



REPÚBLICA DE ANGOLA
INTER-MINISTERIAL COMMISSION FOR THE COORDINATION, IMPLEMENTATION,
AND EVALUATION OF THE NATIONAL HUMAN CAPITAL DEVELOPMENT PLAN

CATALOGUE OF OPPORTUNITIES IN THE
**EDUCATION AND
HUMAN CAPITAL SECTOR**
INVESTING IN ANGOLA'S FUTURE



**HUMAN CAPITAL DEVELOPMENT PLAN
OF ANGOLA 2023-2037**



Angola is at a strategic turning point: its youthful demographic profile, emerging economic dynamism, and political commitment to structural transformation make investment in Human Capital development an urgent priority and an unparalleled opportunity.

With more than 55% of Angola's population of working age, the labour market is growing four times faster¹ than its natural replacement rate.

Angola's demographic profile reveals an expanding workforce and growing demand for education, training, and skilled employment.

This is the focus of the National Human Capital Development Plan (ACH 2023–2037), which, aligned with the Angola 2050 Long-Term Strategy, reflects the strategic framework underpinning this ambition.

1. For every 100 working-age adults, 434 young people enter the labour market (Active Population Rejuvenation Index). Source: Education Yearbook 2022/2023



POPULATION
36.2 million



POPULATION OF
WORKING AGE (+15 YEARS)
20.8 million

POPULATION OF COMPULSORY
SCHOOL AGE²
10.0 million

AVERAGE YEARS OF SCHOOLING
6.0 years

LITERACY RATE
72%



AREA
1,246,700 KM²



OFFICIAL LANGUAGE
Portuguese



GDP³
USD 402 billion



2. From Initiation class to Year 9 (5–14 years)
3. PPP (IMF), 2023

PURPOSEFUL INVESTMENTS

Investment in Human Capital – and, in particular, in teacher training – is recognised as one of the most profitable uses of public and private resources.

Both private returns – in terms of income – and social returns – in terms of productivity, inclusion, and economic growth – are among the highest over the long term, particularly when investment is made in a coordinated manner, with quality and scale.

INVESTING IN HUMAN CAPITAL IS INVESTING IN ANGOLA'S FUTURE



RETURN ON INVESTMENT IN
EDUCATION

10% PER ANNUM



Each additional year of formal schooling results, on average, in a 10% increase in a person's future earnings over the course of their working life.

**THE RETURN ON EACH EXTRA YEAR OF SCHOOLING IN SUB-SAHARAN AFRICA IS THE HIGHEST IN THE WORLD:
+13.5% PER YEAR**

Source: George Psacharopoulos & Harry Patrinos; "Returns to investment in education: a decennial review of the global literature"; World Bank; 2020

Investing in Human Capital is investing in Angola's future. It is investing in an expanding market, with a young, dynamic, and resilient population possessing strong transformative potential, within a context of growth and structural reform guided by a strategic framework with ambitious targets. The implementation of the National Human Capital Development Plan envisages the allocation of more than EUR 2.3 billion / USD 2.6 billion⁴ – achievable only through an approach centred on cooperation, integration, and strategic partnerships, with a focus on mobilising financial and technical resources from **public** and **private, national** and **international, bilateral** and **multilateral** sources.

This investment **opportunity catalogue is therefore** an invitation **to joint action** – a challenge to national and international partners to contribute decisively to building a more sustainable, prosperous, and inclusive future for Angola.

STRATEGIC INVESTMENT AREAS

The investment opportunities presented here are structured around seven major areas, directly addressing the most urgent national priorities.

- 1. EDUCATIONAL INFRASTRUCTURE AND EXPANDING ACCESS TO EDUCATION AND TRAINING.** Angola faces growing demographic pressure, with a young population that demands an urgent and significant expansion of the education system. The construction, modernisation, and equipping of school infrastructure and vocational training centres are essential to meet this demand.
- 2. INNOVATION AND DIGITAL TRANSFORMATION IN EDUCATION.** We are building an integrated digital ecosystem that combines technological solutions, pedagogical innovation, and distance learning, with significant social and economic impact, creating business opportunities for companies and investors whilst opening the door to strategic alliances with the public sector and development partners.

