



## WATER, ENERGY & ENVIRONMENT WITH GENDER EQUALITY AND SOCIAL INCLUSION PROGRAMMES

### 1. EXECUTIVE SUMMARY

Africa's development trajectory is increasingly shaped by the interdependence of water security, energy transition, environmental sustainability and gender equality. Rapid urbanisation, climate change, infrastructure deficits, rural vulnerability, and persistent gender gaps demand highly skilled, policy-literate and technically competent leaders across the public and private sectors.

NC Consultants – Africa proposes a comprehensive portfolio of short-term executive and professional training programmes focused on Water, Energy and Environment (WEE), fully integrated with Gender Equality and Social Inclusion (GESI) principles.

The programmes are designed to strengthen policy, technical, governance and leadership capacity among African decision-makers, engineers, technocrats and development practitioners. They respond directly to national development priorities, regional frameworks, and continental commitments including Agenda 2063, SDGs 5, 6, 7 and 13, Nationally Determined Contributions (NDCs), Energy Compacts, Water Security Strategies and Climate Action Plans.

### 2. PROGRAMME OVERVIEW

The WEE–Gender Training Portfolio is delivered through 5-day and 10-day intensive programmes hosted across selected African training hubs between January 2026 and January 2027.

#### Core Thematic Coverage

The programmes holistically address:

#### a. Water–Energy–Environment Governance

- Integrated WEE policy and institutional coordination
- Transboundary water governance and environmental diplomacy
- Environmental law, compliance and safeguards

#### b. Energy, Water & Climate Resilience

- Climate-resilient water and energy systems
- Renewable energy–water linkages
- Disaster risk reduction and resilience planning

#### c. Gender Equality & Social Inclusion

- Gender-responsive policy design
- Women's leadership in water, energy and environment
- Gender mainstreaming in infrastructure projects
- Inclusive service delivery for vulnerable communities

**d. Infrastructure, Utilities & Service Delivery**

- Water utilities management and governance
- Rural water supply and energy access
- Sustainable infrastructure and PPP models

**e. Environment, Natural Resources & Sustainability**

- Environmental impact assessment and safeguards
- Nature-based solutions
- Sustainable mining, energy and environmental management

**f. Data, Digital Tools & Innovation**

- Data analytics, GIS and digital tools for WEE planning
- Evidence-based decision-making
- Monitoring, evaluation and reporting frameworks

**3. TARGET GROUPS**

The programmes are intentionally structured to attract **high-impact participants** who influence policy, planning, regulation and implementation.

**Primary Target Groups**

- Permanent Secretaries and Directors-General
- Senior Officials in Water, Energy, Environment & Climate Ministries
- CEOs and Senior Managers of Utilities and Regulators
- Engineers, Technocrats and Infrastructure Specialists
- Rural Electrification & Water Authorities
- Environmental Protection Agencies
- Gender & Social Development Officers
- Climate Change Units and NDC Coordinators

**Secondary Target Groups**

- Local Government and Municipal Authorities
- Development Finance Institutions
- Regional Economic Communities (RECs)
- Donor-funded programme managers
- Research and technical institutions

**4. PROGRAMME OBJECTIVES**

**Overall Objective**

To build a **critical mass of competent, gender-responsive and climate-aware leaders** capable of driving sustainable Water, Energy and Environment outcomes across Africa.

**Specific Objectives**

The programmes aim to:

1. Strengthen **policy formulation and regulatory effectiveness** in WEE sectors
2. Improve **technical and operational capacity** in water, energy and environmental systems
3. Enhance **gender equality and social inclusion** in planning and implementation
4. Build resilience to **climate and environmental risks**
5. Improve **institutional governance and leadership performance**
6. Promote **integrated, data-driven decision-making**
7. Strengthen **project design, financing and implementation readiness**

## 8. Support **regional cooperation and transboundary governance**

### 5. **PROGRAMME EXPECTATIONS**

#### **Expectations from Participating Institutions**

- Nomination of appropriately positioned officials
- Support for full programme participation
- Facilitation of post-training knowledge sharing within institutions

#### **Expectations from Participants**

- Active engagement in discussions and group work
- Sharing of country and institutional experiences
- Application of acquired skills in the workplace

#### **Commitment from NC Consultants – Africa**

- High-quality curriculum and expert facilitators
- Africa-focused and globally benchmarked content
- Professional learning environment
- Continuous programme evaluation and improvement

### 6. **TRAINING METHODOLOGY**

The programmes employ **modern executive learning approaches**, including:

- Interactive expert-led sessions
- Applied case studies from Africa and beyond
- Policy labs and simulation exercises
- Group problem-solving and peer learning
- Practical tools and implementation frameworks

This ensures **practical relevance, immediate applicability and measurable impact**.

