

Room 2

SESSION 8: Skills for Investment: TVET and Workforce Development as a Driver for Private Sector Growth

Day 2 – 10 June 2026 – 12:00-13:30

Summary

This pre-forum session will highlight skills development as a cross-cutting enabler for private sector investment in Mozambique, in line with the Global Gateway strategy. The session will showcase how skills availability, workforce readiness and public–private partnerships (PPPs) are essential to unlocking investments across priority sectors discussed during the Forum, including energy, agribusiness, digital, tourism and critical raw materials.

The discussion will address key skills gaps and systemic challenges, while also presenting good practices and successful public–private partnerships, including collaborations with Technical and Vocational Education and Training (TVET) institutions, already operating in Mozambique, demonstrating tangible benefits for companies that invest in skills development. The session aims to position skills development as a strategic investment instrument that reduces business risk, improves productivity and strengthens value chains.

Context

Mozambique has identified industrialisation, value addition and private-sector-led growth as key drivers of economic transformation and needs a competent workforce to drive private sector development. At the same time, investors across all priority sectors consistently highlight skills shortages (even though 500,000 enter the job market) mismatches between training and labour-market needs, and limited availability of job-ready workers as major constraints to investment. This challenge is particularly significant in a country with a young and rapidly growing population, representing a substantial potential workforce and a strategic asset for investors if adequately trained and integrated into productive employment.

Skills development therefore cut across all thematic areas of the Mozambique–EU Business Forum. Whether in energy infrastructure, agribusiness processing, digital services, tourism or extractive industries, the availability of skilled technicians,

supervisors and mid-level professionals is critical for project implementation, operational efficiency and long-term sustainability

Strengthening collaboration between the private sector, public authorities and TVET institutions is key to ensuring that skills systems respond effectively to market demand.

Mozambique already hosts promising public–private partnerships in skills development, where companies collaborate with training institutions and public authorities to co-design curricula, offer apprenticeships, and invest in training facilities. These initiatives have demonstrated clear benefits for companies, including reduced recruitment costs, higher productivity, improved retention and stronger social licence to operate. Scaling and systematising such approaches remain a strategic priority.

Session Objectives

- Position skills development as a horizontal enabler for private sector investment under Global Gateway;
- Showcase successful public–private partnerships, including cooperation with TVET institutions, and demonstrate their concrete benefits for companies
- Promote dialogue between government, private sector, training institutions and development partners on how to better align skills supply with market demand;
- Highlight skills challenges and gaps affecting investment across key sectors presented during the Forum;
- Encourage investors to view skills development as a strategic investment rather than a cost.

Session Format

The session will have a total duration of 90 minutes and will proceed as follows:

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| ■ Moderator introduction and presentation of panelists: | 5 minutes |
| ■ Keynote speech: | 10 minutes |
| ■ 2 Case Studies of PPP or Investment in skills: | 20 minutes |
| ■ Panel Discussion: | 25 minutes |
| ■ Q&A with the audience: | 25 minutes |
| ■ Conclusion: | 5 minutes |

Moderator

- **Mr. Amilcar Sabino** – CTA Vice-President Human Development Unit, responsible for TVET

Academic, manager and entrepreneur, with more than 40 years of experience in the fields of education, institutional management, public administration and business leadership. He holds a Master's degree in Educational Sciences, with a specialisation in Educational Informatics, and has distinguished himself as a university lecturer and academic manager, contributing to strengthening quality and innovation in higher education in Mozambique. He is currently Chairman of the Board of Directors of PROMAC, where he leads strategies for industrial growth and development. He also has experience in public administration and in the logistics and transport sector.

Keynote Speech

- **Mr. Leo Jamal** – Secretary of State for TVET – Ministry of Education and Culture

Leo Elias Jamal holds a PhD in Educational Innovation, a Master's degree in Communication for Development, and a Bachelor's degree in Communication Sciences from the Catholic University of Mozambique. He has 18 years of experience in public administration, having served as: Provincial Director of Transport and Communications (Nampula); Provincial Director of Science, Technology, Higher and Technical Vocational Education (Nampula); Provincial Delegate for Science and Technology (Nampula); Director-General of the Alberto Cassimo Institute for Vocational Training and Labour Studies (2012–2025). In academia, he is a university lecturer at the Catholic University of Mozambique, teaching Entrepreneurship and Innovation and Organizational Management. He is also a member of the University Council of the Rovuma University and a career assistant researcher. In his free time, he enjoys playing chess, reading books, and listening to gospel music.

Panel

- **Ms. Claudia Manjate** – Vodacom

Claudia Manjate holds a degree in International Relations and Diplomacy and currently serves as Director of Government Relations and Institutional Engagement at Vodacom Mozambique. In this role, she leads the company's strategic communications and institutional positioning as a key partner in Mozambique's national digitalization agenda. With over 20 years of experience in public affairs, corporate diplomacy, legislative advocacy, and reputation management (particularly in the energy and agri-food sectors) she has played a key role in strengthening collaboration between the private sector and government. Her work has contributed to policy reforms,

governance models, and high-impact national initiatives. She is known for aligning institutional interests, fostering multi-sector partnerships, and building strong connections between businesses, government entities, and civil society. She also mentors young people and supports initiatives focused on digital literacy, entrepreneurship, and skills development for the future economy.

■ **Mr. José Segene – EDM**

Human Resources Organisation and Strategy Officer, in the Department of Development and Gender Policies, within the Human Resources Management Directorate. José Pedro Segene is a professional at Electricidade de Moçambique with more than 20 years of experience in the areas of energy, human resources, institutional strategy and the promotion of gender equality. He holds a degree in Public Administration from Joaquim Chissano University and a Master's in Gender and Development from Eduardo Mondlane University, and has developed his professional career at EDM since 2005.

■ **Mr. Cedrick Lemarie – EPSILON Energia Solar**

Chairman of Epsilon Energia Solar (EES), a Mozambican decentralized-energy and electric-mobility company operating across three business units: solar EPC and commercial & industrial installations, PAYGO solar for off-grid households, and electric mobility (tuk-tuks, scooters, and motorcycles). Based in Maputo, he works to expand clean-energy access and sustainable transport solutions across Mozambique. He also serves as Vice-President of the board of the Lycée Français International Gustave Eiffel in Maputo. His focus spans energy infrastructure, data-driven operations, and building scalable business models for emerging markets, with a long-standing commitment to the African energy transition.

■ **Mr. Aly Ibrahimo Lalgy – Lalgy**

Executive manager with more than 18 years of experience in the transport, logistics and mining sectors. Managing Director of Grupo Lalgy, he holds a degree in Business Management from ISCTEM. He is currently Chair of the Audit Committee of the Confederation of Economic Associations of Mozambique (CTA) and serves as Vice-President of the Maputo Road Freight Transporters Association (ASTROCAMA).

■ **Ms. Edwina Ferro – GAPI**

Edwina Ferro is a Gender and Youth Entrepreneurship Programs Manager at Gapi-SI, with over 10 years of experience leading initiatives focused on skills development, business incubation, and access to finance for young people and women

entrepreneurs. Throughout her career, she has led the implementation of socio-economic impact projects across multiple provinces in Mozambique, building strategic partnerships with public institutions, private sector actors, and civil society organizations. She holds a Bachelor's degree in Economics and a Master's degree in Business Administration and Management.