4. One trillion Kwanzas at 2022 prices

3. INCLUSION AND ACCESSIBILITY IN EDUCATION AND TRAINING SERVICES.

School meals, transport, student accommodation, and financial support are critical challenges that, once overcome, generate substantial social and economic benefits, promote social cohesion, and stimulate local economies.

4. TEACHER TRAINING. Investment in continuous teacher training is recognised globally as one of the interventions with the greatest impact on the quality of teaching and on learning outcomes. This strategic area aims to establish a robust, inclusive, and sustainable national system for initial teacher training, continuing professional development, and pedagogical qualification, strengthening their pedagogical, scientific, digital, and linguistic competencies.

5. VOCATIONAL TRAINING. A strategic pillar for boosting employability, improving productivity, and accelerating Angola's economic diversification. Investing in vocational training means fostering a modern, flexible ecosystem aligned with labour market demands, focused on developing technical and practical skills in priority economic sectors.

6. INSTITUTIONAL STRENGTHENING AND MODERNISATION OF EDUCATION AND TRAINING SYSTEMS. Structural modernisation of Angola's education system, focusing on public policy, pedagogical innovation, and institutional capacity-building, aims to consolidate institutional capabilities, modernise legal and regulatory frameworks, and align educational content and teaching methods with the demands of the twenty-first century.

7. DEVELOPMENT AND ACCESS TO QUALITY EDUCATIONAL RESOURCES. Reforming the education system requires modern, inclusive, and technologically accessible teaching resources. The production of textbooks, digital and multimedia content, as well as the creation of libraries and learning support platforms, is essential to ensure quality and equity in education. This is a growing sector with potential for regional expansion and a stimulus to the creative and digital economy in Angola.



THE FUTURE WE BUILD TOGETHER

BY 2050 WE ASPIRE TO ...

ACHIEVE A **LITERACY RATE** OF **90%** AMONG THE POPULATION AGED 25 AND OVER

EXPAND THE PROVISION OF **TECHNICAL AND VOCATIONAL COURSES**, ENSURING THAT **40% OF STUDENTS IN UPPER SECONDARY EDUCATION** ARE ENROLLED IN THEM

EXPAND THE NETWORK OF **HIGHER EDUCATION** INSTITUTIONS, IMPROVING THEIR PROVISION AND THE QUALITY OF TRAINING, SO AS TO ACHIEVE A **GROSS ENROLMENT RATE** OF **16%**

EQUIP **PRIMARY SCHOOLS** AND **BOTH CYCLES OF SECONDARY EDUCATION** WITH **COMPUTERS** AND **INTERNET ACCESS**

INVESTMENT OPPORTUNITIES CATALOGUE

1. EDUCATIONAL INFRASTRUCTURE AND EXPANSION OF ACCESS TO EDUCATION AND TRAINING

- 1.1. Construction, modernisation, and maintenance of Schools and Vocational Training Centres**
- 1.2. Sustainable Energy for Schools and Vocational Training Centres**
- 1.3. Supply of School Consumables and Equipping of Classrooms, Laboratories, and Workshops**

2. INNOVATION AND DIGITAL TRANSFORMATION IN EDUCATION

- 2.1. Development and implementation of EdTech Solutions: teaching platforms and digital resources**
- 2.2. Pedagogical and Technological Innovation Laboratories**
- 2.3. Development of Distance Learning Projects**

3. INCLUSION AND ACCESSIBILITY OF EDUCATION AND TRAINING SERVICES

- 3.1. National School Meals and Sustainable Canteens Programme**
- 3.2. Accessible and Sustainable School Transport**
- 3.3. Affordable Student Housing**
- 3.4. Financial Support Mechanisms for Students (loans and grants)**

4. TEACHER TRAINING

- 4.1. National Continuous Training Programme for Teachers/Trainers**
- 4.2. Foreign Language Training for Teachers**

5. VOCATIONAL TRAINING

- 5.1. National Vocational Training Expansion and Modernisation Programme**

6. INSTITUTIONAL STRENGTHENING AND MODERNISATION OF EDUCATION AND TRAINING SYSTEMS

- 6.1. Technical Support for the Reform of the Legal and Policy-Strategic Framework for Education and Training**
- 6.2. Technical Support for Pedagogical Innovation and Curriculum Modernisation**
- 6.3. Technical Support for Strengthening School Management and Governance and for the Implementation of Monitoring and Evaluation Systems**
- 6.4. Preparation and Tutoring Centres for Tests and Certifications (National and International)**

