authorities
- Establishment of appropriate tax levers
- Performance-based financing
- Pooled Fund for Education

Fostering access to employment and the development of recognized skills

ACTION PRIORITIES

STRENGTHEN PUBLIC EMPLOYMENT SERVICES

- Implement social, economic, and civic integration schemes (labor-intensive work, internships, apprenticeships, civic service, volunteering)
- Support the structuring of the care and childcare sectors, thereby promoting women's access to the labor market

HELP GUIDE JUST TRANSITIONS

- Identify and anticipate changes in professions, local impacts, and new skill needs
- Facilitate career transitions through training
- Support the development of green skills related to energy transitions
- Foster social dialogue to integrate vulnerable population sectors and the informal sector
- Strengthen mechanisms supporting decent work, particularly occupational health and safety.

SUPPORT FOR THE VOCATIONAL INTEGRATION OF YOUNG PEOPLE IN COTE D'IVOIRE

Public-policy financing – €128 M

Objective

Facilitate the professional and civic integration pathways of young Ivorians

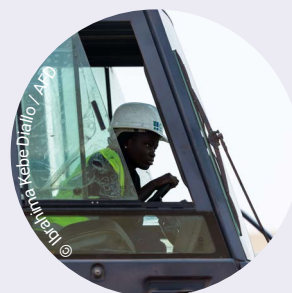
Methods

Support is provided to local public institutions through multiple initiatives:

- renovation of the Youth Employment Agency's services
- support for implementing volunteer and civic service schemes
- support for entrepreneurship
- training for labor-intensive work; internship and apprenticeship programs

Outcome

130,000 young people aided in their long-term social and professional integration



BOOST EMPLOYABILITY VIA TRAINING CENTERS

- Finance vocational training center infrastructure and equipment
- Promote public-private partnership models
- Improve the quality of training by aligning it with job opportunities and promoting women's access to the labor market

SUPPORT WORK-STUDY PROGRAMS AND APPRENTICESHIPS

- Foster on-the-job training
- Develop and structure learning in the informal economy in order to boost recognition of acquired skills
- Support funding for training that bolsters regulation, pooling of resources, and the sustainability of skill-development policies

DELEGATED-MANAGEMENT TRAINING INSTITUTES IN MOROCCO

Loans, grants, technical assistance – €41 M

Objective

To support the creation of sector-based training centers on the PPP (Public-Private Partnerships) model. Public funds, with management entrusted to professional organizations in key sectors of the Moroccan economy (aeronautics, automotive, pharmaceutical, cultural and creative, renewable energy).

Outcomes

Since 2013:

- 9 delegated management institutes financed,
- more than 40,000 young people trained. Professional integration rates reach 90%.



Working for an education system that is high-quality, equitable, and adapted to transitions

ACTION PRIORITIES

SUPPORT HIGH-QUALITY AND EFFECTIVE BASIC AND SECONDARY EDUCATION

- Mainstream gender and equality issues (inclusive teaching methods, prevention of gender-based violence, sexual and reproductive health education)
- Maintain education systems in crisis and emergency contexts
- Help develop enrollment capacity of accessible and high-quality schools
- Strengthen public-policy management via monitoring and evaluation mechanisms
- Improve learning assessments and training for teachers and supervisory personnel
- Help school programs adapt to major transitions (digital, ecological, etc.)

BOOST TUNISIAN STUDENTS' LANGUAGE SKILLS

Co-financing of €14 M (€8 M in European Union funding with management delegated to Expertise France and a grant of €6 M from AFD) for the Tunisian Ministries of Education and Higher Education

Objective

Help improve the levels of French and Arabic among Tunisian primary and secondary school students by:

- Strengthening language proficiency during the training of future teachers, via gender-sensitive pedagogy
- Developing and disseminating, with teachers, gender-sensitive educational resources
- Promoting Arabic and French language practice by adopting ethical and inclusive approaches

Outcomes

- 15,000 new and future teachers trained in French
- Deployment of mobile libraries in 1,000 primary schools to enable access to new language learning resources

ENSURE EQUITABLE ACCESS TO HIGHER EDUCATION

- Invest in sustainable and inclusive university infrastructure (campus, student housing) adapted to local needs
- Support the implementation of public policies for equal access and academic success
- Expand the student loan offer, especially for the most vulnerable groups
- Support universities in their digitalization

BOLSTER RESEARCH AND INNOVATION

- Build strategic training and research programs that strengthen the competitiveness and sovereignty of economies
- Develop partnerships and networking that help internationalize institutions
- Support ministries and universities in implementing applied research policies, support for innovation, and technology transfer
- Promote open and free access to scientific documentation

