GERME CAMEROUN

Manage Your Business Better

INSTITUTIONAL PRESENTATION

GERME Cameroun

Manage Your Business Better

Association · Company (SARL) · Accredited Vocational Training Centre · NGO (accreditation in progress)

Together, let us make talents grow for a sustainable future

Training · Coaching · Business plans · Economic inclusion · Vocational training

97	**1 000**	**10**	**4**
learners trained and 100 % certified (PADESCE, 2026)	young people in Garoua to be supported (PFS-AIE, World Bank)	coaches deployed in 39 neighbourhoods across 3 communes	complementary entities: Association, SARL, CFP and NGO (accreditation in progress)

Yaoundé (Obobogo) · Regional office: Garoua (Plateau district)

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Association: receipt No. 00000150/RDA/J06/SAAJP/BAPP of 03/02/2022 · SARL: RCCM CM-NSI-01-2026-B13-00730 · CFP: MINEFOP order No. 000458 of 14/08/2026

October 2026 edition

Accredited training centre	International methodology	World Bank programmes
MINEFOP – order of 14 August 2026	ILO GERME / SIYB	PFS-AIE (IEJ Garoua) and PADESCE

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About this document

This document presents GERME Cameroun as a whole – its identity, its four entities (the Association, the company GERME CAMEROUN SARL, the accredited Vocational Training Centre and the NGO whose accreditation is in progress), its legal framework, team, methods, references and outlook. It is addressed to administrative and municipal authorities, public institutions, donors, international organisations and technical and financial partners wishing to work with GERME Cameroun. The supporting documents cited are available on request.

1 Message from the President

Dear partners, dear friends of entrepreneurship,

In Cameroon, hundreds of thousands of young people and women carry an idea, a trade, a project every day. What they rarely lack is talent; what they often lack is a method, support and a first helping hand to move from intention to creating a structured business. This is precisely where GERME Cameroun chose to act.

Born in February 2022 from the conviction that a well-conceived, well-managed and well-monitored micro-enterprise can durably transform a family and a neighbourhood, GERME Cameroun builds on the GERME methodology – "Gérez Mieux Votre Entreprise" ("Manage Your Business Better") – of the International Labour Organization (ILO). To better meet needs, the founding Association has set up three sister entities: a project-engineering company (GERME CAMEROUN SARL), an accredited Vocational Training Centre (CFP-GERME CAMEROUN) and an NGO whose accreditation is in progress. We put this synergy at the service of a single standard: train first, plan next, support over time, always measure.

In a few years, our teams have trained cooperatives in Cameroon, supported military personnel in their conversion to agro-pastoral entrepreneurship, strengthened trainers in other regions and written bankable business plans for young project holders. In 2026, the Adaptive Social Safety Nets and Economic Inclusion Project (PFS-AIE), financed by the World Bank, entrusted us with supporting 1,000 young people in the city of Garoua: a challenge worthy of our commitment.

We believe in verifiable results, transparency, the protection of vulnerable people and closeness to communities. We also believe in alliances: no organisation can meet the scale of needs alone. This document is an invitation to build them with us.

You are most welcome to the GERME Cameroun family.

Dr. Ing. AWE BAÏNA Modeste
President – Coordinator of GERME Cameroun
Certified SIYB Master Trainer

2 GERME Cameroun at a glance

GERME Cameroun is a Cameroonian structure supporting entrepreneurship and local economic development, headquartered in Yaoundé with a regional office in Garoua. It brings together four complementary entities – an Association, a company (GERME CAMEROUN SARL), an accredited Vocational Training Centre and an NGO whose accreditation is in progress – and deploys several modules adapted to the GERME / SIYB methodology of the International Labour Organization (ILO), of which it is a long-standing partner. It trains, coaches and supports young people, women, cooperatives and small businesses, with particular attention to the regions where the most disadvantaged and poorest people of Cameroon and the sub-region are concentrated. Its ambition: to be an African reference, recognised for the quality of its work.

2022 Creation and legal personality (receipt of 03/02/2022)	**97** learners trained, 52 women, 100 % certified (PADESCE)	**140+** certified trainer-experts in the GERME Cameroun network
10 field coaches mobilised in Garoua	**39** neighbourhoods covered in 3 communes	**1 000** young beneficiaries to be supported (IEJ)

Identity sheet

Item	Information
Name	GERME Cameroun (Manage Your Business Better) – website: www.germecameroune.org
Four entities	GERME Cameroun Association (2022) · GERME CAMEROUN SARL (2026) · CFP-GERME CAMEROUN (accredited 2026) · GERME CAMEROUN NGO (accreditation in progress)
Association	Declared association – non-profit organisation (Law No. 90/053 of 19 December 1990 on freedom of association)
Declaration	Receipt No. 00000150/RDA/J06/SAAJP/BAPP of 03 February 2022 – Mfoundi Divisional Office (Yaoundé)
Unique taxpayer number	NIU M0222170815995 – Tax centre: CDI Yaoundé 6
Head office	Obobogo, Yaoundé – Cameroon
Regional office	Plateau district, Garoua – North Region
Management	Dr. Ing. AWE BAÏNA Modeste – President of the Association, Managing Director of the SARL, Promoter of the Vocational Training Centre, certified and licensed SIYB Master Trainer
Accreditation	Vocational Training Centre “CFP-GERME CAMEROUN” – MINEFOP accreditation order of 14 August 2026 (three years, renewable)
APME / AFD accreditations	Accredited Business Support Services: Centre Basin – TRANSFAGRI (decision of 1 March 2023) · Mayo-Kani – SECAL (decision of 30 September 2026)
Methodology	ILO GERME / SIYB (Start and Improve Your Business): TRIE, CREE, GERME; CGAP financial education; UPSHIFT; My COOP
Technical modules	Agro-sylvo-pastoral, fisheries, agri-food processing and other technical modules
Fields	Entrepreneurship training · Coaching · Business plans · Project studies and maturation · Financial inclusion · Monitoring and evaluation · Advocacy
Working languages	French, English; local coaches bilingual in French, English / Fulfulde
Contacts	info.germecam@gmail.com · germecameroun.org@gmail.com · +237 690 308 378 / +237 621 120 279