7. DEVELOPMENT AND ACCESS TO QUALITY EDUCATIONAL RESOURCES

- 7.1. Development and Updating of School Textbooks Aligned with the New Curricula**
- 7.2. Creation and Digitalisation of Multimedia Educational Resources**
- 7.3. Development of School and Community Libraries with Diverse and Inclusive Content**

PRIORITY PROJECTS

1.1

CONSTRUCTION, MODERNISATION, AND MAINTENANCE OF SCHOOLS AND VOCATIONAL TRAINING CENTRES

INVESTING WITH PURPOSE

Contributing to the expansion of the network of schools and vocational training centres (construction and rehabilitation) to meet the growth of the school-age population and the increasing demand for technical and professional qualifications, whilst ensuring standards of quality, safety, energy efficiency, accessibility, and a reduction in territorial inequalities, including gender parity.

INVESTMENT OPPORTUNITY

A strategic opportunity for multilateral investors, development banks, and the private sector. Stable financial returns, high social impact, and scope for innovative, sustainable, and more affordable solutions — such as modular construction and low-environmental-impact materials — reducing costs and accelerating delivery.

Financial instruments such as blended finance, climate funds, and green bonds help to mitigate risks and reinforce sustainability commitments.

*By 2050, an additional 290,000 classrooms will be built and equipped
Angola 2050*

2.1

DEVELOPMENT AND IMPLEMENTATION OF *EDTECH* SOLUTIONS: TEACHING PLATFORMS AND DIGITAL RESOURCES

INVESTING WITH PURPOSE

Contributing to the development, implementation, and expansion of EdTech solutions, including online teaching platforms, virtual learning environments, digital content (curricular and extracurricular), school management tools, digital training programmes for teachers and students, and access to connected technological devices. Beyond improving learning outcomes, these solutions reduce inequalities, promote social inclusion, stimulate the local innovation ecosystem, and create market opportunities for technology companies.

INVESTMENT OPPORTUNITY

A strategic opportunity for telecommunications operators, hardware suppliers, Big Tech companies, and economic groups linked to strategic sectors (energy, banking, and mining). All of these may play a significant role as co-financiers, suppliers, or partners, strengthening their corporate social responsibility and impact investment strategies. The opportunity, beyond the requisite investment, also generates demand for relevant service provision and attractive business opportunities.

By 2027, the number of users of Projecto Xilonga – the Angolan virtual school – will reach 6,000,000.

National Development Plan 2023-2027

3.2

ACCESSIBLE AND SUSTAINABLE SCHOOL TRANSPORT

INVESTING WITH PURPOSE

Contributing to the creation of safe, reliable, and affordable school transport networks, reducing territorial inequalities in access to and attendance in education and training systems.

INVESTMENT OPPORTUNITY

A strategic opportunity for transport management companies, bicycle manufacturers, and private operators. The investment may include the acquisition of motorised vehicle fleets, shared transport solutions, vehicle electrification, and even the use of school bicycles for short distances, through public-private partnerships, concessions, operating lease contracts, and co-financing. The sector offers long-term operational contracts and an attractive combination of social impact, predictable revenues, and contribution to climate targets, making it particularly appealing to investors focused on environmental, social and governance criteria.

By 2050, the Average Years of Schooling will increase from 6 to 9

By 2037, the Completion Rate

- *in Primary Education will reach 85%*
- *in Lower Secondary Education will reach 56%*

Angola 2050 and ACH 2023-2037

4.1

NATIONAL CONTINUOUS TRAINING PROGRAMME FOR TEACHERS/TRAINERS

INVESTING WITH PURPOSE

Contributing to the creation of a National Network for Continuing Professional Development, with provincial reference and educational innovation centres that coordinate existing resources and promote hybrid, innovative, and inclusive training, with a focus on strengthening the pedagogical, scientific, and digital knowledge and skills of teachers and trainers, whilst fostering inclusive, student-centred practices.

