



## Country Profile: Green Skills and TVET in Morocco

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### Introduction

Morocco is a middle-income country, with a per capita GDP in 2024 of nearly USD 4,000 and an annual growth of 3.2 per cent (World Bank, 2026). It has notable modern industries in the automotive manufacturing, aeronautic components, renewable energy, and agribusiness. The port at Tanger Med is the largest in Africa, 19th in the world, and handles more than 40 per cent of transshipment traffic in Africa. As a result, Morocco's TVET sector is more advanced and better funded than the other countries in the study.

### TVET policies

- **Strategic Vision of the Ministry of Economic Inclusion, Small Business, Employment, and Skills Vocational Training Sector (2025).** This creates a roadmap for a shift towards a demand-driven, inclusive and modernised TVET system built on strong PPPs with a strong focus on employability and regional equity (UNESCO-UNEVOC, 2025c).
- **Cités des Métiers et des Compétences (CMS) initiative (2023).**<sup>1</sup> The CMS has been launched in all 12 of Morocco's regions. The CMS includes modern innovative vocational training centres developed in partnership with local businesses and public bodies. The network expanded from three centres in 2023 to seven in 2024, with five more underway. As part of the National Vocational Training Strategy 2021, this initiative supports a more coordinated

approach to skills development, governance, and resource efficiency.

- **National Vocational Training Strategy (2021).** This emphasises lifelong learning and involving diverse stakeholders like enterprises in governance to bridge the skills gap. The system offers various qualifications, from the Certificate of Professional Training (CAP) to Technical Diplomas, with an emphasis on practical, hands-on training for employment in various sectors such as agriculture, tourism, and IT (UNESCO-UNEVOC, 2019). The strategy brings together partners to create a shared vision for skills development.
- **Morocco Skills Development for Employment (2020).** This maps TVET policies to the wider education system and assesses the design features and implementation challenges that constrain the effective delivery of TVET.

TVET is at the core of Morocco's New Development Model (2021), a comprehensive reform aimed at promoting private sector-led growth while reducing social inequalities by 2035. Current system priorities include the implementation of the New Employment Roadmap (2025) that addresses both the supply and demand for skills, enhanced skills data through strengthened labour market observatory functions, and increased quality and relevance of TVET.<sup>2</sup>

1. For more information, please see <https://cmc.ac.ma/fr>.

2. For more information, please see <https://www.etf.europa.eu/en/where-we-work/countries/morocco>.

## Governance and stakeholders

The **Department of Vocational Training (DFP) within the Ministry for Economic Inclusion, Small Businesses, Employment and Skills (MIEPEEC)** is responsible for the Moroccan TVET system. The **Office of Vocational Training and Employment Promotion (OFPPT)** is the main public vocational training operator in Morocco (delivering 90 per cent of public sector programmes). OFPPT is tasked with providing training that aligns with industry needs and promotes economic productivity and positive youth employment outcomes. OFPPT offers half a million training places each year, in over 300 trades, delivered by 10,000 staff in its 368 institutes.<sup>3</sup> TVET is funded through a variety of routes: levy, central funding, fees, and development programmes.

The authors heard from industry stakeholders that governance challenges remain in the primary agencies delivering TVET in Morocco with graduates often still not possessing the skills needed by employers. Thankfully, Morocco has also been a pioneer in developing PPPs in TVET. Initial pilots were developed with the support of the AFD in the automobile and aeronautics sectors. Renewable energy was added next. The Millennium Challenge Corporation then scaled the model to several new sectors including transport/logistics and construction. An evaluation commissioned by the AFD found that these centres had between 80–100 per cent job placement rates (AFD, 2021).

## Examples of good practice

### PALIM

The Pilot Project Addressing Labour Shortages Through Innovative Labour Migration Models (PALIM) was funded by the EU, and ran from 2019 to 2020 between Morocco and Belgium (CGD, 2025c). Set up as a Global Skill Partnership, the programme addressed both the needs of Belgium (a lack of information and communications technology [ICT] workers) and Morocco (increased investment in ICT training centres). Enabel, the Belgian development agency, was the implementer and recruited partners in Belgium and Morocco, from employment services, employers' federations, the Belgian Federal agency for the reception of asylum seekers,

3. For more information, please see <https://www.ofppt.ma/en>.

and the Flemish Agency for Integration. The Flemish private sector supported curriculum development and provided the Moroccan participants with language training and cultural awareness predeparture training. One hundred and twenty total people participated in the training, with thirty ultimately placed in jobs in Belgium and ninety in Morocco.

### THAMM

THAMM was launched in 2019, bringing together Egypt, Morocco, and Tunisia with EU partner countries Germany and Belgium (CGD, 2025d). The overall objective of the three-year programme was to support systemic change in labour migration, through capacity and network building. Professions included: network technicians, industrial maintenance technicians, electricians, construction workers, heating and air conditioning workers, metal workers. Building from the first programme, THAMM Plus is currently underway, with Italy now on board as a partner country.