Milestones of our history

Date	Milestone
03 February 2022	Declaration of the GERME Cameroun Association – legal personality obtained from the Mfoundi Divisional Office
2023	Training and coaching of young agro-pastoral entrepreneurs (PEA-Jeunes programme, Centre Region)
1 March 2023	GERME Cameroun accredited as a Business Support Service (APME / AFD) in the Centre Basin – TRANSFAGRI programme: 3 accredited services
2024	Development of bankable business plans for agro-pastoral micro-projects in Garoua and surroundings
2023 – 2024	Three SIYB training-of-trainers seminars (Yaoundé, Ebolowa): 35 trainers trained under the guidance of Certified Master Trainer Dr. Ing. AWE BAÏNA Modeste
15 – 28 July 2025	Cohort 1 of conversion of military personnel and veterans (MINDEF – ETA Abong-Mbang; order letter of 02 May 2025): 45 beneficiaries planned, 41 completed the 14-day programme
07 August 2025	Signature of PADESCE contract No. 141: continuing training of three cooperative organisations in the northern regions
17 Nov. 2025 – Jan. 2026	APME engagement letter (17 November 2025), then SIYB training of trainers for APME / MINPMEESA (Yaoundé, Bamenda, Limbe): 25 candidates, 23 certified trainers registered on the ILO gateway
March 2026	Training of 97 learners (02 – 18 March) and certificate award ceremonies (19 and 21 March 2026)
April 2026	Framework contract with COLEAD (support to the agri-food and horticultural sector of ACP countries)
June – July 2026	Incorporation of GERME CAMEROUN SARL (17 June) and registration with the Trade Register (3 July); application to AMI No. 001/2026 of the Southern Regional Council (study of a cold chain)
14 August 2026	Accreditation of the Vocational Training Centre CFP-GERME CAMEROUN by MINEFOP
20 August 2026	PFS-AIE contract: implementation of phase 2 of the IEJ Programme – City of Garoua lot
30 Sept. 2026	APME / AFD accreditation for the SECAL project in the Mayo-Kani Division (Far North): 5 accredited services
16 – 20 Sept. 2026	Workshop on digitalising GERME training modules (classic and agro-pastoral) – Kribi – GERME CAMEROUN NGO
October 2026	Operational start-up in Garoua: inception report, assignment of 10 coaches to 39 neighbourhoods

3 The four entities of GERME Cameroun

GERME Cameroun is a system of four complementary entities sharing the same brand, the same methodology (ILO GERME / SIYB), the same strategic management and the same quality standards. Synergy between the four entities is one of our six values: each acts according to its own status and, together, they cover the whole chain, from business idea to financing.

ASSOCIATION

GERME Cameroun Association – The historical foundation (2022)

Declared non-profit organisation (receipt of 03/02/2022). Carries the GERME / SIYB methodology, training, coaching and advocacy.

COMPANY

GERME CAMEROUN SARL – The engineering arm (2026)

Limited-liability company registered with the Trade Register on 03/07/2026. Studies, business plans, project engineering, technical assistance, tenders and calls for expressions of interest.

TRAINING

CFP-GERME CAMEROUN – The certifying training hub

Vocational Training Centre accredited by MINEFOP (order of 14/08/2026): seven specialities, ten-month cycles, in Obobogo (Yaoundé).

NGO

GERME CAMEROUN NGO – The development and cooperation hub

Non-governmental organisation whose accreditation is in progress: partnerships, social inclusion, gender, climate, humanitarian action, digitalisation of learning.

Status, purpose and activities of each entity

Entity	Status and legal basis	Purpose	Examples of activities
GERME Cameroun Association	Declared association, non-profit – receipt No. 00000150/RDA/J06/SAAJP/BAPP of 03/02/2022; NIU M022217081599S	Promote and guarantee the quality of the GERME / SIYB methodology; train and coach; advocate for the continuity of the programme	PEA-Jeunes (2023) · MINDEF / ETA Abong-Mbang conversion (2025) · PADESCE (2025-2026) · SIYB training of trainers (2023-2026)
GERME CAMEROUN SARL	Single-member SARL – RCCM CM-NSI-01-2026-B13-00730 of 03/07/2026; NIU M072618824772Y; capital FCFA 1,000,000	Intellectual and engineering services: studies, business plans, project maturation, technical assistance, response to tenders	Application to AMI No. 001/2026 of the Southern Regional Council (cold-chain study) · feasibility studies · business plans
CFP-GERME CAMEROUN	Accredited Vocational Training Centre – MINEFOP order No. 000458 of 14/08/2026 (3 years, renewable)	Certifying vocational training: 10-month cycles (entry with Baccalauréat / GCE A Level), seven specialities	Agro-pastoral · fisheries · environment and forestry · agri-food · business coaching · marketing · technical management
GERME CAMEROUN NGO	NGO – accreditation in progress (acronym: Group of Experts in Management and Strengthening of Micro-Enterprises)	Mobilise development partnerships and funding; social inclusion and gender; climate; humanitarian action; digitalisation of learning	Workshop on digitalising training modules (Kribi, 16-20 September 2026) · e-learning platform · partnership proposal for the Lab of Tomorrow sprint (GIZ)

Transparency on status

Each entity acts within its own legal status and its own administrative and tax obligations. GERME CAMEROUN NGO, whose accreditation is in progress, will carry out activities in that capacity only once it is granted; its current actions are conducted within GERME Cameroun.