### 7. **PROGRAMME OUTCOMES**

#### **Participant Outcomes**

Upon completion, participants will be able to:

- Design and implement integrated WEE policies
- Apply gender-responsive approaches in projects
- Strengthen institutional governance and compliance
- Lead climate-resilient and inclusive initiatives
- Use data and digital tools for planning and monitoring

#### **Institutional Outcomes**

Participating organisations will benefit from:

- Improved policy coherence and coordination
- Enhanced service delivery and infrastructure management
- Stronger gender and social inclusion outcomes
- Increased resilience to climate and environmental risks
- Better alignment with national and international commitments

#### **Continental Impact**

- Strengthened African leadership in WEE sectors
- Progress towards universal access to water and energy
- Improved environmental stewardship
- Greater gender equality in infrastructure and resource governance

## 8. WHY CHOOSE NC CONSULTANTS – AFRICA

NC Consultants – Africa offers:

- Deep understanding of **African development realities**
- Proven expertise in **executive and public-sector training**
- Integrated approach linking **policy, technology, environment and gender**
- Pan-African perspective and regional relevance
- Commitment to quality, professionalism and impact

## 9. CALL FOR PARTICIPATION

NC Consultants – Africa invites:

- **Ministries and Government Agencies**
- **Utilities and Regulatory Authorities**
- **Development Partners and Public Enterprises**
- **Local Authorities and Regional Institutions**

to nominate and sponsor participants for the **2026–2027 Water, Energy & Environment Programmes**.

Early nominations ensure:

- Priority placement
- Improved institutional visibility
- Strong return on training investment

## 10. CONCLUSION

Africa's sustainable future depends on **capable leadership, inclusive policies and resilient systems** in water, energy and environmental management.

NC Consultants – Africa stands ready to partner with your institution in **building skilled, gender-responsive and forward-looking professionals** who will shape Africa's development agenda.

We look forward to welcoming your delegates to these **high-impact executive training programmes**.

**WATER ENERGY & ENVIRONMENT (WEE)AND GENDER EQUALITY PROGRAMMES**

CODE	COURSE	DURATION	JAN 2026 – JAN 2027
WEE 01	Integrated Water–Energy–Environment Policy & Governance	5 Days	19 Jan–23 Jan 2026 01 Jun–05 Jun 2026 07 Sep–11 Sep 2026 14 Dec–18 Dec 2026 18 Jan–22 Jan 2027
WEE 02	Gender-Responsive Water & Energy Policy Design	5 Days	05 Jan–09 Jan 2026 22 Jun–26 Jun 2026 19 Oct–23 Oct 2026 07 Dec–11 Dec 2026 11Jan–15 Jan 2027
WEE 03	Climate Change, Water Security & Energy Resilience	10 Days	19 Jan–30 Jan 2026 07 Sep–18 Sep 2026 02 Nov–13 Nov 2026 07 Dec–18 Dec 2026 11 Jan –22 Jan 2027
WEE 04	Water Resource Management & Gender Inclusion	5 Days	19 Jan–23 Jan 2026 20 Apr–24 Apr 2026 10 Aug–14 Aug 2026 14 Dec–18 Dec 2026 18 Jan–22 Jan 2027
WEE 05	Renewable Energy, Water Systems & Gender Equity	5 Days	26 Jan –30 Jan 2026 04 May–08 May 2026 07 Sep–11 Sep 2026 07 Dec–11 Dec 2026 25 Jan–29 Jan 2027
WEE 06	Environmental Governance & Social Safeguards	5 Days	12 Jan-16 Jan 2026 20 Apr–24 Apr 2026 05 Oct–09 Oct 2026 30 Nov–04 Dec 2026 25 Jan–29 Jan 2027
WEE 07	Gender Mainstreaming in Infrastructure Projects (Water & Energy)	5 Days	19 Jan–23 Jan 2026 20 Apr–24 Apr 2026 10 Aug–14 Aug 2026 14 Dec–18 Dec 2026 18 Jan–22 Jan 2027
WEE 08	Rural Water Supply, Energy Access & Women's Empowerment	5 Days	05 Jan–09 Jan 2026 08 Jun–12 Jun 2026 05 Oct–09 Oct 2026 07 Dec–11 Dec 2026 18 Jan–22 Jan 2027
WEE 09	Water–Energy–Food Nexus for Policy Makers	5 Days	19 Jan -23 Jan 2026 04 May–08 May 2026 17 Aug–21 Aug 2026 14 Dec–18 Dec 2026 11Jan–15 Jan 2027
WEE 10	Climate-Smart Water & Energy Planning	10 Days	05 Jan -16 Jan 2026 06Jul–17 Jul 2026 14 Sep–25 Sep 2026 07 Dec–18 Dec 2026 11Jan–22 Jan 2027
WEE 11	Gender Equality in Climate & Environmental Action	5 Days	12Jan –16 Jan 2026 11 May–15 May 2026 19 Oct–23 Oct 2026; 14 Dec–18 Dec 2026 18 Jan–22 Jan 2027
WEE 12	Environmental Impact Assessment (EIA) & Gender Safeguards	5 Days	19 Jan-23 Jan 2026 08 Jun–12 Jun 2026 07 Dec–11 Dec 2026 25 Jan–29 Jan 2027