## Investment-ready TVET Providers

### L'Institut de Formation aux Métiers du Bâtiments et Travaux Publics (Morocco)

IFMBTP is a PPP training provider that was cofinanced by the American Millennium Challenge Corporation and the government of Morocco. It is operated under a concession agreement by the Fédération Nationale du Bâtiments et des Travaux Publics (FNBTP) – the sector's industry association. IFMBTP opened in 2023 and saw its first class of 87 trainees graduate in July 2025. By October 2025, 65 had already been hired and an additional 10 were continuing their studies. The centre has a current capacity of 240 trainees across two cohorts. Of current trainees, 48 per cent are women. In 2025, IFMBTP received 20,000 applications for 120 open spots.



IFMBTP offers 10 two-year diploma programmes that include Construction, Topography, Construction Laboratory Sciences, Metalworking, and Electrical Engineering and Smart Home Technology. Green methods and skills are incorporated transversally across the programmes. Instruction is competency based and includes hands-on, practical coursework as well as WBL. They also offer two- to three-day certificate courses focused on digital technology in construction and health and safety. Initial training is offered free of charge to Moroccan youth, with costs being partially covered by a subsidy from the Moroccan government. They also offer on-demand, bespoke continuous professional development to firms, including management courses, on a fee-for-service basis. On average this costs firms USD 120 per person per day. The centre has also established a process for recognition of prior learning.

In partnership with the Port of Cotonou, they are providing free training to a group of Beninese women. Representatives of the centre expressed deep interest in linking to migration pathways and thought that 30 per cent of their current students would be interested to pursue a mobility track.

#### Programme areas.

- **Two-year diploma programmes:** Surveyor, Land Surveyor/topographer; Construction Laboratory Techniques; Metal Framework; Aluminium and Stainless-steel Operator and Installer; Electricity and Home Automation; Waterproofing Worker; Aluminium and Stainless-steel Carpentry.
- **Bachelor's degrees (adding one year to a two-year diploma):** Opening in January 2026 for digital construction design.
- **Short certificate courses:** IT in Construction; Health and Safety.

**Scale and duration of programmes.** At current capacity, IFMBTP can confer degrees to 120 trainees per year from their two-year diploma programmes.

**Governance and links to industry.** IFMBTP is a PPP between the government of Morocco and the sector's industry association, the FNBTP. The centre describes itself as "a training centre for professionals by professionals."

**Certifications and accreditations.** IFMBTP is accredited by Building Smart International to provide certificate courses in Building Information Modelling. They are pursuing CNAM accreditation for the bachelor's programme that will begin in January 2026.

**Programme outcomes.** As of this study, the first cohort of graduates had only been out of training for three months and yet 75 per cent had already found jobs, with another 11 per cent opting to pursue further studies. Graduates can expect to earn USD 500–700 per month, net of taxes, as starting salaries.

**Investment needs.** With 20,000 applications received during their last recruitment cycle for 120 places, the demand from youth for this training is exceptionally high. However, with the current infrastructure, the centre is at capacity. Land exists on their current premises to expand and double their current capacity. They also have existing designs for this USD 6–7 million expansion. It is a "shovel-ready" project that could be completed in 12 months. With the existing demand, IFMBTP also believes they could easily partner with another municipality in Morocco to identify land and build a new campus for an additional USD 7–14 million. FNBTP is also a member of the African Federation of Construction Contractors Associations (AFCCA). Through AFCCA, investors could identify other national construction associations that could lead similar PPPs in other countries.

#### Institut de Formation Transport et Logistique (Morocco)

IFTL is a PPP provider that was cofinanced by the Millennium Challenge Corporation and the government of Morocco. It is operated under a concession agreement by the Transport and Logistics Federation – the sector's industry association. IFTL opened in 2023, and its first cohort of 131 trainees graduated in September 2025. As of October 2025, 31 already had job offers and another 40 expressed interest in continuing their studies at the centre's new bachelor's programme (requiring one year of additional study). IFTL has a current capacity of 540 places for two cohorts of two-year diploma students. It also offers nine-month training for truck drivers. The centre recently launched a bachelor's programme for supply chain management that will add an additional year of training to a two-year diploma.

IFTL offers two-year diplomas that include Multimodal Transport Organisation, Supply Chain Management, and Logistics and Warehouse Management. Shorter courses are offered for commercial truck drivers that incorporate techniques for fuel-efficient driving. Due to the potentially high cost of accidents caused by trainees in commercial warehouses or in trucking, IFTL found that firms were unwilling to host WBL; however, they compensated with increased practical training at IFTL. Initial training is offered free of charge to Moroccan youth with costs being partially covered by a subsidy from the Moroccan government. Drivers can expect to earn a starting salary of USD 500 a

month net and logistics technicians can expect to earn a starting salary of USD 600 a month net. They also offer certificate courses and continuous professional development for warehouse equipment operators and supervisors. For example, in early 2025, IFTL secured a contract with the Ministry of Interior to train 84 agents that will be responsible for maintaining regional rapid emergency response depots. Currently, IFTL generates USD 100,000 from fee-for-service training and consulting but expects that number to double within the next few years.