A beneficiary's journey across the four entities

STEP 1	STEP 2	STEP 3	STEP 4
Association	**CFP-GERME**	**SARL**	**NGO**
Awareness-raising, GERME / SIYB training (TRIE, CREE, GERME), local coaching	Certifying vocational training in one of the seven accredited specialities	Bankable business plan, feasibility study, project maturation	Connection with partners and funding, inclusion, digitalisation, impact monitoring

4 Vision, mission and values

Our vision

To be an African reference, recognised for the quality of our work: a Cameroon where every young person, every woman and every cooperative has the skills, tools and support needed to create and grow a viable business, a source of decent income and lasting jobs.

Our mission

To promote and deploy the GERME methodology in Cameroon, train and coach project holders and entrepreneurs, guarantee the quality of GERME products and training, and advocate for the continuity of the GERME programme in Cameroon and beyond.

Statutory objectives

The Association's receipt sets out five main objectives, which structure our activities:

- **Promote** the GERME methodology and products in order to strengthen their visibility;
- **Develop** other products that can enrich GERME;
- **Carry out any research activity** aimed at a better impact of the GERME programme on training beneficiaries;
- **Guarantee quality assurance** of GERME products and of the training delivered;
- **Carry out lobbying and advocacy activities** to ensure the continuity of the GERME programme in Cameroon and beyond.

Our six values

Value	What it means in practice
Professionalism	Proven ILO methods, standardised tools, certified trainers, technical validation of every business plan, continuously monitored indicators.
Integrity	Transparency, code of conduct signed by every staff member, grievance redress mechanism, fight against fraud and corruption.
Inclusion	Attention to young people, women, out-of-school youth, internally displaced persons and vulnerable groups; adapted schedules and venues.
Sustainability	Training self-reliant entrepreneurs rather than dependants; transferring skills; capitalising on and sharing lessons learned.
Local innovation	Digital tools adapted to the field: geo-referenced data collection (ODK Collect), online registration, e-learning platform, offline content.
Synergy among the four entities	Association, SARL, CFP and NGO act in coordination with partners.

5 Legal status, accreditations and compliance

GERME Cameroun has a complete and up-to-date legal framework, verifiable with the competent administrations, built around its four entities: the Association (founding entity), the accredited Vocational Training Centre, the company GERME CAMEROUN SARL and GERME CAMEROUN NGO (accreditation in progress).

5.1 GERME Cameroun Association (founding entity)

Item	Detail	Authority
Association declaration	Receipt No. 00000150/RDA/J06/SAAJP/BAPP of 03/02/2022 (article 7 of Law No. 90/053 of 19/12/1990)	Mfoundi Divisional Office – Administrative, Legal and Political Affairs Department
Tax identifier (NIU)	M022217081599S – regime: non-profit organisation	General Directorate of Taxes – CDI Yaoundé 6
Tax certificates of 02/09/2026	Registration certificate (active taxpayer, CDI Yaoundé 6) and tax compliance certificate Ref. ACF 620264413854 – up to date with returns and payments (verifiable online by QR code)	General Directorate of Taxes

5.2 Vocational Training Centre “CFP-GERME CAMEROUN”

By order No. 000458 of 14 August 2026, the Minister of Employment and Vocational Training granted GERME Cameroun accreditation for the GERME Cameroun Vocational Training Centre, for a renewable period of three years. The centre is located in Obobogo (Yaoundé); it is accredited for seven specialities, with entry based on the Baccalauréat / GCE A Level and ten-month cycles.

Accredited specialities: agro-pastoral management and entrepreneurship; fisheries management and entrepreneurship; environmental management, forestry and valorisation; agri-food management and processing; business coaching; marketing and market development; technical management and specialised services.

5.3 GERME CAMEROUN SARL (engineering and services entity)

For its services, studies and project-engineering work, the structure also has a company, GERME CAMEROUN SARL, incorporated on 17 June 2026 by Dr. Ing. AWE BAÏNA Modeste, sole shareholder and manager.

Item	Detail
Form and capital	Single-member SARL (B13) – share capital FCFA 1,000,000 – term of 99 years
Trade Register (RCCM)	CM-NSI-01-2026-B13-00730 of 03 July 2026 – Registry of the Court of First Instance of Yaoundé Administrative Centre
NIU	M072618824772Y – Simplified Tax Regime (Impôt Général Synthétique) – tax compliance certificate of 13/07/2026
Corporate purpose	Intellectual services, service provision, import-export, general trade, logistics and transport, real estate
Certificates and compliance	Business-creation certificate from the CFCE Yaoundé – APME (08/07/2026) · Non-bankruptcy certificate (14/07/2026) · ARMP public-procurement non-exclusion certificate (16/07/2026) · CNPS social-compliance certificate (July 2026)

5.4 GERME CAMEROUN NGO (accreditation in progress)

The NGO “Group of Experts in Management and Strengthening of Micro-Enterprises” will carry development, inclusion, gender, climate and digitalisation programmes. Its references will be published once accreditation is granted.

5.5 APME / AFD accreditations – Business Support Services (BSS)

GERME Cameroun appears on the official lists of **Business Support Services (SAE) accredited by the Small and Medium Enterprises Promotion Agency (APME)** under the DIFASE mechanism, which facilitates access to non-financial services for projects co-financed by the French Development Agency (AFD). The Association is listed as "Association GERME CAMEROUN" (Start and Improve Your Business (SIYB) / GERME Cameroun in the 2023 decision).

