

Transformative Coaching: An innovative teaching approach to make a lasting impact on the capacities of sanitation actors



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Sub-Saharan Africa is still struggling to achieve target 6.2 of the Sustainable Development Goals (SDGs), which aims to ensure access to safely managed sanitation services for all by the year 2030. Inclusive Sanitation Capacity-Hub (ISC-Hub) was initiated in 2020 by the University Félix Houphouët-Boigny with the financial support of the Gates Foundation, with a view to compensating for the weakness or absence of capacity of actors to meet this challenge, specifically the management of faecal sludge in Francophone West and Central Africa.

- From 2020 to 2022, the ISC-Hub programme first assessed the training and capacity needs of professionals involved in faecal sludge management in the target area.
- From 2022 to 2025, various capacity-building activities are initiated by partners to fill the gaps identified in Burkina Faso, Cameroon, Côte d'Ivoire and Senegal.
- To have a lasting impact on the targets, ISC-Hub has set up specific support, substantial post-training support, allowing beneficiaries to put into practice the knowledge acquired in order to improve their services. This innovation is a specificity of ISC-Hub. It includes the concerted definition of a coaching plan based on the targeted objectives of each participant and the implementation of this plan over a minimum period of six (6) months.

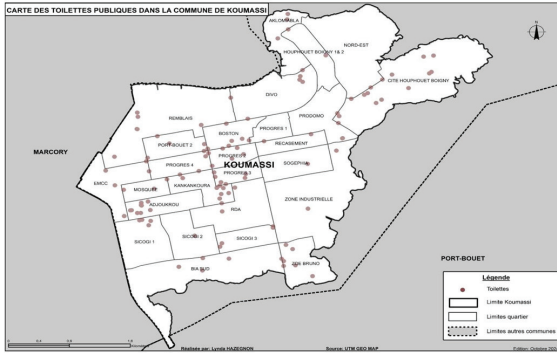
This specific and innovative approach brings considerable added value in the professionalization of actors, specifically women, in faecal sludge management.



Main results of the execution of the coaching plans with the actors benefiting from the training

Training provided	Coaching (objective/activities)	Number of beneficiaries	Key results
Burkina Faso Training of manual and mechanical emptyers on the organisation and management of an emptying company	<ul style="list-style-type: none"> • Technical monitoring of the proper maintenance of accounting tools • Support for the formalization of companies for non-formalized companies • Support for the improvement of the marketing or visibility strategy 	10 of which 1 woman	<ul style="list-style-type: none"> • Development of a business plan by each beneficiary for the benefit of their organization • A coaching beneficiary awarded a grant of 14,850,000 FCFA in 2024 in Burkina Faso • Minimum bookkeeping simplified by 10 emptyers • Formalization of two emptyers • Carrying out marketing actions by 5 emptyers • Acquisition of premises by 3 emptyers
Training of masons and pre-fabricators on the construction of inclusive sanitation works	<ul style="list-style-type: none"> • Technical support for the construction of institutional sanitation facilities/public sanitation facilities including gender (Separation of the men/women/people with reduced mobility (PRM) blocks) • A booth for the hygienic management of menstruation in women's latrines and for people with reduced mobility 	10 of which two women	<ul style="list-style-type: none"> • Ability to produce approved inclusive works developed by 8 craftsmen, including 1 woman • Beneficiaries obtained 08 implementation contracts after training • Construction of a structure integrating gender cabins

Training provided	Coaching (objective/ activities)	Number of beneficiaries	Key results
Senegal Training of craftsmen in the organization and formalization of umbrella structures of actors in Economic Interest Groups (EIGs) of the municipality of Mbour	Support in the process of organization and formalization of structures of actors in Economic Interest Groupings (EIGs) to have access to public service contracts (emptying and/or construction)	10	Official creation of the «GIE artisans masons de Mbour: buildings and rentals», composed of 10 members
Training of mechanical and manual drainers in the organization and formalization of umbrella structures of actors in Economic Interest Groupings (EIGs) of the municipality of Mbour		10 of which one woman	Creation of the «GIE and vidange Mbour» composed of 10 members
Training of women members of the <i>Takku ligueye</i> association on fecal matter management and city-wide Inclusive Sanitation (CWIS)	<ul style="list-style-type: none"> • Capacity building: the CWIS approach • Techniques for recovering waste products • Financing and budget management mechanisms • Marketing plans for the commercialization of sanitation products • Methods of data collection, management and sharing 	10 women	Practical application of co-composting techniques with treated faecal sludge and organic and animal waste
Ivory Coast Training of mechanical emptyers in the municipality of Koumassi on the formalization of an emptying company	Support and capacity building on the approval process for removal, transport, and disposal activities.	5	Obtaining a lease contract, a location plan and compiling files for the legal recognition of a drainer
Training of market gardeners and horticulturists in the municipality of Koumassi on the use of treated faecal sludge in urban agriculture	Experimentation with the use of treated faecal sludge for cucumber and purple eggplant production	10 of which two women	<ul style="list-style-type: none"> • Large fruit (maturity 45 days) <ul style="list-style-type: none"> - Average weight of cucumbers treated with BV treated only at 66 kg/4 m2: 1316.66 g - Average weight of cucumbers treated with BV treated at 33 kg/4 m2 plus 250g urea: 886.87g; - Average weight of cucumbers treated only with urea: 349.37g • Levels of heavy metals (lead, mercury, cadmium) in fruit below the limits set by the CODEX ALIMENTARIUS (FAO – WHO) and the EU-915 of 2023

Training provided	Coaching (objective/ activities)	Number of beneficiaries	Key results
Training of municipal agents on the control of community sanitation works in the municipality of Koumassi	Support and monitoring for : <ul style="list-style-type: none"> - The control and hygienic and safe management of public toilets - Support for the collection of data on the state of sanitation in the municipality of Soa 	04 of which 1 woman	<ul style="list-style-type: none"> • Public Toilet Reference State <ul style="list-style-type: none"> - 149 public toilets listed run by out-of-school foreigners (90%) - Defective (83%) and unhygienic (73%) facilities, no consideration of gender (Man / woman / people with reduced mobility) • Up-to-date map of public toilets in Koumassi 
Cameroon Training of municipal agents and sewage companies in the municipality of Soa in Cameroon on the CWIS approach and safely managed	<ul style="list-style-type: none"> • Training on: <ul style="list-style-type: none"> - CWIS and safely managed sanitation technologies - the organization of the sanitation service at the municipal level • Support for the collection of data on the state of sanitation in the municipality of Soa 	10	Carrying out a baseline study of the sanitation of the municipality of Soa
Training of municipal agents, NGOs, emptyers and operator of faecal sludge treatment plants in the municipality of Soa in Cameroon on the operation of public toilets	Periodic monitoring and evaluation of agents trained on: <ul style="list-style-type: none"> • the operation of public toilets in the municipality of Soa • the implementation of the recommendations of the training workshop. 	10	Three public washrooms put into operation