



Global Project Education | Component Build4Skills



TVET and multilateral development banks:

Kenya, Pakistan, Senegal, South Africa

Vocational education and training (TVET) 'Made in Germany' has become a globally recognised brand. What lies behind the success of this model?

A key aspect is the proximity to the company. Trainees learn in a real-life setting and get prepared for the challenges of the world of work.

This is where Build4Skills, a global initiative promoted by BMZ, supports: it uses the potential of infrastructure projects for practical learning. With over 229 million workers (ILO 2022), the construction industry is an important training and job market. Through cooperation with Development Banks Build4Skills promotes in-company training worldwide.

Regional development banks, such as the Asian Development Bank (ADB) and the African Development Bank (AfDB) – Germany is a shareholder in both banks – are central partners of the project: ADB and AfDB are main investors in large infrastructure programs worldwide. The common goal is to use these construction sites as training sites. Build4Skills harnesses these infrastructure investments to promote a practice-oriented education on large construction programs in Kenya, Pakistan, Senegal and South Africa.

Build4Skills essentially deploys TVET students to construction sites and trains in-company instructors on didactics, occupational safety and gender sensitivity.

About the project

Project name	Global project Education [Component "Build4Skills"]
Commissioned by	BMZ
Project region	Kenya, Pakistan, Senegal, South Africa
In cooperation with	ADB, AfDB, KFW, World Bank
National partners	Ministries of Education Ministries of Labour and Social Affairs Education centers
Term	September 2021 – May 2025

In many partner countries of German development cooperation, the private sector is only occasionally, if at all, involved in shaping the framework conditions for TVET. Curricula and examination standards are almost always set by state actors, often without considering the actual needs of the business sector. Likewise, funding for TVET is often the sole responsibility of the state.

Yet companies must be involved if training content is to meet the requirements of industry. Build4Skills acts as a bridge builder between the private sector and state actors.

Work-based Training (WBT)

Build4Skills promotes the provision and placement of traineeships on construction sites. One example is 22-year-old Syed Muneeb. After he applied to a vocational school in Islamabad, GIZ helped place him with a construction company that provided work-based training. He was happy to use on site what he learned in classroom. *'I grew a lot in this company. Today I have a permanent position with a salary that allows to shape my future.'*



Procurement Processes | TVET by default

"TVET by default" - what does that mean? How about obliging companies to offer vocational training to win a contract, thus providing young people with improved opportunities on the labour market? As a pioneer Build4Skills supported the revision of Mongolian procurement law and plans to implement this procurement model with the ADB in Pakistan. In Kenya, companies with training opportunities are already given preference in tenders.

In-Company instructor training

Professionally and educationally qualified in-company trainers ensure that learning content is taught in a practical manner and tailored to current needs. Together with the national partners Build4Skills arranges in-company instructor training. Trained staff on didactics, gender sensitivity and workplace safety

benefits not only the trainees but also the companies in the long run.

Shana Bashana

"Shana Bashana" means "side by side" in Urdu and is a joined initiative between Build4Skills, Siemens Pakistan and the Pakistani technical institute The Hunar Foundation. The focus of the commitment is the targeted promotion of girls and women for professional jobs in the infrastructure sector. Jointly, the stakeholders developed a training program, specifically for girls and women - an integral part of which is an internship at Siemens in Karachi.

Promotion of Women and Girls

Gender-equitable access to vocational training is also a priority in Kenya, Senegal and South Africa. The NGO *South Africa Women in Plumbing and Trades* is an example of gender equality in male-dominated professions. Build4Skills supports the organization with training against sexual harassment in the workplace. In Senegal, there is a mentoring program by women for women. Female managers provide practical insights into the construction sector and provide information about challenges and opportunities. The program also includes leadership training for the mentors, soft skills qualifications for the mentees and visits to companies.



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