Item	Centre Basin – TRANSFAGRI programme	Mayo-Kani (Far North) – SECAL project
Accreditation decision	No. 23-0000029/DG/DGA/CT-PFT/DDR/CADC/CEA of 1 March 2023	No. 26-00212/DG/DGA/DADEF/PF of 30 September 2026
Authority	APME – General Directorate (Yaoundé)	APME – General Directorate (Yaoundé)
Programme / project	TRANSFAGRI programme – mechanism facilitating access to non-financial services	Food Security Support Project in rural areas of Cameroon (SECAL)
Financing framework	AFD allocation agreement No. CCM 1443-01 K of 28 June 2018	AFD allocation agreements No. CCM 1816-01 P (17 November 2023) and No. CCM 1816-02 R (29 August 2025); AFD no-objection letter of 22 September 2026
Territory	Centre Basin	Mayo-Kani Division (Far North Region)
Validity	36 months (January 2023 – December 2025)	Duration of the SECAL project
Services accredited to GERME Cameroun	3 services	5 services

Decision	Domain	Services accredited to GERME Cameroun
TRANSFAGRI – Centre Basin (2023)	I – Management training and coaching	I.1 Flash diagnostic / Business plan + coaching · I.3 Flash diagnostic / Transformation of cooperatives and federations into cooperatives (simplified and CA)
	II – Entrepreneurship	II.2 Start and develop your business (SIYB)
SECAL – Mayo-Kani (2026)	I – Management	S8 Use of ICT – Applications (TIC/A) · S10 Basin facilitation (BASS)
	II – Entrepreneurship	S11 From project to business creation (LEAD) · S12 Start and develop your business (SIYB)
	III – Marketing training and market development	S13 Market access facilitation tools (OFAM)

What this means for our partners

These accreditations recognise GERME Cameroun's capacity to act as a provider of non-financial services – training, coaching, business-plan development, transformation of cooperatives, market-access tools – for the businesses and organisations benefiting from these projects, in line with the DIFASE standards and procedures. As stated in the decisions, listing does not constitute a commitment to any volume of services and remains subject to APME monitoring and control.

6 Governance and organisation

6.1 The Executive Board of the Association

The Association is run by an Executive Board that defines strategic directions, approves budgets and supervises missions:

No.	Name	Position
1	Dr. Ing. AWE BAÏNA Modeste	Chairman of the Board of Directors, Executive President and Legal Representative
2	ESSO ONDOA ANGELINE MARTINE	Vice-President
3	OWANGKAGUE Jean Félix	Secretary General
4	DAÏWE BAÏNA SÉRAPHIN	Deputy Secretary General
5	NGO MBONG PAULINE	Treasurer
6	AMANG AMANG A ZIEM	Auditor, independent member
7	NDAGA TSANGA Jean Paul	External technical adviser (former GERME trainer)
8	AWONO Marcel Faustin	External technical adviser (former GERME trainer)

6.2 Operational organisation

Each mission is run by a dedicated project unit under the supervision of the Executive Board:

LEVEL 1	**Executive Board** Strategic direction, supervision, relations with donors
LEVEL 2	**Mission management unit** Mission leader · Administrative and financial manager · Permanent secretariat (mail, archiving, beneficiary data)
LEVEL 3	**Field team** GERME / monitoring-evaluation / digitalisation expert · Local facilitating coaches · Logistics and teaching support

6.3 Functional organisation chart (updated 2024)

Body	Composition and role
General Assembly and Board of Directors	Decision-making bodies; Executive Board (Executive President, Vice-President, Secretaries General, Treasurer, Auditor)
Executive Directorate and General Secretariat	Steering of the four entities; six services: administrative, financial and audit · human resources · legal · logistics and procurement · communication and public relations · secretariat and archives
Technical Directorate	Six departments: training and capacity building · entrepreneurship and coaching · planning and projects · monitoring-evaluation and quality · environment, climate and gender · partnerships

6.4 Management principles

- **Segregation of duties and accountability**: separate decision-making, technical, financial management and control.
- **Traceability and compliance**: geo-referenced data collection, archiving of supporting documents; World Bank rules (fraud, safeguards, SEA/SH).

7 Areas of expertise and services

GERME Cameroun offers a complete support chain, from business idea to monitoring of results. Our services, aimed at young people, women, cooperatives, military personnel in conversion and SMEs, fall into seven areas:

1	**Entrepreneurship and management training** GERME / SIYB training (TRIE, CREE, GERME), continuing training of cooperatives and SMEs, training of trainers, certification of participants. Andragogical approach: 80 % practice, 20 % theory.
2	**Coaching and local support** Personalised visits (at least two per month at start-up), bookkeeping, cost calculation, marketing, separation of personal assets from business capital, monitoring of the use of grants.
3	**Bankable business plans** Drafting of, and support to drafting, complete business plans (market study, operational plan, financial plan, NPV, IRR, break-even point, sensitivity simulations) for grant windows, banks and competitions.
4	**Studies, maturation and project engineering** Feasibility and maturation studies of agro-pastoral projects, value-chain analysis, economic and organisational diagnostics, advisory support to agro-pastoral and agri-food actors.
5	**Financial inclusion and digitalisation** Awareness-raising and support for opening mobile-money accounts, financial education, online registration platforms, biometric enrolment on tablets, candidate scoring.
6	**Certifying vocational training** Ten-month cycles at CFP-GERME CAMEROUN: agro-pastoral, fisheries, environment and forestry, agri-food, business coaching, marketing, technical management.
7	**Monitoring-evaluation, safeguards and advocacy** Data collection and analysis (ODK Collect, KoboToolbox), impact reports, grievance redress mechanism, SEA/SH prevention, advocacy for the continuity of the GERME programme.