INCREASE THE TRAINING OF HEALTH PROFESSIONALS IN KENYA

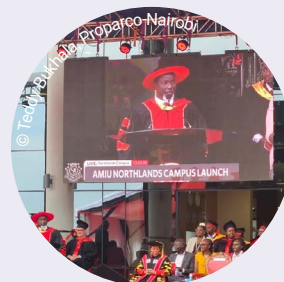
USD 5 M senior loan (Proparco) to Amref International University (AMIU)

Objective

Develop training opportunities for health professionals (nurses, midwives, etc.) by financing new energy-efficient infrastructures: a campus to accommodate 11,000 students by 2032, and a sports center

Outcomes

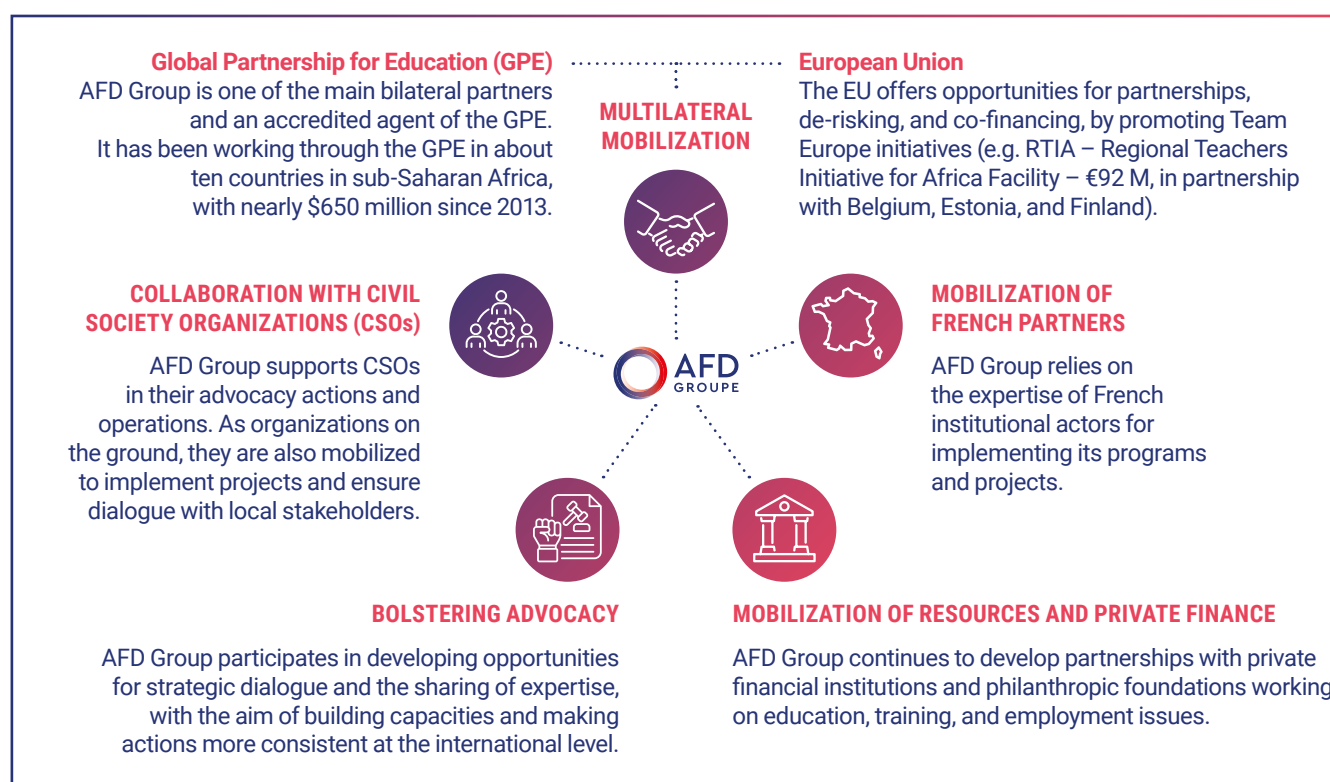
- 3,800 students enrolled at the end of 2025 (+70% compared to 2023)
- A scholarship program for marginalized populations
- Commitments to gender equality at all levels of the institution (students, management, administrators) by obtaining the 2X Challenge qualification



An active commitment to a partnership approach, for stronger impact

Through many strategic partnerships, AFD Group works alongside all those involved to ensure coordinated action and maximize leverage.

In order to provide a coherent response to beneficiaries' needs, partnerships can take various forms: co-financing of projects and programs, delegation of funds, guarantees, project implementation, construction of expertise networks, research funding, sharing of good practices, etc.



