

Labour Market Orientation of National TVET and Employment Policies

Improving the Mozambican TVET system on political, strategic, and technical levels

Context

The Technical and Vocational Education and Training (TVET) and employment promotion system in Mozambique does not provide labour market-oriented offers that prepare young people for the demands of the world of work.

According to the International Labour Organization (ILO), approximately 80 % of the working class in Mozambique engage in informal economic activities. Women encounter limited chances to access higher-paying employment opportunities. At the same time, there is a lack of qualified workers who contribute to economic development, which is mainly due to the low level of education and training but also due to a lack of labour market services that support TVET graduates in finding and taking up employment. This challenge is further exacerbated by the country's very young population — with a median age of just around 17 years — resulting in a rapidly growing number of young people entering the labour market each year. Despite the reform of the TVET sector in Mozambique initiated in 2006, the national TVET system is not sufficiently geared to the needs of the labour market.

There is a lack of meaningful data on the formal and informal labour market as well as mechanisms that translate labour market information into political and management decisions. TVET providers do not offer a wide range of diversified qualifications that meet the demand of the local labour market. The quality of the training offers is additionally hampered by insufficiently trained TVET teachers that often lack practical experience.

As a result, young people who enter the labour market each year do not have adequate skills and therefore lack employment opportunities. The Mozambican government has long acknowledged the significance of the TVET and employment sector. Nonetheless, the governing bodies evidently require qualitative and quantitative structures to

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effectively fulfil their roles towards policy reform, increased synchronised coordination and improved cooperation with private sector and other cooperation partners.

Our Approach

The project aims to strengthen the labour market orientation of the Mozambican TVET and employment system on political, strategic, and technical levels. This involves enhancing the capabilities of the governing bodies, both organizationally and individually, to empower them to effectively carry out their responsibilities in executing labour-market-centered TVET and employment policies.

The project supports the development of the 10-Year TVET Strategy in collaboration with UNESCO, ensuring the alignment of contributions from the government, private sector, and cooperation partners to enhance TVET and employment promotion. Additionally, it strengthens sector coordination and transparent planning by establishing a coordination mechanism for cooperation partners.

The technical skills of TVET teachers will be improved by the establishment of a TVET teacher training unit at the TVET Institute for Industry and Commerce in Beira where practical in-service trainings for TVET teachers and practitioners from the private sectors will be offered.

In the focus provinces Maputo, Sofala, Nampula, the project works with TVET providers, companies and employment centres to enhance (work-based) training and employment opportunities in the sectors of energy, transport and logistics and agriculture.

The project works with a multi-level capacity development approach: At the political level it aims to create the framework for needs based TVET and employment promotion. The consolidation phase of the national TVET reform that began in 2006 will be used to evaluate previous results together with the public and private cooperation partners, to work out learning experiences, to identify open challenges and, if necessary, to develop new approaches for the sector. The aim is to achieve intensive cooperation and coordination between the public and private key players in TVET and employment.

The key government actors are the Ministry of Education and Culture (incl. former SEETP) and Ministry of Youth and Sports (including employment, former SEJE). The project works with several TVET providers. Private stakeholders are companies, chambers, and associations. Civil society representations will be engaged. By establishing and strengthening cooperative relationships among these actors the project contributes to improving the relevance and labour market orientation TVET offers.

At the organizational level, the project aims to build up institutional capacities. One focus is on organizational and process advisory for the TVET Institute for Industry and Commerce in Beira (IICB), so that it has the capacity to develop and implement needs-based in-service training for TVET teachers.

At the individual level, the project enhances the competencies of specialists and managers in ministries and affiliated institutions to implement established policies effectively. It trains teachers to deliver labour-market-oriented TVET courses and equips young people with skills that improve their employment prospects while supporting the Green Transformation of the Mozambican economy.

The project will address the issue of equal opportunities in TVET and employment with a gender and conflict sensitive approach on all levels.

Measures and Activities

1. Facilitation of public-private dialogue and participatory processes for coherent TVET and employment policies.
2. Capacity development for government employees at institutional and individual levels.

3. Technical assistance for the 10-Year TVET Strategy (with UNESCO) and coordination of government, private sector, and cooperation partner contributions.
4. Support for the expansion and improvement of work-based/ dual training (*Formação em Alternância*, FAL) with selected TVET providers and companies.
5. Support for the TVET Institute in Beira (IICB) in establishing a practical in-service teacher training center.
6. Development of training programmes and labour market instruments in cooperation with companies in the areas of renewable energy, energy efficiency, and transport and logistics.

Results already achieved

Policy Level: A Gender Strategy for the TVET sector in Mozambique has been developed.

Capacity Development: An organizational analysis was conducted to identify specific training needs. As a result, 142 technicians and managers, (including 70 women), from government bodies successfully participated in targeted skills development activities designed to enhance their ability to implement labour market-oriented TVET and employment policies.

Teacher Training: To date, 42 vocational teachers (including 11 women), from various VET providers have successfully completed practical training programs and have confirmed the high relevance for their work. These programs have been developed in collaboration with the private sector to ensure relevance to current industry needs. Furthermore, a **management concept** for the IICB teacher training has been developed.

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