Four areas of intervention

Area	Content
1. Engineering consulting and organisational structuring	Diagnostics, feasibility studies, business plans, support to the structuring of organisations
2. Entrepreneurship and local economic development	Creation and growth of micro, small and medium enterprises, with emphasis on young people and women
3. Climate resilience and sustainable development	Environment, climate, sustainable agriculture, renewable energy, green economy
4. Social inclusion, gender and humanitarian action	Socio-economic integration, gender equality, support to vulnerable groups

Three training hubs

Hub	Topics
Sustainable agriculture and green economy	Agribusiness, livestock, fish farming and aquaculture, agri-food processing, climate-change adaptation, renewable energy
Entrepreneurship, management and innovation	Business design and management, leadership, financial education, digital skills and e-commerce
Growth trades and social inclusion	Digital services, marketing, crafts, local natural cosmetics, digital communication, social intervention and community development

8 The GERME methodology

GERME – "Gérez Mieux Votre Entreprise" ("Manage Your Business Better") – is part of the SIYB (Start and Improve Your Business) family of tools of the International Labour Organization (ILO), used in more than one hundred countries. GERME Cameroun deploys it with certified trainers and enriches it with field practices adapted to urban and rural contexts in Cameroon.

ÉTAPE 1

TRIE

Find your business idea

The promoter compares their aspirations with the real needs of the local market, avoids saturated sectors and settles on a viable idea.

ÉTAPE 2

CREE

Start your business

Drafting of a simplified business plan: market, products, costs, investments, financing and cash-flow forecasts; technical validation by the Master Trainer.

ÉTAPE 3

GERME

Improve your business

Day-to-day management skills: cost and margin calculation, bookkeeping, stock management, marketing, savings and reinvestment.

A five-stage support pathway

Stage	Content	Expected result
1. Targeting and awareness	Community information, registration (online or in person), document collection, biometric enrolment, scoring	Reliable list of beneficiaries, without duplicates or selection bias
2. Cascade training	Training of trainers, then group sessions in personal development and entrepreneurship (ACV / GERME)	Basic skills acquired; business plan drafted
3. Project certification	Review by an internal technical committee; selection of viable business plans	Certified projects, ready to receive financial support
4. Financial inclusion	Opening of mobile-money accounts, financial education, individual savings	Banked beneficiaries, grant received safely
5. Coaching and follow-up	Monthly visits, bookkeeping, marketing, use of funds, digital reporting, complaint handling	Businesses in operation, income measured, impact report

What sets us apart

- **An international method, local application**: ILO tools, examples, languages and socio-cultural codes of the field (French, English, Fulfulde).
- **Learning by doing**: demonstrations, sub-group workshops, case studies, plenary feedback – 80 % practice.
- **Built-in quality control**: technical validation of each business plan, internal certification committee, indicators tracked throughout the pathway.
- **Proof through data**: geo-referenced digital data collection, photos, impact statistics, certified reports.
- **A complete chain**: from the business idea to the banking of the beneficiary and post-creation follow-up.

9 References and achievements

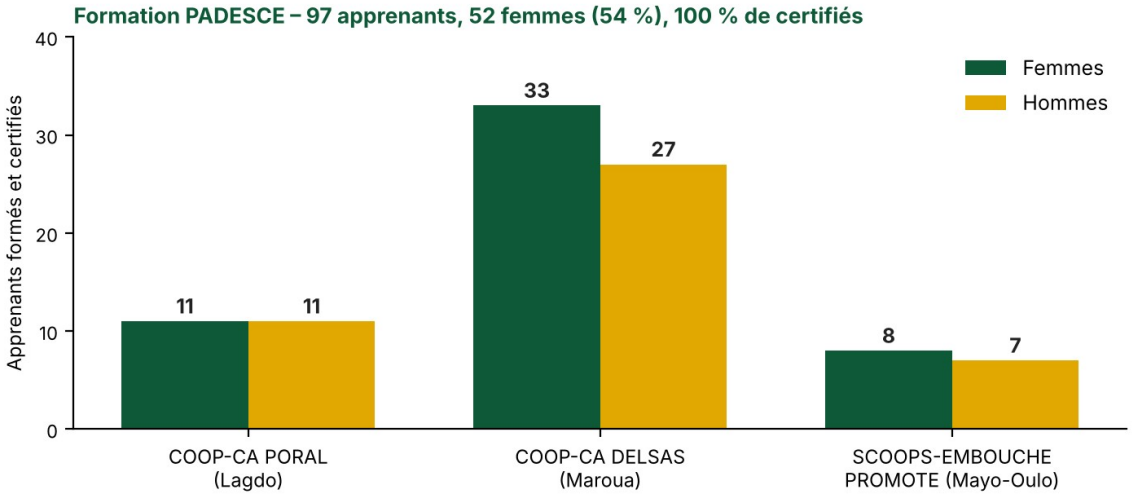
The references below illustrate GERME Cameroun's technical and operational capacity in training, capacity building and advisory support to actors in the agro-pastoral, agri-food and entrepreneurship value chains.