INVESTMENT OPPORTUNITY

A strategic opportunity for private training operators, technology companies, and technical cooperation. Alignment with the priorities of Sustainable Development Goal 4 (Quality Education), the modernisation of the pedagogical offering, and investment in Human Capital create a high-value proposition for public and private financiers, with potential for replication in other markets and significant social impact.

By 2050, 95% of teachers in Primary and Secondary Education will be professionally qualified to teach

By 2050, 40% of Higher Education Academic Staff will hold a Doctorate
Angola 2050

5.1

NATIONAL VOCATIONAL TRAINING EXPANSION AND MODERNISATION PROGRAMME

INVESTING WITH PURPOSE

Contributing to the development of a national network of vocational training centres equipped with modern facilities, programmes tailored to the strategic sectors of the economy, strong links with businesses, and aligned with regional conditions and the needs of local value chains. Each Centre may operate as a standalone unit or as part of a network, with the potential to become a regional centre of excellence and directly support industrial and commercial operations, with a focus on priority sectors such as industry, agro-industry, construction, renewable energy, digital technologies, and tourism.

INVESTMENT OPPORTUNITY

A strategic opportunity for business consortia, industrial operators – particularly in the oil and gas, mining, construction, manufacturing, agro-industry, digital technologies, tourism, and logistics sectors – and training and certification institutions. Financiers have the opportunity to develop vocational training centres aligned with their skilled labour requirements, backed by institutional support and designed to encourage collaboration between the State, businesses, and international partners. The creation of these centres strengthens the economic ecosystem and makes Angola more attractive for industrial and technological investment. Partnership opportunities include the creation of Public-Private Partnerships, business consortia, training agreements with industrial operators, corporate foundations, and agreements with international training and technical certification institutions.

By 2037, participation of the economically active population in Vocational Training will expand to 1.25%

By 2037, the number of graduates from the National Vocational Training System will exceed 2 million

ACH 2023-2037

6.2

TECHNICAL SUPPORT FOR PEDAGOGICAL INNOVATION AND CURRICULUM MODERNISATION

INVESTING WITH PURPOSE

Contributing to the modernisation of teaching and training content and methodologies, promoting innovative pedagogical approaches and curricula aligned with new economic, social, and technological demands. Pedagogical innovation is essential to prepare students for the challenges of the economy and to ensure Angola's competitiveness at regional and global level.

INVESTMENT OPPORTUNITY

A strategic opportunity for financiers and partners to contribute to a structural renewal of education, ensuring greater relevance, effectiveness, and attractiveness of the educational offering, whilst strengthening national employability levels. The initiative includes curriculum review, the development of new teaching materials, and the introduction of educational technologies.

*By 2050, achieve a Youth Employability Rate of around 60%
Angola 2050*

MAIN FINANCING MODALITIES

- Public-Private Partnerships (PPP)
- Concessional Financing and Long-Term Loans
- Trust Funds
- Blended Finance
- Green Bonds
- Operating Lease
- Grants
- Partnerships with International Foundations
- Corporate Social Responsibility (CSR)

RETURN FOR THE FUNDER/INVESTOR



STABLE AND ATTRACTIVE FINANCIAL RETURN

- Long-term contracts with public guarantees and subsidised interest rates
- Stable revenues from leasing, digital services, and training
- Subsidised tariffs and blended finance models
- Asset appreciation and growth of the user base

SCALABLE EDUCATIONAL AND TECHNOLOGICAL MODELS

- Market expansion in areas such as EdTech, certified training, digital content, and language services, with potential for replication at national level and across other African countries
- Angola as a Regional Hub for Educational and Technological Innovation

ALIGNMENT WITH ESG AND SDGS

- Direct contribution to SDGs 4 (education), 8 (employment), 9 (innovation), 10 (reduction of inequalities), 16 (effective institutions), and 17 (partnerships)
- Institutional reputation strengthened by alignment with ESG targets and measurable social impact
- Participation in transformative projects with strong institutional visibility and corporate social responsibility

INNOVATION AND DEVELOPMENT OF LOCAL ECOSYSTEMS

- Stimulating entrepreneurship, start-ups, and SMEs, with the creation of local value chains
- Generation of direct and indirect employment, stimulating the publishing and educational content sector
- Access to innovation ecosystems and the testing of solutions with potential for knowledge transfer

