The Ethio-German Sustainable Training and Education Programme (STEP) aims at creating better employment prospects for TVET and higher education graduates by promoting quality and demand-driven education and skills development. Commissioned by the German Federal Ministry of Economic Cooperation and Development (BMZ) and co-funded by the Norwegian Agency for Development Cooperation and the European Union, STEP supports the Ethiopian government to build a modern education system geared towards employment and socio-economic growth by establishing strong linkages between the education and the private sector.

**PARTNER STRUCTURE AND REGIONAL SET-UP**

STEP strengthens selected TVET colleges, universities and companies, associations of employers and chambers, public education and industry authorities. At federal level, the Ethiopian Ministry of Science and Higher Education (MoSHE) as well as its agencies and institutions ensure the sustainability of the programme’s interventions and the scaling-up of the innovations and good practices.
PROJECT OVERVIEW:
FOUR ACTION FIELDS

**SKILLS DEVELOPMENT**
STEP supports its partners on both sides of the labour market to jointly design and implement demand-driven long- and short-term training. The goal is to ensure quality and relevance of education and to equip students and recent graduates with adequate skills.

Vocational skills through innovative cooperative training that allows for more practical experience to better master selected occupations in the fields of metal manufacturing, construction, hospitality, agro-processing and light manufacturing.

Employability and soft skills through short-term ready-to-work training programmes that provide young people with entry level skills needed for employment.

Digital literacy through digital skills training to achieve the proficiency level needed in the workplace.

Entrepreneurial skills through training, coaching, business idea competitions and incubation support to encourage an entrepreneurial mindset among young people, especially female students.

**MATCHING SUPPLY & DEMAND**
The programme facilitates better matching by promoting dialogue and cooperation between education providers and employers to ensure the relevance of training. New pathways into employment are created for TVET and higher education graduates.

Sector dialogues between educators, employers and public authorities are established to close the skill gap in the sector through newly initiated training programmes and matching activities.

Private sector engagement is promoted by strengthening the private sector partners to fulfil their role in delivery of demand-driven education and training.

Career services are improved by enabling career service centres at TVET colleges and universities to provide quality career guidance and employment services to fresh graduates.

Placement measures are provided by career service centres and associations of employers to support fresh graduates in finding jobs and help employers recruit qualified staff.

**INSTITUTIONAL CAPACITY DEVELOPMENT**
STEP strengthens the institutional capacity of key stakeholders in the education and the private sector by equipping them with knowledge and tools for implementation of demand-driven vocational training and higher education. Strong institutions will ensure sustainability and long-lasting impact of the programme’s innovations.

Teachers’ and trainers’ professional development is supported to improve their technical and pedagogical skills so that they are better equipped to teach and supervise students in cooperative training programmes.

Management of TVET colleges is improved by providing training to key actors, such as Cooperative Training Units, on how to scale-up innovative cooperative training programmes together with the private sector.

Enhanced university leadership and management is promoted by the Ethiopian Higher Education Institute (EHEI). The institute is supported to design and deliver high quality leadership trainings to managers of Ethiopian universities. A special attention is given to the support of female leaders.

**EDUCATION POLICY SUPPORT**
The programme supports national education policy actors to manage current changes in the education sector with evidence-based decision-making and informed policies and strategies.

Education and Training Management Information System (ET-MIS) is established to provide reliable and timely data and information for management and decision-making.

Revision of education policies and strategies is supported to ensure an efficient resource allocation and a harmonised policy implementation.

Differentiation of the higher education system is supported to ensure permeability and flexibility of higher education and training and provide more choices for life-long learning.

Resource Mobilisation Strategy is developed to create mechanisms to mobilise additional funds for education and training.