Year	Client / contracting authority	Service	Location
2026	**PFS-AIE / MINEPAT** (World Bank, IDA Credit 70480-CM)	Implementation of phase 2 of the Youth Economic Inclusion Programme – City of Garoua lot: 1,000 young people supported	Garoua (3 communes)
2026	**COLEAD** – Liaison Committee for Entrepreneurship, Agriculture and Development	Framework contract: support to strengthening the competitiveness of the agri-food sector (horticultural emphasis) and regulatory compliance through training and technical assistance	ACP countries (missions under order letters)
2025 – 2026	**PADESCE** – Cameroon / World Bank cooperation – MCDC (MINEFOP)	Contract No. 141: continuing training of 97 members of three cooperative organisations; 480 h	Garoua, Maroua, Guider (Lagdo, Mayo-Oulo)
2025 – 2026	**APME** – SME Promotion Agency (MINPMEESA; MINAT funding) – via SIYB Cameroon	SIYB training of trainers: 25 candidates (14 M / 11 F), 23 certified trainers (13 M / 10 F, i.e. 92 %), 205 entrepreneurs trained in practical coaching; registration on the ILO gateway	Yaoundé (1 – 5 Dec. 2025), Bamenda and Limbe (Jan. 2026)
2023 – 2024	**SIYB Network Cameroon** (ILO) – ministries MINEPIA, MINADER and other institutions	3 training-of-trainers seminars of 80 h each (March 2023, August 2023, January 2024): 35 SIYB trainers trained	Yaoundé, Ebolowa
2025	**MINDEF** – Technical School of Agriculture of Abong-Mbang (MINADER)	Cohort 1 of conversion of military personnel and veterans nearing retirement: 45 beneficiaries planned, 41 completed the 14 days (15 – 28 July 2025); entrepreneurship, financial education, agro-pastoral techniques, business plans	Abong-Mbang (East)
2024	Agro-pastoral project holders (various funding)	Development of 50 bankable business plans for agro-pastoral micro-projects	Garoua and surroundings
2023	**PEA-Jeunes** – Youth Agro-pastoral Entrepreneurship Programme	Training and coaching of 500 beneficiaries on the TRIE, CREE and GERME modules	Centre Region

Focus on the PADESCE contract (2025 – 2026)

The Secondary Education and Skills Development Support Project for Growth and Employment (PADESCE), financed by IDA Credit 6745-CM, entrusted GERME Cameroun, under contract No. 141/CF/PADESCE/UCP/CG/MCDC/F3/SPM/05-2025 of 07 August 2025, with the continuing training of staff of three cooperative organisations in the northern regions (window 3 of the Competitive Skills Development Mechanism – social and informal economy).

97	52	100 %	480 h
learners trained in 3 cooperatives	women, i.e. 54 % of participants	of learners certified and certificates awarded	of training, i.e. 120 h at each site (80 % practice)



Site / beneficiary	Training dates	Learners	Women	Ceremony
COOP-CA PORAL – Lagdo (rice production, SRI, processing)	02 – 18 March 2026	22	11	19 March 2026
COOP-CA DELSAS – Maroua (livestock and crop production, processing)	02 – 18 March 2026	60	33	19 March 2026
SCOOPS-EMBOUCHE PROMOTE – Mayo-Oulo (cattle breeding, maize, management tools)	02 – 18 March 2026	15	8	21 March 2026
TOTAL		**97**	**52**	

Modules delivered: livestock and crop production; agri-food processing; packaging and standardisation; cosmetics manufacturing; management tools (small-scale bookkeeping) and taxation; market access. End-of-training certificates bear the logos of PADESCE and SIYB / GERME Cameroun, with an official award ceremony in the presence of local authorities and cooperative leaders.

Focus on the conversion of military personnel and veterans (MINDEF, 2025)

In partnership with the Technical School of Agriculture of Abong-Mbang, GERME Cameroun ran, from 15 to 28 July 2025, cohort 1 of training for military personnel and veterans nearing retirement from the East Region, in four components: entrepreneurship (TRIE / CREE), financial education, agro-pastoral techniques and development of business plans presented before a jury.

41
beneficiaries completed the pathway (45 planned), aged 45 to 65

14 days
of training, with placements on reference farms

68 / 32 %
livestock / crop production

88 %
of participants very satisfied with the session

10 IEJ Programme – Phase 2 in Garoua (PFS-AIE)

The Adaptive Social Safety Nets and Economic Inclusion Project (PFS-AIE), financed by the World Bank (IDA Credit 70480-CM) and implemented by the Ministry of the Economy, Planning and Regional Development (MINEPAT), is rolling out phase 2 of the Youth Economic Inclusion (IEJ) Programme. Following a request for proposals (RFP of 19 March 2026), implementation of the City of Garoua lot was entrusted to GERME Cameroun by contract of 20 August 2026.

1 000 young beneficiaries supported	**1 200** candidates trained in 40 groups of about 30	**10** local facilitating coaches
39 neighbourhoods in Garoua 1st, 2nd and 3rd	**6** deliverables over 12 months	**2 / month** coaching visits at start-up

A territorial set-up designed neighbourhood by neighbourhood

The city of Garoua is divided into three district communes. Ten coaches, each responsible for a portfolio of about one hundred beneficiaries, have been assigned to ten sectors covering thirteen main neighbourhoods per commune:

Commune	Coaches	Intervention sectors	Neighbourhoods
Garoua 1st	4	Centre-South · North · Centre-East · East-Periphery	13
Garoua 2nd	3	Nord Roumdé · East Aviation · South Station	13
Garoua 3rd	3	East Bocklé-Babla · Centre Sanguéré · South Mafa-Djalingo	13
Total	**10**	**10 sectors**	**39**

The choice of sectors is based on the concentration of young people, vulnerability, school dropout and the presence of displaced populations; places where young people gather were identified through local minutes.

The programme's six deliverables

Deliverable	Content	Duration
L-1 Inception report	Launch, training of trainers (ToT), methodology, staff contracts, detailed schedule	14 days
L-2 Targeting and enrolment	Awareness-raising, registrations, ID-card collection, biometric capture, scoring, final lists	30 days
L-3 Training and business plans	ACV / GERME sessions, drafting of 1,200 business plans, final selection of 1,000 certified plans	30 days
L-4 Financial inclusion	Awareness of mobile money, support to account opening, payment monitoring	14 days
L-5 Local coaching	Monthly visits, bookkeeping, marketing, monitoring of funds, ODK Collect reporting, complaint handling	180 days
L-6 Final report and sustainability	Evaluation of indicators and impact, networking day, administrative closure	15 days

11 Team and expert network

GERME Cameroun combines experienced management, thematic experts and local coaches, mobilised according to the needs of each mission. The GERME Cameroun network includes more than 140 certified trainer-experts. The profiles below illustrate the team engaged in Garoua and the associated expert network.

