



Build4Skills (B4S) global project

Practice-oriented TVET in infrastructure projects

Context and approaches

In many partner countries of German development cooperation, the private sector has only been involved sporadically, if at all, in designing the framework conditions for technical and vocational education and training (TVET). Curricula, standards of training, and examination standards are defined almost exclusively by state actors, and are often not in line with the actual labour market needs. Likewise, the funding of TVET often is also the sole responsibility of the state. **The practical components of the training offered are marginal.** Companies are not systematically used and institutionalised as training centres for imparting practical skills. Furthermore, many countries lack meaningful data and information on the situation, dynamics and trends on the labour market and in the TVET system. This means there is no **reliable and valid data available on which to build vocational education and employment policies.** Upon completing their training, many graduates are thus not prepared for the requirements of potential work areas that match their training profile. They are often not familiar with the actual work context or at most have experience from brief internships at companies. Therefore, companies often find they have to provide additional training to compensate for this, which involves making investments, undermines trust in the capacities of state institutions for vocational education and training, and makes companies reluctant to hire young TVET graduates.

German development cooperation provides context-specific support for partner countries, combined with innovative approaches to developing new practice-oriented TVET systems and expanding existing ones.

BMZ launched its Build4Skills initiative in 2016. It aims to leverage the untapped potential of workplace-based TVET in **high-volume infrastructure projects** funded by (regional and multi-lateral) finance institutions to contribute to workforce development in developing countries.

Project title	Build4Skills global project
Commissioned by	German Federal Ministry for Economic Cooperation and Development (BMZ)
Implementing organisation	Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH
Project region	Mongolia and Pakistan
In cooperation with	Asian Development Bank (ADB)
National partners	Ministry of Labour and Social Protection (Mongolia); National Vocational & Technical Training Commission (Pakistan)
Overall term	January 2018 to August 2021
Funding volume	EUR 4,000,000

International construction companies are often unable to find qualified specialists on local labour markets and instead draw on their own staff, typically from third countries.

And this is where Build4Skills comes into play: **Using the construction-site for on-site training.** Inspired by Germany's dual TVET system, the initiative is to centre on promoting practically relevant workplace-based learning in infrastructure projects.

Further, **digital tools for better evidence-based policy making** will be developed providing in-depth labour market data.



Deputy Minister of Labour M. Sanjaa opening the launch event @giz/Rentsendorj



Construction workers in the Ger district of Ulaanbaatar @giz/Töpfer



Construction workers in the Ger district of Ulaanbaatar @giz/Töpfer

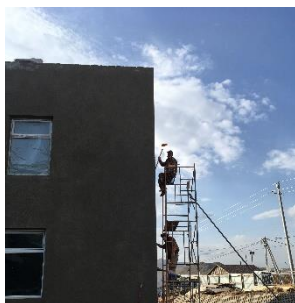
Build4Skills is based on the long-term **vision** of establishing vocational education and training as a standard in public invitations to tender for infrastructure programmes.

Build4Skills at a glance – what are the project’s distinguishing features?

- The project’s approach of combining the regional development banks’ investment projects with vocational education and training is part of the German Government’s 2018 coalition agreement.
- **New forms of cooperation** with regional development banks as **internationally established strategic partners** serve as a model for new partnerships in the area of German development cooperation.
- **Innovative approaches in TVET:** the aim of integrating vocational training into regional development banks’ infrastructure projects is a first in development cooperation. Standards and certificates are being developed in coherence with national frames of reference.

Piloting the scheme: Mongolia and Pakistan

Mongolia: The first pilot of B4S worldwide was launched in Mongolia. The “Ulaan Baatar Ger Areas Development Investment Project” is an ADB infrastructure project that provides the framework for implementing the joint ADB/BMZ pilot.



Construction workers at work in the Ger district of Ulaanbaatar, Mongolia ©giz/Kottmann

With its considerable number of ongoing and planned infrastructure measures the project enables for on-site learning.

For this purpose, in-company trainers are being trained. Together with our Mongolian partners the examination and certi-

fication system for construction occupations will be further formalised. This makes it possible to ascertain the competency level and informally acquired skills of potential trainees and to identify their individual qualification needs. The aim is to get the construction companies involved in the ADB project on board for the in-company training.

The project is working with the Mongolian University of Science and Technology (MUST) to develop a digital interface that interlinks existing labour market and TVET data. Analysing the demand and supply side, especially the future need for skilled workers, facilitates informed policy-making and planning.

Pakistan: The Pakistani Government sees vocational education and training as an important factor for Pakistan’s economic transformation. At the same time, business representatives express a significant need for well-qualified



Trainees at the Aman Tech vocational school in Karachi, Pakistan ©giz/Kottmann

skilled workers in the construction sector. Therefore, options for piloting the integration of TVET into infrastructure projects in Pakistan are being examined.

The National Vocational & Technical Training Commission – with German support – has already developed the National Skills Information System as a platform. Build4Skills would like to add further functionalities to this platform. Information about recruiting companies or the possibility of online verification of training certificates could further increase the usage of the platform. An advocacy paper on the cost-benefit ratio of in-company training that includes a number of Pakistani businesses and Siemens Pakistan as examples is intended to raise awareness of this approach among companies and government actors.

Published by the	German Federal Ministry for Economic Cooperation and Development (BMZ)	Edited by	Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH
Division	Education (402)		Division Economic and Social Development, Digitalisation
Addresses of the BMZ offices	BMZ Berlin Im Europahaus Stresemannstraße 94 10963 Berlin T +49 (0)30 18 535-0 BMZ Bonn Dahlmannstraße 4 53113 Bonn T +49 (0)228 99 535-0 poststelle@bmz.bund.de www.bmz.de		Registered offices Bonn and Eschborn Friedrich-Ebert-Allee 36 + 40 53113 Bonn T +49 228 4460 0 www.giz.de
		Logo	designed by media company, Bonn based on Soviyanto, CC BY-SA 3.0
		As of	May 2019