They also offer certificate courses ranging from two weeks to two months, focused on digital technology in construction and health and safety. They also offer on-demand, bespoke continuous professional development to firms, including management courses, on a fee-for-service basis.

#### **Programme areas.**

- **Two-year diploma programmes:** Multimodal Transport Organisation; Production Logistics Management; Logistics Management; E-commerce and Distribution; Warehouse Management; Commercial Driver.
- **Bachelor's degrees (adding one year to a two-year diploma):** Customs Management and Operations; Supply Chain Management.
- **Short certificate courses:** Warehouse Equipment Operations; Loading Dock Operations/Management; Logistics Planner; Warehouse Management.

**Scale and duration of programmes.** At current capacity, IFTL can confer degrees to 150 trainees per year from their two-year diploma programmes. In 2024, they conducted upskilling training for more than 500 employees of 16 firms.

**Governance and links to industry.** IFTL is a PPP between the government of Morocco and the sector's industry association, the Transport and Logistics Federation.

**Certifications and accreditations.** The Supply Chain Management bachelor's programme is accredited by CNAM.



**Programme outcomes.** With IFTL just seeing its first cohort of 131 trainees graduate in September 2025 (during the period of this study), it is early to measure programme outcomes, but signs are positive. Notably, 24 per cent of graduates had employment within one month of graduation and another 31 per cent had opted to continue their studies. Additionally, IFTL has a growing portfolio of fee-for-service trainings and consulting demonstrating a recognition of the centre's quality.

**Investment needs.** IFTL relayed that there is much they can do on their existing campus. This includes establishing an EV battery maintenance programme, which would require a USD 200,000 investment in new training equipment and infrastructure retrofits. Looking further up the supply chain, IFTL aims to become a CoE for battery analysis, repair, certification, and research. This would require an additional USD 1 million. There are also more mundane improvements to IFTL's current facilities that are needed such as creating sports facilities for trainees and adding more equipment to allow for additional training to occur within the current facilities. More ambitious projects could include replicating the centre in either Agadir or Marrakech, which could include expanding into port operations. Constructing a new centre would require an estimated USD 9 million. If the centre were to expand, IFTL also has innovative ideas to create commercial operations within the centre that could provide WBL opportunities for trainees while generating revenue for the centre.

#### **Centre des Sciences et Techniques de l'Électricité (Morocco)**

CSTE, established in 1963, is the training centre of the Moroccan state-owned power utility, l'Office National de l'Électricité et de l'Eau Potable (ONEE). Its primary mission is to develop the utility's workforce to be able to ensure the safe, reliable, and efficient delivery of electricity nationwide. It also provides upskilling training to firms and individuals outside of the utility

on a fee-for-service basis. As Morocco has other institutions dedicated to preservice training for youth, it does not offer this service.

Overall, CSTE trains 6,000 people per year. Of those, 500 are from Moroccan industry or from sub-Saharan Africa. Indeed, CSTE has established a strategy – including through engagement with ANCEE – to provide services to sub-Saharan African power utilities. To maintain quality, CSTE rotates staff from the utility to be trainers. This ensures that the trainers are up to date on current work methods and best practice.



**Programme areas.** CSTE trains on a full range of content areas relevant to utility operations including production, transmission, and distribution of electricity. This includes more than 400 modules that serve over 40 trades and over 1,000 job functions. They have been recently investing in integrating trainings on renewable energies and over 35 courses in soft skills. About half of training conducted focuses on safety and security.

**Scale and duration of programmes.** Six thousand trainees per year, with five hundred of those coming from outside of ONEE.

**Governance and links to industry.** CSTE is a unit within ONEE, a state-owned enterprise. While publicly owned and operated, ONEE functions with operational and financial autonomy, generating revenue and reinvesting in infrastructure and capacity development. To maintain high-quality, practice-oriented instruction, CSTE rotates experienced staff from ONEE into trainer roles. This approach ensures that training content remains aligned with current operational standards and best practices in utility management. CSTE and ONEE are able to generate revenue and reinvest in their operations. Representatives of CSTE noted interest in being able to sell additional services through mobility pathways or to the rest of Africa as a means of generating revenue.

**Certifications and accreditations.** CSTE was named an ANCEE Centre of Excellence in 2013 and is ISO 9001 and 2993 certified.

**Programme outcomes.** Morocco has made immense strides over the last 20 years, expanding electricity services from only 30 per cent rural electrification to now nearly universal access. CSTE played an important role in that progress, contributing essential capacity building to ONEE staff. CSTE reports over 88 per cent trainee satisfaction with a recent redesigned six-month ONEE onboarding programme.

**Investment needs.** CSTE has made significant investments in its infrastructure, equipment, and trainers over the last five years. Additional investment priorities include: additional training equipment for renewable energy and energy storage, green hydrogen systems, a platform for training on working at heights, a high-pressure welding lab, and a real-time energy grid management simulator.

### Other potential opportunities

During our visits we heard that the water training centre of ONEE in Rabat is also very strong; in fact, it is one of only a few high-quality training programmes in the water sector on the continent. However, the authors did not have an opportunity to visit.