Management and key staff of the Garoua mission

Position	Name	Profile
President – Strategic mission lead	Dr. Ing. AWE BAÏNA Modeste	Certified SIYB Master Trainer; legal representative; oversight of methodological quality and validation of business plans
Mission leader	ESSO ONDOA Angeline Martine	Senior expert in planning, maturation and analysis of agro-pastoral projects; certified GERME trainer; experience at MINEPIA, PDIZTF/MINEPAT and in value-chain studies
GERME / digitalisation / M&E expert	DAÏWE BAÏNA Séraphin	Certified GERME trainer-expert (ILO); more than 500 beneficiaries trained; proficient in KoboToolbox / ODK; experience with PADESCE, TRANSFAGRI, GIZ
Accounting secretary	DOUWEL Edvige	Mail management, archiving and administrative and accounting follow-up

The ten facilitating coaches in Garoua

Sector (commune)	Coach	Sector (commune)	Coach
Centre-South (Garoua 1st)	MOUANANG Raïssa H. J.	East Aviation (Garoua 2nd)	SITMO Lambert
North (Garoua 1st)	ATANGANA Raphaël	South Station (Garoua 2nd)	GAMTIA Mathieu
Centre-East (Garoua 1st)	MAI GODNE BAINA H. (Hippolyte)	East Bocklé-Babla (Garoua 3rd)	MBERE NENTCHERSE
East Periphery (Garoua 1st)	NDAGA TSANGA J. P.	Centre Sanguéré (Garoua 3rd)	KOSGA Albert
Nord Roumdé (Garoua 2nd)	AMANG AMANG A ZIEM	South Mafa-Djalingo (Garoua 3rd)	DJONGMAILA Emmanuel

All coaches are trained in GERME pedagogy, social safeguard protocols, ODK Collect data collection and biometric enrolment during a Training of Trainers prior to deployment.

Associated expert network

Expert	Speciality	Education
NKWETCHE TEFFO Alain Bertrand	Financial engineering and agricultural economics	Master's in financial engineering (Sorbonne); DEPA in entrepreneurship management (ESSEC)
AWONO Marcel	Analysis and evaluation of agro-pastoral projects	Master 2 in project analysis and evaluation (Yaoundé II and Rennes 1)
TEKOH Lokady ENDAM née TINONG	Animal production, statistics	Agronomist engineer (FASA – Dschang)
Dr FOUOGUE SONNA Steve Wilfred	Animal health, data governance (One Health)	Doctor of veterinary medicine (UDM) and Master's in public policy
TEMGOUA Edouard	Standards and quality control	Food technology engineer – Master II (University of Dschang)

Detailed CVs of the experts are available on request.

12 Resources, tools, quality and safeguards

Logistical and technical resources

Pillar	Resources mobilised
Mobility and local presence	Regional office in Garoua; dedicated vehicle and motorbikes for coaches; fuel and maintenance; permanent presence in the three communes.
Learning environment	Rental of nearby rooms (women's empowerment centres, municipal halls, private rooms) equipped with furniture and sound systems; teaching kits and GERME manuals.
Digitalisation and reporting	Online registration platform accessible on mobile; tablets for biometric enrolment; ODK Collect and KoboToolbox; secure synchronisation with the contracting authority's server.
E-learning platform	GERME CAMEROUN online training platform (registration, back-office, learner tracking); digitalisation of classic and agro-pastoral modules with offline content for low-connectivity areas; digitalisation workshop in Kribi (16 – 20 September 2026).
Communication and reprography	Mobile fleet (internet and calls); reprography of business plans and reports; motivational films; awareness materials.
Closure and capitalisation	Feedback workshops, networking days, success stories and impact statistics presented to authorities and partners.

Quality assurance

- **Before fieldwork**: Training of Trainers, standardisation of tools (TRIE, CREE, GERME), signing of the code of conduct.
- **During**: attendance lists, minutes, monthly visit reports, periodic performance reviews with the contracting authority.
- **After**: evaluation of indicators (delivery, learner satisfaction, availability of supporting documents), final report and capitalisation.

Environmental and social safeguards

Area	Arrangement
Grievance redress mechanism	Suggestion boxes, toll-free numbers, handling within defined deadlines, complaints collection report.
SEA / SH protection	Awareness module in every session, signed code of conduct, referral of victims to the competent services.
Inclusion and equity	Schedules adapted to domestic responsibilities, accessible venues, attention to young mothers, out-of-school youth and internally displaced persons.
Environment	Packaging-waste management, good hygiene and safety practices, awareness of sustainable use of resources.
Data protection	Confidentiality and security of personal data (identity documents, biometric data), restricted access, encrypted transmission.

13 Partners, donors and territorial presence

Partners and institutions GERME Cameroun has worked with

Partner	Nature of the collaboration
World Bank (IDA)	Financing of the PFS-AIE (IDA Credit 70480-CM) and PADESCE (IDA Credit 6745-CM) programmes, for which GERME Cameroun is a service provider
MINEPAT – PFS-AIE Management Unit	Contracting authority of the IEJ Programme – City of Garoua lot
MINEFOP – PADESCE / MCDC	Contracting authority for the continuing training of cooperatives; accreditation authority of CFP-GERME CAMEROUN
International Labour Organization (SIYB)	GERME / SIYB methodology; certified trainers; SIYB Cameroon association
ETA Abong-Mbang (MINADER)	Memorandum of agreement for cohort 1 of conversion of military personnel and veterans (logistics, accommodation, practice sites)
APME – SME Promotion Agency	Training and certification of 23 SIYB trainers (MINPMEESA, MINAT); company registration; support to project holders
MINDEF – ETA Abong-Mbang	Conversion of military personnel and veterans
COLEAD	Framework contract supporting the agri-food and horticultural sector of ACP countries
GIZ – Lab of Tomorrow	Ecosystem partnership proposal for the Yaoundé sprint on reducing post-harvest losses (no funding requested)
PEA-Jeunes	Training and coaching of young agro-pastoral entrepreneurs
Southern Regional Council	Applications to calls for expressions of interest: No. 001/AMI/RS/CRS/SM/CIPM/2026 of 06/07/2026 (study of a cold chain in the South Region) and No. 002/AMI/RS/CRS/SMI/CIPM/2026 (study of a regional broiler breeding, slaughter and marketing chain)

