



Technical and Vocational Education and Training service offer

Advisory service

The challenge

Our partner countries have a shortage of skilled workers, which hinders the development of future-oriented sectors and growth industries. The training systems are insufficiently geared to the needs of the labour market. They are either school-like and detached from the needs of the business world, or they are purely on-the-job, informal apprenticeship systems without any connection to the formal education system. As a result, the image of technical and vocational education and training (TVET) is rather poor, and training and employment opportunities go unused. In many cases, there are no connections or opportunities for (institutionalised) cooperation between business and industry and the public TVET system that would be required for technical and vocational education and training geared towards the need for skilled workers. The government and business and industry need to take action. There is a lack of required frameworks, capacities and competencies. In many cases, the formal economy is weak, and companies are often unwilling to invest in TVET. On the other hand, the government should delegate more responsibility for training to business and industry. Good examples of cooperation in TVET are few and far between.

Our approach

With cooperative training in schools and companies, we strengthen institutionalised cooperation between the government and business and industry on TVET. The approach is based on the success factors of German dual TVET, adapted to development policy conditions. Our guiding principle is demand-oriented technical and vocational education and training. We focus on industries in which skilled workers are needed and that are suited for

piloting the cooperative approach. Piloting cooperative training creates capacities and experiences which serve as the basis for fine-tuning the policy and regulatory framework and for disseminating and institutionalising cooperative training. In this way, we operate at several levels in shaping TVET (multilevel approach). We identify possibilities for cooperative training for our partner countries and allow their positive impacts to speak for themselves. This helps us promote cultural change in TVET on the part of both government and business and industry that translates into common interests and mutual trust.

Our services

We support the development and piloting of selected cooperative training programmes in collaboration with business and industry as well as social partners. We provide the following specific services:

- » labour market forecasts on the need for skilled workers
- » criteria-based selection of industries, occupations, and training institutions
- » development of professional standards in cooperation with the formal economy, including through TVET bodies
- » support with the founding and implementation of cooperation arrangements
- » organisation of the training process between businesses and training institutions, especially by drawing up curricula and training plans based on occupational standards
- » introduction of adapted examination systems
- » development of human and institutional capacities at places of learning, for example, by training TVET school teachers and in-company trainers
- » development of teaching and learning materials inclu-



ding blended learning formats that combine on-site training and e-learning

- » equipping of learning workshops

We also advise policy makers and business organisations on developing and institutionalising cooperative TVET. Our advisory services include:

- » collecting and using data on labour market needs and on economic and business structures
- » preparing cost-benefit analyses and developing sustainable financing models
- » developing cooperative training models for certain industries, economic structures, qualification levels and target groups (such as cooperative apprenticeship training, dual university education)
- » adaptation of policy and regulatory frameworks for cooperative training (such as labour law, tax law)
- » institutionalising cooperative training models at national, regional and sectoral levels.

The benefits

Cooperative training supports national development goals particularly through its contribution to economic development and employment promotion. Cooperative TVET is geared towards the needs of the economy, connects schools and companies as places of learning, comprises theory and practice, and imparts knowledge, competencies, skills, and work attitude. In our projects, we draw on years of experience and the success factors of the German dual TVET system, as well as on cooperation partners from the German TVET system such as chambers, associations, training institutions, the Federal Institute for TVET (BIBB) and German training providers. Internationally, we cooperate with renowned partners such as UNESCO's International Centre for Technical and Vocational Education and Training (UNESCO-UNEVOC), the

International Labour Organization (ILO) and the European Training Foundation (ETF). We have a particularly close working relationship with other countries with dual TVET systems. We have years of experience in cooperative TVET, for example, in Egypt and Viet Nam. We use our structures and our expertise in our partner countries to ensure that successful elements of cooperative TVET are adapted to the local context, especially concerning the educational and economic structure. We also ensure that new training structures are feasible, are tailored to the target groups, and are based on national standards.

An example from the field

As part of the project Promotion of Youth Employment and Vocational Training in Kenya, the Kenyan Government has now introduced cooperative TVET in three professions: industrial mechanic, car mechatronic and car body maker. The initiative was launched in 2019. The first step involved identifying the skills and training needs of national and international companies and business associations. Next, Sector Skills Advisory Committees were founded in which experts from business and industry collaborate with the Curriculum Development, Assessment and Certification Council (CDACC) to develop occupational standards, assessment instruments and curricula. On behalf of the Federal Ministry for Economic Cooperation and Development (BMZ), the project additionally supports the cooperative training courses by providing newly developed teaching materials and improves the training capacities at three training institutions in Nairobi and in the cooperating companies.

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