



Inclusion in technical and vocational education and training and employment promotion

Advisory service

The challenge

Millions of young people are educationally disadvantaged due to origin, gender, religion, a disability or an illness. Education and labour market policy as well as technical and vocational education and training (TVET) systems and institutions are often not set up to offer everyone equal opportunities. When making the transition into the labour market, people with disabilities and other disadvantaged groups often face additional barriers, for example, because workplaces are not inclusively designed or equipped. Members of disadvantaged groups are more often employed in the informal sector, work under precarious conditions and earn lower incomes, which excludes them from equal social and economic participation.

Our approach

Inclusive education means that everyone has access to good quality education and can achieve their full potential. This is also called for in the 2030 Agenda's 'leave no one behind' principle. Our goal is to improve inclusion in all phases of TVET: in career orientation, technical and vocational education and training and in the transition to the job market. We understand an inclusive approach to mean equal and non-discriminatory access for all to high-quality TVET and the labour market. We aim to show that diversity strengthens educational systems, society and the economy. We use a twin-track approach to put inclusion into practice. This means that we take measures to mainstream inclusion in all processes and structures and embed them with measures aimed specifically at empowering people with disabilities and disadvantaged groups. We work with our partners to develop accessible, permeable educational opportunities for all young people that they can build on. The goal is to enable young people with special needs

to pursue the career of their choosing. We conduct target group analyses that enable us to draw up tailor-made offers for certain disadvantaged groups.

Our services

Our services aim to make TVET and employment promotion more inclusive.

- » We advise our partners on developing inclusive legal regulations, instruments and strategy papers.
- » We raise awareness among political, economic and social decision-makers for a human rights-based understanding of disadvantaged groups as well as for the needs and rights of people with disabilities and other disadvantaged people.
- » We contribute to dismantling physical, social, financial, digital and information barriers in the areas of TVET and employment.
- » We include disadvantaged groups and their representatives when designing measures for TVET and employment promotion.
- » We promote dialogue and support our partners with linking up cooperation arrangements and networks at the local, regional and national level to jointly tap into resources and opportunities for capacity development.
- » We advise TVET schools, teaching and management personnel on inclusive infrastructure, inclusive pedagogical and didactic concepts and teaching and learning material.
- » We train teachers and trainers and raise their awareness of the special needs of people with disabilities and other disadvantaged groups.
- » To promote labour market integration, we support institutions such as employment agencies and local job-



placement agencies with skills development and gearing what they offer more strongly to the requirements of vulnerable groups.

- » We offer specific advice on the special needs for support among disadvantaged groups, for example, for assistance with driving people with disabilities to their training site or workplace.
- » We work with business and industry to achieve specific improvements in the situation of disadvantaged groups (e.g. diversity training in companies).

The benefits

As GIZ's partner, you will benefit from our years of cooperation in TVET with numerous countries, including in the area of inclusion. Based on our experiences with inclusive TVET in Germany, we advise and support our partners with developing strategies and solutions adapted to the conditions in the specific country. In addition to our in-depth expertise, our presence on the ground provides us with special knowledge of the context and proximity to the target groups. We participate in networks such as the Global Action on Disability (GLAD) Network and the European Disability Forum and promote cooperation arrangements with bilateral and multilateral actors, academia, business and industry as well as civil society, including interest groups of disadvantaged people. The inclusion of disadvantaged groups offers great potential socio-economic development. Recognising the value and acknowledging diversity benefits everyone. Inclusive and equal-opportunity TVET and employment promotion is an important foundation for social cohesion. Reducing social exclusion diminishes violent conflicts and is a prerequisite for peaceful and social interaction.

An example from the field

On behalf of the German Federal Ministry for Economic Cooperation and Development (BMZ), GIZ advised the Employment Agency of Kosovo on offering support for TVET centre teachers on making their courses more inclusive. The teachers were trained to teach people with Down's syndrome and with visual and hearing impairments. The project worked with the teachers to develop inclusive teaching and learning materials. The teachers who have undergone training for working with students with special needs shared their knowledge in courses for people with disabilities. After the courses, the participants had the opportunity to do a company internship. While the project aims to help more people with disabilities find a job, it also focuses on personal development. In addition, advisors from the local employment offices and company representatives underwent training in making their work more inclusive and in addressing the needs of people with disabilities.

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