



## Business and industry cooperation in TVET

### Advisory service

#### The challenge

In many countries, technical vocational education and training (TVET) is insufficiently oriented towards the needs of the labour market. TVET usually takes place in schools and primarily imparts theoretical knowledge. Practical skills are often neglected, because practice-oriented learning, for example, in day-to-day operations, is rare. Curricula and equipment are often outdated and do not meet current company needs. Business and industry often lack the interest, opportunities and capacity to engage in formal TVET and view education as the responsibility of the government. At the same time, government education players are reluctant to hand over functions in vocational education and training to business and industry. There is no mutual trust, and dialogue on the need for skilled workers is often lacking. TVET school graduates bear the consequences of this lack of cooperation. Their inability to meet the needs of the labour market compromises their chances of finding a job, leading to high rates of youth unemployment. This also affects the companies, because they cannot find skilled workers and are unable to exploit their potential for economic growth.

#### Our approach

At GIZ, we support our partners with oriented TVET to the requirements of the labour market. Our work is based on the success factors of the German model of dual training. We promote close cooperation between the government and business and industry throughout the process, from planning through to the implementation of TVET courses. We cooperate with the public and private sector, specifically keeping the informal economy in mind. To systematically strengthen cooperation in TVET, we pursue a multilevel approach. We support the

development of a policy framework, strengthen business membership organisations (BMO) as interfaces between ministries and companies and offer advice on introducing cooperative training programmes. With large companies, including those from Germany and Europe, we also pilot non-formal approaches to practice-oriented training and incorporate lessons learned into the national TVET system.

#### Our services

Promoting public-private dialogue

- » Advising ministries and authorities on including business and industry
- » Setting up cooperation platforms
- » Developing reform proposals with the involvement of business and industry

Mobilising business and industry

- » Analysing company participation in TVET
- » Hosting competitions to honour committed companies
- » Advising government authorities on introducing (financial) incentive systems for companies
- » Establishing funds for engaging business and industry in TVET financing

Strengthening business membership organisations

- » Establishing TVET departments in chambers and associations
- » Developing services for TVET and job placement for member companies
- » Training BMO staff in TVET-related topics
- » Providing advice on formulating company training interests vis à vis policy-makers

Piloting cooperative training models

- » Conducting cost-benefit studies for cooperative train-



ing models

- » Joining forces with company experts to develop professional standards, curricula and training programmes
- » Expanding practice-oriented learning phases in companies
- » Establishing industry advisory councils at TVET schools
- » Training TVET personnel in schools and companies

### The benefits

Close cooperation between the government and business and industry strengthens the labour market orientation of TVET. It is a key contributor to a country's economic, technological and social development. TVET school graduates find work more easily and companies have the specialists they need at their disposal to keep up with the rapid technological advances. This can preserve jobs and create new ones. As GIZ's partner, you will benefit from our years of cooperation with numerous countries on TVET. Based on experiences with dual training in Germany, but always adapted to the local context, we work with our partners to develop individual strategies and assist with their implementation. We develop the capacity of relevant actors and create the conditions to facilitate the sustainable mainstreaming of measures. In this work, we engage qualified specialists who we often deploy directly in partner structures. We also cooperate with the formal economy in Germany and include it in advisory services and implementation. This includes the network of the German Chambers of Commerce and Industry (DIHK) and industry associations.

### An example from the field

The Indo-German Programme for Vocational Education and Training (IGVET) introduces cooperative TVET models at eight clusters in India on behalf of the German Federal Ministry for Economic Cooperation and Development (BMZ). At each location, IGVET cooperates with a chamber or an industry association. The models are tailored to the needs of the chamber or association members. IGVET supports the chambers and associations with setting up vocational education and training departments where they are tasked with advising member companies on government support services. They also serve as regional interfaces for cooperation with TVET schools and government assessment and certification agencies. IGVET also strengthens the pedagogical skills of in-company trainers at the member companies. The programme advises the Indian Ministry of Skill Development and Entrepreneurship (MSDE) on introducing quality standards for in-company trainers and on expanding cooperative TVET models. Chambers, associations and TVET schools engage in dialogue across clusters to jointly develop reform proposals for improving the conditions for a cooperative TVET system.

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