



Build4Skills

TVET and multilateral development banks:
Mongolia and Pakistan



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

A key aspect is proximity to the company – trainees learn in a real-world setting and the practical training prepares them for the challenges of the world of work.

This is where Build4Skills, a global project promoted by BMZ, comes in: it harnesses the potential of infrastructure projects for practical learning sequences. With over 220 million workers (ILO 2019), the construction industry is an important training and job market.

The **Asian Development Bank (ADB)**, in which Germany is a shareholder, is the main investor in large infrastructure projects across Asia, and is the project's key partner. We are working together on using these projects as training locations.

Without companies, no practical training

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.

About the project

Project name	Build4Skills
Commissioned by	BMZ
Project region	Mongolia and Pakistan
In cooperation with	ADB
National partners	MLSP, NAVTTC
Term	September 2021 – May 2022

Yet companies must be involved if training content is to meet the requirements of industry. Build4Skills works closely with the private sector, is involved in the training of in-company trainers, and advocates investing in practical training, which delivers return on investment (ROI).



Build4Skills: Mongolia and Pakistan

With an annual demand for almost 18,000 workers, the construction sector in Mongolia is the country's largest employer. New technologies, the trend towards urbanisation and large state-run infrastructure projects require a skilled workforce.

The Ulaanbaatar Urban Services and Ger Areas Development Investment Program, an ADB-funded infrastructure project in **Mongolia**, involves implementing a series of construction activities in structurally weak areas located on the outskirts of Ulaanbaatar. Build4Skills helps place trainees in the projects mentioned. Together with Mongolia's Ministry of Labor and Social Protection, Build4Skills is also working on achieving recognition and certification of informally acquired skills. With a newly launched examination system in place, 235 workers have already passed the exam.

The construction industry is **Pakistan's** second largest employer and accounts for 7.3% of the country's workforce.



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Build4Skills collaborated with the bilateral project Support to the Technical and Vocational Education and Training Sector in Pakistan, which is establishing Centres of Excellence (CoEs), to conduct training courses on didactics and workplace safety. Through the courses it was able to reach the workers of the participating construction companies in Islamabad and Peshawar. For their practical training, trainees were placed in two construction projects associated with the CoEs being supported. Build4Skills has also been involved in developing a national qualifications framework for scaffolding, formwork and masonry.



A joint initiative, Shana Bashana (Urdu for side by side), was launched by Build4Skills and Siemens Pakistan to promote the integration of women and girls into different fields of work in the infrastructure sector. So far, 15 girls and women have been sent to Siemens for an internship.

Recent publications

How to overcome gender bias in the construction sector. [MNG/PAK] (October 2021)

A firm foundation for a career in construction. Overhauling TVET for overall socioeconomic benefits [MNG/PAK] (July 2021)

Build4Skills Toolkit – Delivering return on investment through work-based training (October 2020)

Published by	German Federal Ministry for Economic Cooperation and Development (BMZ) Division 413	Edited by	Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH
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