CAMEROON

National Employment Fund

Developing a successful employment and skills strategy

Job and Vocational Councelling NEF Experience

(PES Cameroon)

September 2021

Introduction

Unemployment and underemployment, in Africa in general and in Cameroon in particular, are major concerns that our leaders face, especially with a majority of young people concerned.
When we know that each year in Africa more than 11 million young people knock on the door of the professional world, with only 3 million jobs available, we can easily assess the gap that must be closed to remedy it.

In Cameroon, statistics show that out of an unemployment rate (within the meaning of the ILO even if they are to be reconsidered) of 3.8%, that of young people is 8.9% with peaks of 9.1% in Douala, and 10% in Yaoundé. However, this rate remains low in rural areas.
But this does not mean much because the occupations of young people in these areas are far from decent jobs.
In addition in Cameroon per year more than 45,000 young people (graduates or not), are concerned by questions of professional integration, a major stake for their lives, for their families and for our country.

As in most African countries, this situation is due to a set of reasons among which, the low employability of young people, but is far from being the main cause of youth unemployment in our countries.
Axes for solutions exist, and involve, among other things, concrete and concerted actions, with a strong impact on jobs.
To remedy this situation of significant unemployment that our country is experiencing, and in order to support it in its sovereign role of finding jobs for its youth, Cameroon has created 31 years ago, its Public Employment Service (PES), the National Employment Fund (NEF), one of the very first in Subsaharian Africa.

Base on its mission to promote employment throughout Cameroon, with a strategy, tools, programs, and multifaceted support measures.

It is this experience of the NEF, cameroonian SPE, that we want to share with you.

NEF in Brief

Creation: **27 avril 1990** by presidential decree N° 90/805

Mission of NEF : Promotion of employment throughtout the national territory, by enabling the increase of employment possibilities by :

- Intermediation or Matching;
- Vocational training:
  - on the spot (job market);
  - or formal training;
- Conception,finance and follow up of programs:
  - Self employment
  - Creation of micro enterprises
- Collection, treatment and circulation of information on the job market

Or any other programme.

Staff: **463** with 190 women, (41%)

Budget 2021: 7.5 billions FCFA (11,4 millions euros or 15 millions $)

This mission, is based on an elaborated strategy

Our strategy:

Network of branches
(10 Regional, 07 local)

Head Office

Regional Branch

Local Branch

Support to Entreprises

- staff recruitment; by making available the NEF data base and a specialised service of recruitment.
- the training of staff to be recruited.
- technical and financial support to undertakings under expansions, restructuring, or liquidation whenever there is an impact on employment.

Within the scope of human resources… any enterprise in its budding or consolidation phase can receive technical support from NEF.

NEF strengthens its services to enterprises by

- Implementing an enhanced recruitment assistance to companies (selection of candidates, skills etc.) and contributions made to support forward-looking management of jobs and skills.
- Prospecting and professionalised employers' relationship to develop the capacity of contacting new clients and discovering dormant opportunities.
- Individualising responses and providing answers based on the size of the company and its employment capacity.
- Special measures towards some sectors/companies with critical employment needs.

Base of services offered :

1. What companies expect from us

- A good knowledge of their challenges.
- The ability to envisage their recruitment needs.
- Reliable information on the job market.
- An efficient Preselection of candidates.
- Counselling and support in the absorption of new recruits.

2. Responding to the needs of companies

- A tailored and precise service ().
- Covering the entire recruitment process.
- One counsellor in charge of treating the entire process

Special services:

- **Sectorial meetings**: which provide a framework for enterprises that operate in the same branch of activity to share ideas, harness specific skills in a bid to find solutions to problems affecting the sector.
- **Seminars:** organised for enterprises cutting across all sectors but focusing on a particular area of operation
- **Job fair :**

Directly bringing together company managers and job seekers within a precise framework.

At the disposal of company managers are the following:

- A communication forum
- A forum for consultation and pre-selection of the best candidates from the computerised database of NEF.
- Developed locations for interviews.

Recruitment process in NEF:

Assistance in defining job description,

You have difficulties in determining a corresponding job description to your needs. With our employment operational directory, the Employment Counsellor can help in drawing up a job description for the vacant position

- Putting at the disposal of the employer a unique and identified interlocutor (speaker),
- The choice of the processing mode of the job opportunity,
- Contracting of the job offer,
- Selection of candidates according to the demands of the employer.