WATER ENERGY & ENVIRONMENT (WEE) AND GENDER EQUALITY PROGRAMMES			
CODE	COURSE	DURATION	JAN 2026 – JAN 2027
WEE 13	Water Utilities Management & Gender-Inclusive Leadership	5 Days	04 May –08 May 2026 14 Sep–18 Sep 2026 30 Nov–04 Dec 2026 11 Jan–15 Jan 2027
WEE 14	Energy, Environment & Gender-Responsive Budgeting	5 Days	05 Jan-16 Jan 2026 06 Jul–17 Jul 2026 14 Sep–25 Sep 2026 07 Dec–18 Dec 2026 11 Jan–22 Jan 2027
WEE 15	Sustainable Water Infrastructure & PPPs	5 Days	19 Jan–23 Jan 2026 01 Jun–05 Jun 2026 07 Sep–11 Sep 2026 14 Dec–18 Dec 2026 18 Jan–22 Jan 2027
WEE 17	Environmental Law, Compliance & Gender Rights	5 Days	05 Jan–09 Jan 2026 22 Jun –26 Jun 2026 19 Oct–23 Oct 2026 07 Dec–11 Dec 2026 11 Jan–15 Jan 2027
WEE 18	Urban Water, Energy & Environmental Sustainability	5 Days	12 Jan-16 Jan 2026 20 Apr–24 Apr 2026 05 Oct–09 Oct 2026 30 Nov–04 Dec 2026 25 Jan–29 Jan 2027
WEE 19	Gender-Inclusive Climate Finance for Water & Energy	5 Days	26 Jan–30 Jan 2026 06 Jul–10 Jul 2026 05 Oct–09 Oct 2026 14 Dec–18 Dec 2026 25 Jan–29 Jan 2027
WEE 20	Disaster Risk Reduction: Water, Energy & Environment	5 Days	12 Jan–16 Jan 2026 08 Jun–12 Jun 2026 21 Sep–25 Sep 2026 07 Dec–11 Dec 2026 11 Jan–15 Jan 2027
WEE 21	Data, Digital Tools & GIS for WEE Planning	5 Days	26 Jan–30 Jan 2026 04 May–08 May 2026 05 Oct–09 Oct 2026 07 Dec–11 Dec 2026 11 Jan–15 Jan 2027
WEE 22	Public Health, Water Safety & Environmental Protection	5 Days	12 Jan-16 Jan 2026 20 Apr–24 Apr 2026 05 Oct–09 Oct 2026 30 Nov–04 Dec 2026 25 Jan–29 Jan 2027
WEE 23	Transboundary Water Governance & Environmental Diplomacy	10 Days	05 Jan–09 Jan 2026 01 Jun–12 Jun 2026 14 Sep–25 Sep 2026 07 Dec–18 Dec 2026 11 Jan–22 Jan 2027
WEE 24	Women's Leadership in Water, Energy & Environment	5 Days	12 Jan–16 Jan 2026 02 Mar–06 Mar 2026 06 Jul–10 Jul 2026 07 Dec–11 Dec 2026 11 Jan–15 Jan 2027
WEE 25	Sustainable Mining, Energy & Environmental Management	5 Days	19 Jan–23 Jan 2026 04 May –08 May 2026 03 Aug–07 Aug 2026 14 Dec–18 Dec 2026 18 Jan–22 Jan 2027

**WATER ENERGY & ENVIRONMENT (WEE) AND GENDER EQUALITY PROGRAMMES**

CODE	COURSE	DURATION	JAN 2026 – JAN 2027
WEE 26	Nature-Based Solutions & Gender-Responsive Climate Action	5 Days	05 Jan–09 Jan 2026 01 Jun–12 Jun 2026 14 Sep–25 Sep 2026 07 Dec–18 Dec 2026 11 Jan–22 Jan 2027
WEE 27	Executive Programme: Water–Energy–Environment Nexus Leadership	10 Days	05 Jan–16 Jan 2026 29 Jun–10 Jul 2026 21 Sep–02 Oct 2026 07 Dec–18 Dec 2026 11 Jan–22 Jan 2027
WEE 28	Executive Programme: Gender, Climate & Sustainable Development	10 Days	19 Jan–30 Jan 2026 18 May–29 May 2026 14 Sep–25 Sep 2026 07 Dec–18 Dec 2026 11 Jan–22 Jan 2027