



Build4Skills

TVET and multilateral development banks:

Kenya, Mongolia, 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 the practical training prepares them 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 in certain countries.

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: in Pakistan and Mongolia the ADB is the main investor in large infrastructure programs. Here, we work together to systematically use ADB funded construction sites as training sites. Anticipating replicating this success model, Build4Skills harnesses AfDB infrastructure investments to promote a practice-oriented education on large construction programs in Kenya, Senegal and South Africa as well.

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, Mongolia, Pakistan, Senegal, South Africa
In cooperation with	ADB, AfDB, KFW
National partners	Ministry for Labour and Social Protection Mongolia, National Vocational and Technical Training Commission Pakistan
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.



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.¹ 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? The initiative currently supports the revision of Mongolia's procurement law and plans to implement this procurement model with the ADB in Pakistan.

In-Company instructor training

Professionally and educationally qualified in-company trainers ensure that learning content is taught in a practical manner and tailored to changing needs. Together with the national partners Build4Skills arranges in-company instructor

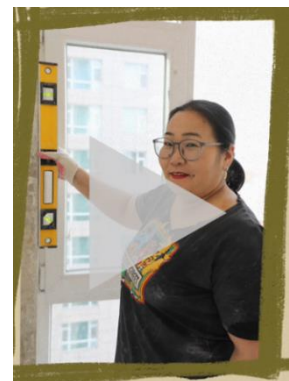
training. The training of company staff on didactics and workplace safety benefits not only the trainees but also the companies in the long run.

Shana Bashana

"Shana Bashana" stands for "side by side" in Urdu and is a joined initiative between Build4Skills, Siemens Pakistan and the Pakistani vocational school AMANTECH. The focus of the commitment is the targeted promotion of girls and women for professional profiles 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.

Recognition of Prior Learning (RPL)

Together with the Mongolian Training, Assessment, Research Institute of Labor and Social Protection (TARILSP), Build4Skills works on the national recognition of informally acquired competencies. Thanks to the development of uniform examination standards, 235 employees have already been certified. One of them is Badmaa. She is now qualified to be hired as an independent subcontractor for a large construction project. As a certified interior designer, Baadma can now negotiate better pay.



¹ ADB funded projects for our WBT activities are: Ulaanbaatar Urban Services and Ger Areas Development Investment Program (MNG), Ulaanbaatar Affordable Housing and Urban Renewal Project (MNG), and Improving Workforce Readiness in Punjab Project (PK).

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