The PED programme

- Providing jobs to qualified youths in search of their first employment.
- Qualified youths without any professional experience.
- Duration of internship: 12 months
- Remuneration: (NEF: 50% of training allowance;

  Company: 50% + transport allowance

Advantages to the company

- You train interns according to the technicalities and culture of your company.
- You monitor them during this process for possible recruitment.
- You have no obligation to recruit them after training.
- You exonerate yourself from taxes on the remuneration paid to trainees.
- You gain from qualified skills at low cost.

Paric programme:

Goal:

- To favour socio-professional reintegration of Cameroonians who have worked or studied abroad.
- To contribute to sharpening personnel skills in the company and maximising human resources.

Executive offices (Bureau Cadres)

Goal: Support the employer in obtaining the managerial staff adapted to his needs.

Target:

- Holders of higher education certificates.
- People having five years of continuous working experience with successful achievements.
- People having occupied posts of responsibility.

Specialised employment counsellors are dispose to provide technical support in recruiting these top executives.

C. Support to Job seekers

- **Intermediation**

Reception of job seekers, Give them advice,

During the interview, a professional project it's build after a professional balance sheet.

Assess and guide them on the basis of salary or independent job market opportunities

And when necessary, through qualifying training

- **Training** (70% unskilled).

They are two types of training :

i) Formal Training**:** This is carried out in approved training centres.

ii) On the job Training: Through professional pre-employment internships conducted thanks to job positions secured from companies and apprenticeship (up to 1 year duration)

Information

- Through the setting up of operational information and free access centres in each branch which provides the job seekers with information needed to ease their integration. We make available:
- Job opportunities-training programmes initiated by NEF;
  market trends, recruitment and competitive examination notices;
  self-employment and Micro-Projects opportunities.
- Wide range of specialised publications on trades and jobs, as well as our new bulletins.
- Guidance-Linkage with the enterprise;
- “Employment Borns” inovation.

A few domains of training:

- Legal and tax advice;
- Computerized accounting;
- Marketing and Sales Force;
- Physiotherapy ;
- Computer maintenance ;
- Audiovisual; Infographics ;
- Sewing style and pattern;
- Audit and management control;
- Secretarial office

- Human Resource Management ;
- SME management;
- Database administrator;
- Stenotypy;
- Human resources manager;
- Metal carpentry and glazing;
- Cosmetic;
- Civil Engineer;
- Aesthetics and hairstyle;
- Hotels and cartering.

Some new areas of training were also identified:
Professional drone piloting; E-commerce (digital marketing / IT community manager); Plastering and staffers; Touristic guide / heritage conservation; Renewable energies.

Some of our programmes:

PADER : Programme of Support for Rural Employment
PED : Young Degree Programme
PARIC : Camerounian's Returnees Support Programme
BUREAU CADRES: Senior Jobseeker's Office (Executive office)
OPP : Public Professional Orientation Programme
PAME: Self Employment and Micro-Entreprise Programme
USEP: Urban Special Employment Program

Results:

Rubriques	Realisations
Registration and guidance	**1.130.000**
Insertions	**783 000 (69%)**
40.000 entreprises parterns	
Vocational training	**117.000** 16.504 (Formal training) 100.496 (On the job training/on the spot)
Number of projects financed	**75.043**
Job created with projects	**187.833** ▪ 69.116 (PADER) ▪ 6.017 (PAME)
Survival Rate: 63%	**Rate of reimbursement: 36%**

Challenges:

- Lack of financial means
- Insuffisiant territorial Representation
- All the stakeholders are not organize
- The non implementation of the National politic for employment

(USEP): un programme intégrant l'intermédiation, la formation, et la création d'activités

Young wokers of USEP progra the supervision of a trainer

Some pictures of intermediation activity

Guidance and Orientation of Job seekers during a « Job fair »

Job fair

Self employment

Promoter financed for a Dentist Cabinet

Promoter financed for a Beauty Institut

Self employment in rural areas

Distribution des tracteurs agricoles

Traitement d'une rizière

Récolte de pomme de terre

Agriculteur en action avec son tracteur

GIE d'apiculteurs

Some pictures of USEP

Bogo Council (Far North region)

Bafia council (Centre region)

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ICI

Thank you
for your kind attention

National Employment Fund

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