



Policy and Systems for Technical Vocational Education and Training

Advisory service

The challenge

The quality of a country's technical vocational education and training (TVET) is a key factor for its development. A functioning TVET system requires coordinated structures, effective institutions and competent policy steering. In many of GIZ's partner countries, training systems do not live up to these expectations, failing to meet the requirements of either the young generation or the business sector there. To address this situation, fundamental changes in the education structures are needed. Capacity needs to be built and mechanisms created. This poses a major challenge, because TVET systems are at the intersection of education, the labour market and the private sector.

Our approach

For GIZ, TVET is the hinge between the education system and the labour market. This means that our advisory services on policy and systems for TVET have a clear goal: labour market-oriented TVET. Our advisory services are based on international and German expertise in TVET. We collaborate with our partners to develop and shape effective TVET systems geared to the needs of the business, industry and society. To ensure a widespread impact, we cooperate with policy-makers, administration, social partners and business and industry. Together with ministries, we develop a functioning, future-proof TVET policy. We support business and industry with voicing its interests in the TVET and with performing its responsibilities (e.g. in-company or practical training, contributions to developing professional standards and curricula, for practical examinations, etc.). We believe it is important to step up efforts to integrate trade unions and disadvantaged groups in TVET. The multilevel approach adopted in our advisory services on policy and systems makes

us successful. We include the national, regional and local levels in our work because experience shows that changes can only be successful if they are based on the local context. For this reason, our advisory services are always accompanied by intensive analysis and piloting of training approaches on the ground.

Our services

We offer our advisory services on policy and systems for TVET to strengthen the skills of experts and managers from ministries and business associations.

- » We provide support with developing organisations for analysing and steering TVET.
- » We accompany and moderate cooperation and networking in TVET, in particular between the government and business and industry.
- » We improve the strategic and structural framework of TVET.

We provide our services in the following areas:
TVET reforms

- » We ensure that reform strategies are based on facts, figures and experience.
- » We support legal regulations so that education is given a structure that allows permeability between vocational and academic education and enables qualifications to be recognised.
- » We bring together the government, business and industry as well as society in committees set up for TVET.
- » We use instruments such as TVET reporting and labour market analyses to place policy-making on solid footing.

Needs-based TVET

- » We develop systems that efficiently integrate the requirements (professional standards), development and



modernisation of training services (curricula, personnel, equipment) as well as testing and certification.

- » Cooperative training services and the requisite frameworks are integral components of our advisory services.

Concepts for developing the human resources, financing approaches and institutions for vocational education and training:

- » We promote national approaches to developing teachers, training and management personnel in TVET, cost-benefit analyses and financing approaches (for example, TVET funds) and concepts for TVET.

Our advisory services focus on the following topics: the quality of TVET, business and industry cooperation in TVET, training of TVET staff, the future of work, the adaptation of TVET to a 'greener economy' (greening TVET), access for disadvantaged groups, permeability, and international comparability of TVET.

The benefits

Our advisory services on policy and systems for TVET enable you to benefit from our experiences, networks and approaches. We draw on a wealth of experience for our advisory services. In our years of cooperation with numerous partner countries, we have improved the framework for TVET. To this end, we have contributed our expertise from the German and other TVET systems, which are always adapted to the conditions in the pertinent partner country. Our advisory services on policy and systems are based on networks with international institutions. These include specialist and research institutions such as the Federal Institute for TVET (BIBB), the European Training Foundation and the International Labour Organization. We also cooperate with development partners such as the European Union and the Asian Development

Bank on TVET reforms. And we continue to work closely together with German private sector organisations such as the German Confederation of Skilled Crafts (ZDH) and the German Chambers of Commerce and Industry (DIHK). Reforms take time. Our advisory approach is long-term and flexible. We closely support partners in their reform endeavours by offering ongoing advice on reform processes. This is the only way to develop and consolidate sustainable, high-quality TVET structures.

An example from the field

Viet Nam's economy urgently needs skilled workers. TVET is therefore a reform priority for the Vietnamese Government. On behalf of the German Federal Ministry for Economic Cooperation and Development (BMZ), GIZ supports the Vietnamese Ministry of Labour, Invalids and Social Affairs (MoLISA) with reforming technical and vocational education and training under the Reform of TVET in Viet Nam programme. The cooperation has already been in place for some 10 years. One focus of the programme is advisory services on policy and systems. GIZ and its partners have teamed up to develop a national TVET strategy and a TVET law. In addition, a TVET report is prepared every year. These initiatives have significantly advanced the reform of TVET in Viet Nam. The young generation is benefiting from higher standards of TVET and a strong focus on the requirements of the labour market.

Imprint

Published by:
Deutsche Gesellschaft für
Internationale Zusammenarbeit (GIZ) GmbH

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Bonn and Eschborn

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GIZ is responsible for the content of this publication.

Eschborn 2022