SUPPORT FOR THE IMPLEMENTATION OF GUINEA'S 10-YEAR EDUCATION PROGRAM (PRODEG) 2025-2029 – PHASE 2

Co-financing of €50.52 M

(€40.02 M in GPE-delegated funds and a grant of €10.5 M from AFD)

Theme

Professionalization of teachers, for improved and sustainable performance of the education sector

Objective

- Improve the quality and conditions of learning and teaching
- Ensure equitable access to and retention in the education system.
- Target: approximately 350,000 students and 25,000 teachers in basic education

Methods

Implementation of the Pooled Fund for Education (Phase 2), with budget funding for programs aimed at:

- efficient management of human resources in teaching
- curriculum reform and educational inputs
- high-quality initial and continuing training for teachers
- infrastructure
- equity through schooling for girls



AFD Group



AFD Group, through its three complementary entities (AFD, Proparco, and Expertise France), offers a comprehensive range of products and services designed for the public and private sectors, as well as civil society.



PUBLIC SECTOR

Agence Française de Développement finances and supports its public partners and civil society organizations via:

- Sovereign loans
- Non-sovereign loans to public companies
- Financing for projects and public policies
- Partnerships and dialogue on public policies
- Loans, grants, and mobilization of delegated financing



PRIVATE SECTOR

Proparco finances and supports the private sector through:

- Project financing
- Long-term senior debts
- Equity and quasi-equity capital
- Guarantees
- Donor syndication
- Expertise and advice



TECHNICAL COOPERATION

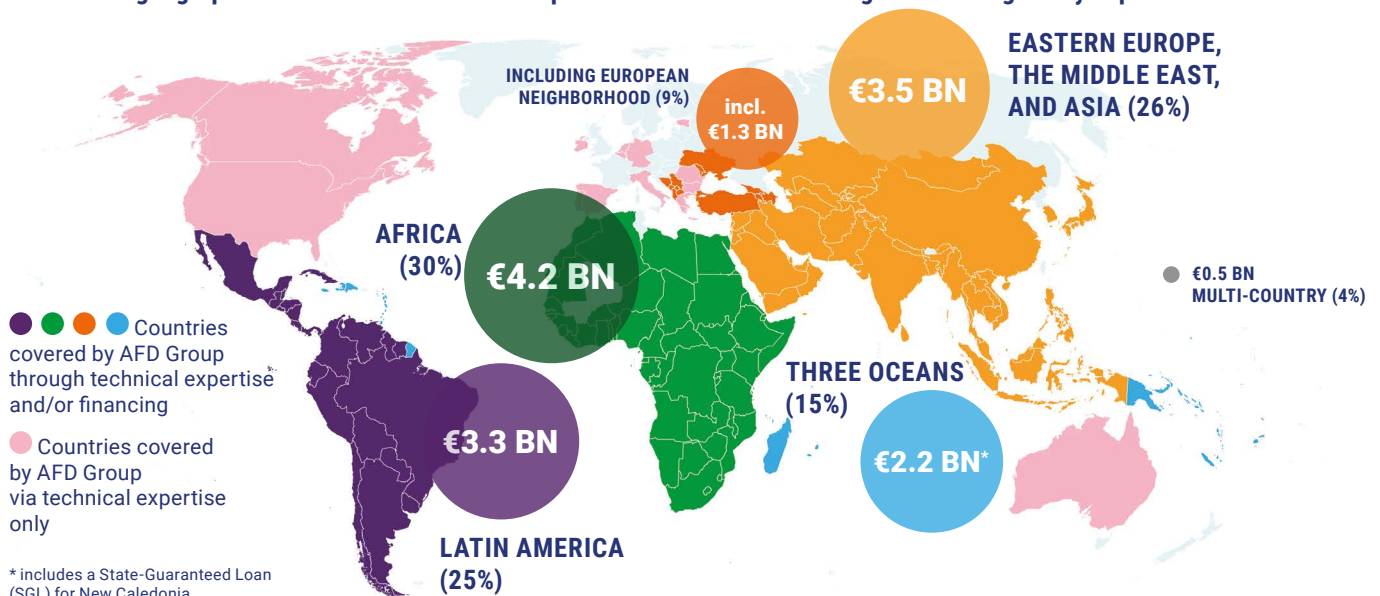
Expertise France designs and implements technical cooperation projects that strengthen the public policies of its partners over the long term, via:

- The provision of public expertise and capacity-building
- Advice and networking
- Design and management of technical assistance programs
- Product management through grants

OUR INVESTMENTS AROUND THE WORLD IN 2025

AFD Group supports, finances, and helps guide sustainable-development processes in more than 160 countries and 12 French overseas departments and territories.

2025 geographic breakdown of AFD and Proparco commitments and of agreements signed by Expertise France



About AFD Group

AFD Group finances and supports more than 4,000 projects in 160 countries, supporting access to water and energy, transport infrastructure, quality job creation, green industrialization, stronger health and education systems, and more.

The Group addresses the challenges of sustainable development through its three complementary entities: Agence Française de Développement (AFD), which supports governments, local authorities, and civil society organizations; Proparco, which finances businesses; and Expertise France, which provides technical expertise.



www.afd.fr

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