



THE AFRICAN SANITATION ACADEMY FEASIBILITY STUDY

Sanitation remains a neglected service in Africa. There is chronic under-investment in sanitation infrastructure and management, and lack of political leadership to address the sanitary revolution that could improve the lives of approximately 695 million people in Sub-Saharan Africa without access to improved sanitation.

To advance African-led transformational change in the sanitation sector, the **USAID Water for Africa through Leadership and Institutional Support (WALIS)** project, in 2017, studied the feasibility of a sanitation training center with an Africa continent focus commonly called the African Sanitation Academy (ASA).

The vision of an Africa Sanitation Academy is the emergence of a strong and distinct leadership for sanitation among utilities and local governments in Africa



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regional ASA market assessments in eastern, western, and southern Africa



128 key informant interviews (KIIs) held across the three regions

290

respondents to an ASA online survey

Some of the objectives for the feasibility study were to:

Assess existing frameworks for strengthening sanitation management and leadership

Analyze the demands of African governments and utilities for sanitation management

Examine the best organizational framework for the ASA, and how it should be financed

LESSONS LEARNED

An ASA will directly address the ability of the sanitation sector to attract and retain skilled professionals, and nurture sanitation leadership

Most people working in the sanitation sector view it as an aspirational sector to work in



Classroom-based learning needs to be consolidated in the field for engagement with peers and mentors

Lack of leadership is contributing to the poor performance of the sanitation sector

An ASA should play a key role in matching knowledge-exchange activities to a participant's individual competency-building needs

A suite of short, mix-and-match courses that deal with specific rather than broad topic areas is needed

Short courses in the sector should be of the shortest duration possible to minimize time out of the office for current and potential sanitation leaders.

Online courses offered in the sector should build in interaction and networking

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Communities of Practice are valued and should be a mix of online and face-to-face meetings

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The focus should be on building a set of core competencies for managers and leaders so they can respond to changing needs of the sector

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Courses should be of high quality and relevant to a person's job, and include opportunities for practice

DELIVERY METHOD RECOMMENDATIONS

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Read the complete feasibility study by USAID WALIS [here](#)