A national presence, anchored in the northern regions

Area	Activities
Yaoundé (Centre)	Head office in Obobogo; CFP-GERME CAMEROUN; support to business-plan holders (district communes); national training
Garoua – North Region	Regional office (Plateau district); IEJ programme (3 communes, 39 neighbourhoods); PADESCE training (Lagdo, Mayo-Oulo, Guider)
Maroua	PADESCE training – COOP-CA DELSAS (60 learners)
Abong-Mbang (East)	Training of military personnel and veterans (ETA Abong-Mbang)
North-West and South-West	Practical workshops of the APME SIYB training of trainers (Bamenda, Limbe)
Kribi (South)	Workshop on digitalising GERME training modules (16 – 20 September 2026)
South (Ebolowa)	SIYB training-of-trainers seminars (August 2023, January 2024)
International	COLEAD framework contract (ACP countries); SIYB / ILO network; openness to German companies and institutions (GIZ)

Why partner with GERME Cameroun?

A proven international method · verifiable references from the World Bank, the ILO and public institutions · a bilingual field team rooted in the country, the sub-region and beyond · digital traceability tools · up-to-date administrative, tax and social compliance · a culture of measurable results.

14 Horizon 2030: partnership opportunities

GERME Cameroun is building its development on a clear trajectory: consolidating its achievements, extending its geographic coverage and deepening its impact on young people, women and cooperatives. Four guiding axes shape our roadmap:

Axis 1	**Extend the economic inclusion of young people** Replicate the Garoua approach in other cities and regions, with the same digital targeting, coaching and monitoring system.
Axis 2	**Professionalise through certifying training** Develop the CFP-GERME CAMEROUN cycles (agro-pastoral, fisheries, agri-food, coaching, marketing) and open partnerships with schools and universities.
Axis 3	**Support agro-pastoral and agri-food value chains** Feasibility studies, project maturation, structuring of cooperatives, product compliance and market access.
Axis 4	**Capitalise, measure, advocate** Produce impact data, guides and success stories; contribute to advocacy for the continuity of the GERME programme.

How to work with us

Type of partnership	Examples
Programme implementation	Service contracts with ministries, donor-funded projects, local authorities, economic inclusion programmes
Technical assistance and training	Training of trainers, institutional capacity building, tailor-made modules, GERME / SIYB certification
Studies and project engineering	Feasibility and value-chain studies, business plans, project evaluation and monitoring
Consortia and joint ventures	Joint bids with firms, NGOs, universities and research centres, in Cameroon and internationally
Entrepreneurship support	Co-financing of seed funds, mentoring, incubation, market access, impact investment
Innovation and ecosystems	Innovation sprints and programmes (e.g. Lab of Tomorrow – GIZ): linking cooperatives, incubators and companies, business modelling and sustainability of solutions after the sprint
Companies and foundations	Corporate social responsibility programmes: youth training, support to local value chains, support to cooperatives

Let's talk about your project

Authorities, donors, international organisations, companies and foundations: the GERME Cameroun team is available to present its references, respond to your needs and co-build high-impact programmes. Contact us at info.germecam@gmail.com, germecameroun.org@gmail.com, at www.germecameroune.org or on +237 690 308 378.

15 Contacts and supporting documents

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Item	Contact details
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Association	NIU M022217081599S (CDI Yaoundé 6)
CFP-GERME CAMEROUN	MINEFOP accreditation order No. 000458 of 14 August 2026
APME / AFD accreditations	Decision No. 23-0000029 of 1 March 2023 (TRANSFAGRI – Centre Basin) · Decision No. 26-00212 of 30 September 2026 (SECAL – Mayo-Kani)
GERME CAMEROUN NGO	Accreditation in progress
Declaration receipt (Association)	No. 00000150/RDA/J06/SAAJP/BAPP of 03 February 2022
GERME CAMEROUN SARL	RCCM CM-NSI-01-2026-B13-00730 · NIU M072618824772Y
Social media	Facebook · Instagram · TikTok · YouTube · LinkedIn (links on www.germecameroune.org)

Supporting documents available on request

- Association declaration receipt (Mfoundi Divisional Office, 03/02/2022) and statutes;
- Registration certificate and tax compliance certificate of the Association (DGI, 02/09/2026);
- Accreditation order of CFP-GERME CAMEROUN (MINEFOP, 14/08/2026);
- Statutes, RCCM registration declaration, CFCE certificate, non-bankruptcy, non-exclusion (ARMP) and social-compliance (CNPS) certificates of GERME CAMEROUN SARL;
- Contracts and certificates of good performance: PADESCE (contract No. 141), PFS-AIE (contract No. 011), APME, MINDEF, COLEAD; technical execution report of cohort 1 (ETA Abong-Mbang);
- PADESCE training and ceremony reports (Lagdo, Maroua, Mayo-Oulo);
- CVs of experts and coaches;
- Technical proposal and methodology of the IEJ Programme – Garoua.

Document prepared from GERME Cameroun's official documents, up to date at the edition date (October 2026).