STRATEGIC RELEVANCE AND STRENGTHENING OF INSTITUTIONAL CAPACITY

- Recognition as a strategic partner in educational reforms in Angola
- Contribution to improving the quality and efficiency of public management in the education and training sectors
- Creation of conditions for larger-scale complementary projects (infrastructure, digitalisation, and technical training)
- Development of qualified Human Capital, with a direct impact on national employability and competitiveness

TAX & REGULATORY INCENTIVES

Investments in education, technical and vocational training, higher education, scientific research, and innovation are considered priorities, guaranteeing privileged access to tax and customs incentives.

Private Investment Law; Article 28

DIRECT TAX BENEFITS

- **Training and Internships:** Expenditure on vocational training and internships at certified institutions may qualify for an enhanced tax deduction for employment-related taxes and Industrial Tax.
- **Educational Infrastructure:** Up to 80% of investment in project infrastructure (which would otherwise be provided by the State) may be tax-deductible.
- **Cooperatives and Associations:** Cooperatives operating in education and training (basic, technical, vocational, or higher) or public-interest entities benefit from a 50% reduction in the Industrial Tax rate.
- **Development Zones:** Investments in specific development zones benefit from tax reductions of up to 85% of the taxable base, depending on the location of the investment.

PRIVATE INVESTMENT REGIMES

- **Contractual regime:** Applicable to investments exceeding 1 million dollars, allowing for the negotiation of tax benefits, including tax rate reductions for up to 15 years, a tax credit of up to 50% of the investment value for up to 10 years, and accelerated depreciation of up to 80% over 10 years.
- **Special regime:** Applicable to investments in priority sectors, with automatic tax benefits that vary according to the development zone, including exemption from taxes and charges for up to 5 years.
- **Prior declaration regime:** Intended for lower-value investments, with simplified tax benefits.

Relevant Legislation

Tax Benefits Code, Law No. 8/22 of 14 April · Private Investment Law, Law No. 10/21 of 22 April

REGULATORY FACILITATION

- **Simplified licensing:** Exemption from provisional licences and deadlines defined in the investment schedule.
- **Single Window (AIPEX):** Streamlined access to registrations, licences, contracts, and authorisations.
- **Land and public utilities:** Priority access to state-owned land and infrastructure (energy, water, and sanitation).

SUCCESS STORIES

School infrastructure and the use of more sustainable and cost-effective construction techniques

In response to an estimated shortage of 66,800 classrooms, the Philippine Government approved the Public-Private Partnership for School Infrastructure (PSIP) in 2011⁵. To reduce investment costs and expedite construction, the Government adopted the Build-Lease-Transfer (BLT) model, transferring construction costs and responsibilities to the private sector. Under this model, over a period of 10 years, the private sector could recover its investment and generate profit by leasing the infrastructure to the Government, after which it became state property. The PSIP was carried out in two phases. Phase I (2012–2015) enabled the construction of 9,296 classrooms at a cost to the Government of approximately 365 million dollars. One project innovation that helped reduce costs and accelerate construction was the use of modular construction techniques. The use of these techniques can reduce costs by up to 35% and construction timescales by up to 40–60%. Additionally, they have a lower environmental impact, minimising material waste. Modular construction has been used across various locations to build schools at lower cost, particularly in remote areas and those with environmental risks.

5. PPP SCHOOL INFRASTRUCTURE PROJECT (PSIP) PHASE I; in <https://www.dpwh.gov.ph/dpwh/PPP/projs/PSIP1> e The Impact of Private Schools, School Chains and PPPs in Developing Countries in <https://academic.oup.com/wbro/article/39/1/97/7115930?login=false>

Digital innovation

Ghana has been introducing digital and technological resources⁶ into its education system, with highly promising results. More than 500,000 students already use platforms such as eCampus and uLesson, with a strong presence in primary and secondary education, and teachers receive continuous training in tools such as Google Classroom and Moodle, fostering greater student engagement in learning processes. Schools with access to these technologies report a reduction of up to 18% in school dropout rates, particularly in rural areas, whilst the school enrolment rate grew by an average of 12% between 2020 and 2024 in regions with active digital programmes. Partnerships with the private sector, namely telecommunications operators, ensure that public schools are connected to the internet.

