



The Build4Skills Project

Summary note on the GIZ partnership approach with infrastructure project stakeholders

Objective

Build4Skills aims to bring vocational training closer to the real needs of the labor market, based on practical training sessions carried out directly on construction sites.

“Every construction site becomes a learning site.”

The partnership architecture of Build4Skills brings together development banks, governments, construction companies, and vocational institutions to jointly integrate skills training into infrastructure projects. The approach: To quickly train young people for direct integration into companies in the construction/infrastructure sector, with harmonized Health, Safety, and Environment (HSE) and evaluation standards.

Results That Matter

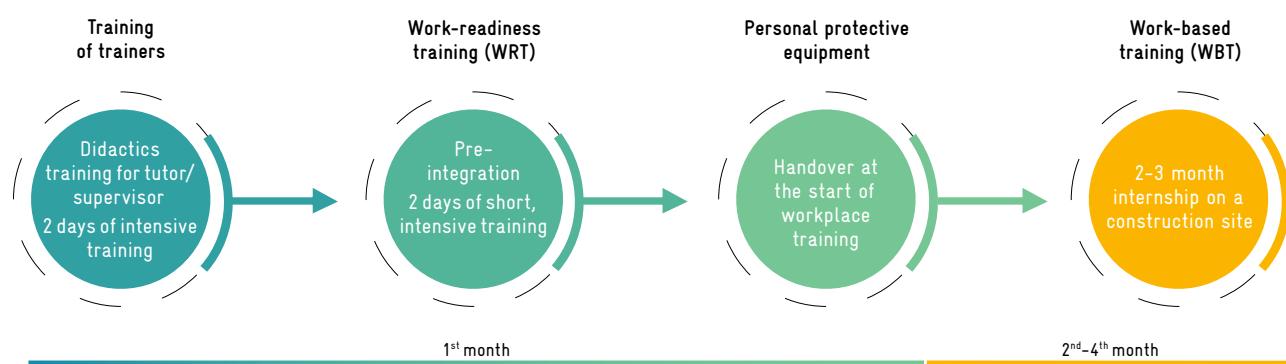
- Trainees gain hands-on experience, improving their job readiness and employability.
- Construction companies obtain a pool of skilled workers instead of relying on untrained labor and can directly recruit well-prepared trainees for long-term employment.



The initiative enhances collaboration between vocational training and the construction industry, aligning education with market needs.

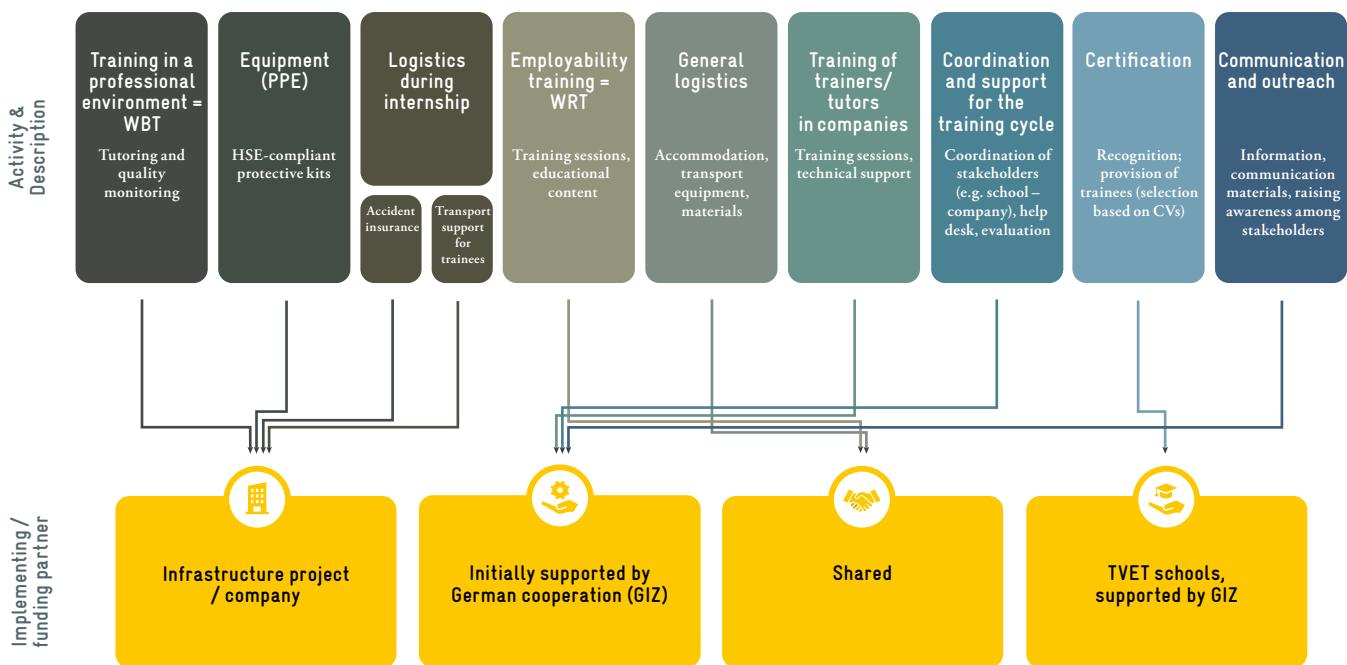
Partnership Mechanism – How It Works in Practice

- Project Screening:** Identify infrastructure projects suitable for integrating training (e.g. roads, energy, water). Concluding an agreement between the parties involved.
- Coordination with Ministries:** Align with national TVET systems for recognition and certification.
- Integration into Procurement:** Employers/development banks include “Training & Capacity Building” items in Bill of Quantities and tender documents (quality/rated criteria).
- Matching:** GIZ links construction firms with vocational schools and training institutions.
- Implementation and Monitoring:** Employers/development banks establish monitoring and feedback mechanisms to assess program effectiveness.
- Certification & Follow-up:** Trainees receive certificates, improving employment prospects.



Integrated Project Approach
Typical training cycle with trainees:
indicative schedule

Overview of Activities and Responsibilities of Stakeholders



From Theory to Practice: Build4Skills Proof Points

Country	Infrastructure Projects / Companies	Trades (examples)
Pakistan	<ul style="list-style-type: none"> - Improving Workforce Readiness in Punjab Project (funded by ADB) - Private sector cooperation with Siemens Pakistan 	Civil Technology, Architecture, Software Engineering, Logistics, ...
Mongolia	<ul style="list-style-type: none"> - Ulaanbaatar Green Affordable Housing and Resilient Urban Renewal Sector Project - Ger Areas Development Investment Program (both funded by ADB) 	Plumbing, Concrete construction, Carpentry, Electrician, Construction technician, ...
Kenya	<ul style="list-style-type: none"> - Mombasa-Mtwapa Highway (funded by AfDB) - Mariakani Road Project (funded by KfW) - Tatu City Project (privately owned shareholding with over 100+ companies) 	Civil Engineering, Automotive Engineering, Carpentry, Masonry, Surveyor, Steel works, ...
Senegal	- Training Center for oil and gas trades in Saint-Louis (funded by AfDB)	Civil Engineering

Practice Guide and templates on how to implement Build4Skills:



Integrating Traineeships into AfDB-Supported Infrastructure Projects: A Handbook for Project Processing Teams and Project Implementation Units (Second Edition)



Practice Guide for Procurement Practitioners

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