



Economic development and employment

Vocational education and training centres

The challenge

Vocational education and training is essential to the success of economic reform and socio-economic development. Flexible, needs-driven training centres have an important part to play.

The challenges posed by vocational education and training vary according to the labour market situation in a specific country. Many developing countries have to prioritise development of initial and continuing training provision, not only for school-leavers but also for those who have dropped out of school or have low levels of formal education. By acquiring occupational skills, large target groups are able to improve their employment and income prospects. In industrial countries and emerging economies, meanwhile, the focus is often on better training for skilled workers and technicians at higher skills levels and improved provision of initial and continuing training in growth sectors.

Flexible, needs-driven vocational training centres are essential if companies' current and future needs for skilled workers are to be met. However, managers and instructors at such institutions often lack the expertise and experience to be able to respond appropriately to changes in demand. Training is often overly academic and bears little relation to practice, while curricula and equipment are inappropriate or out of date and there is a shortage of skilled instructors. As a result, those completing vocational education and training are not being equipped with the skills they need for the labour market.

Most state-run vocational education and training centres require formal qualifications and provide lengthy and/or expensive training courses, which overlook the needs of most of those working in the informal economy.

Our approach

GIZ implements projects to promote vocational education and training centres on behalf of the German Federal Ministry for Economic Cooperation and Development (BMZ), other German government ministries, and international commissioning parties. To ensure that training meets the particular challenges posed by specific labour markets, we support the development and modernisation of a range of types of education and training centre, including technology centres, centres of excellence, and vocational academies as well as state and private-sector training centres.

Services

GIZ's services range from advice, support measures and skills development for needs-driven planning and implementation to the efficient management and operation of vocational education and training centres. We offer our partners wide-ranging and needs-based support:

- Labour market and skills needs analyses for selected sectors or economic areas as the basis for needs-led planning of labour market-oriented vocational education and training centres
- Development and implementation of sustainable funding models for the development and operation of vocational education and training centres
- Development of labour market-oriented curricula for company-related training measures, in-service courses, and initial vocational training
- Skills development for instructors and managers
- Development and implementation of marketing and acquisition concepts including support for acquiring third-party funding



- Organisational and management development
- Development of systematic cooperation arrangements with the private sector
- Procurement of teaching and learning materials up to full-scale equipment of training centres, installation and the integration of equipment into the training process
- Further development of vocational education and training centres into (regional) centres of excellence
- Development and implementation of concepts for the inclusion of people with disabilities in vocational education and training centres
- Development of networks and involvement in regional and international expert networks
- Development of information, knowledge and quality management systems

We are also able to provide turn-key solutions, i.e. a one-stop shop for the planning, development, management and operation of vocational education and training centres.

The benefits

Needs-led vocational education and training centres help to make both individual sectors and regions more competitive and give large numbers of people better prospects of income and employment. GIZ has many years of international experience in developing, expanding and operating labour market-driven and sustainably financed vocational education and training centres. Drawing on our German, regional and international networks, we can facilitate the transfer of technology and know-how. We network vocational education and training centres with national and international partners, while development partnerships with the private sector enable us to tap into additional resources.

An example from the field

Developing the LILAMA 2 centre of excellence in Viet Nam:

Viet Nam's vocational education and training system is not currently offering adequate opportunities for initial and continuing training that reflects the needs of the country's economy and society. The Government of Viet Nam has, therefore, put employment promotion and vocational skills training at the heart of its development goals. As part of the 'Reforming technical and vocational education and training in Viet Nam' project, support is being given to developing the LILAMA 2 centre of excellence as a beacon training institution. Working with our partners, we are developing needs-driven vocational education and training provision to international standards, particularly for occupations in sectors with high growth potential, such as industrial mechanics, metalworking, mechatronics and industrial electronics/electrical engineering.

The aim is that the centre of excellence should go on to fulfil other roles, for example by providing continuing training for instructors and managers from other vocational education and training institutions or for experts from industry, by facilitating regional and international networking, by piloting new courses, and by conducting assessment and certification in line with international standards.

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