School Feeding

Brazil's National School Feeding Programme (PNAE)⁷, established in 1955, is one of the most successful public school feeding policies in the world. Managed by the National Fund for Educational Development, the PNAE transfers financial resources to school networks (municipal, state, district, and federal, as well as to philanthropic institutions and community schools), guaranteeing daily meals for approximately 40 million students across 155,000 public schools. The programme has been progressively adjusted to better address food security challenges. In 2009, it extended its coverage to all basic education, including adult and youth education, establishing that 30% of the annual budget must be invested in the direct purchase of food from small-scale producers, including traditional communities – a measure that had a significant impact on improving the quality of school meals. The PNAE combats hunger, supports family farming, and promotes nutritional education, establishing itself as an international model.

6. Gomes, Charles Antonio. The impact of new educational platforms in the contemporary school context. *International Integralize Scientific*. v 5, n 47, May/2025 ISSN/3085-654X

7. National Education Development Fund; PNAE; in <https://www.gov.br/fnde/pt-br/acao-a-informacao/acoes-e-programas/programas/pnae>

Affordable and Sustainable Transport Solutions

In partnership with NGOs, businesses, and government agencies, since its establishment, World Bicycle Relief⁸ has distributed more than 868,000 bicycles across 21 countries, including Angola. The organisation's comprehensive approach includes training more than 3,600 local mechanics and establishing more than 105 retail shops to ensure the sustainable use and maintenance of bicycles. Its mission is to mobilise individuals and communities through the Power of Bicycles, fostering mobility solutions that improve access to education, health services, and broader economic opportunities.

Technical and Vocational Training

"My Skills, My Future" is the motto of a flagship project launched in 2017 in Ghana. Co-financed by the German Government (via KfW and BMZ) in collaboration with GIZ and GSDI III from the EU and Switzerland, and implemented by COTVET/CTVET, the project had, by November 2023, trained approximately 19,000 master craftspeople and apprentices, of whom 73% were female. The initiative covers 16 regions, with 285 accredited training centres and more than 100 professional associations involved. It supports 12 technical areas, including mechanics, electronics, construction, textiles, cosmetics, carpentry, plumbing, and hospitality. The project offers vouchers for competency-based training and certification at Levels I and II of the National TVET Qualifications Framework, whilst promoting formalisation by encouraging informal providers and associations to register and obtain official accreditation. Given the promising results, additional funding of 60 million dollars from the World Bank and 40 million euros from the German Government has already been secured to train a further 50,000 beneficiaries over the next five years.

Greater Competitiveness and Job Creation

Inspired by the German dual model, the National TVET Fund was established in Ghana – a strategic step towards making the country competitive and generating skilled employment. The Fund's main objectives are to finance the modernisation of technical education infrastructure; acquire state-of-the-art training equipment; build the capacity of trainers; develop curricula aligned with the industrial sector; and offer grants and subsidies, with a particular focus on people with disabilities and marginalised groups. Notwithstanding the public budget already available, contributions from the private sector, international agencies, and bilateral cooperation partners are anticipated.

8. 2024 Impact Report; World Bicycle Relief; in <https://online.flipbuilder.com/wbr/csf/>



**ACH
UNIVERSE**

**GOVERNMENT
OF ANGOLA**

UNIVERSITIES

**VOCATIONAL
TRAINING
CENTRES**

**LARGE
ECONOMIC
GROUPS**

**BILATERAL
FINANCING
ENTITIES**

**MULTILATERAL
FINANCING
ENTITIES**



PARTNERSHIPS THAT CREATE VALUE; INVESTMENTS THAT GENERATE RETURNS

The combination of public, private, and multilateral resources is essential to ensuring the development of Human Capital in Angola. Your participation – whether as a direct financing partner, social investor, or institutional reinforcement – makes a real difference in enabling us to broaden our impact and build a more promising future for all Angolans.

The Angola Human Capital 2023-2037 Coordination Unit remains fully available to provide support at every stage of this shared journey, providing technical and institutional support, strengthening partnerships, and fostering the success of each investment so that every opportunity translates into real impact.

Be part of this change. Be part of Angola's future.

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