



Development of Technical and Vocational Training and Education Institutions

Advisory service

The challenge

When technical and vocational education and training (TVET) is geared towards the needs of the labour market, it can play a major role in the success of economic reforms and socio-economic development. In many of GIZ's partner countries, however, TVET institutions are not well enough prepared to meet this challenge. The teaching and learning materials are often obsolete, management capacities are lacking and the institutions have practically no connection to the local businesses and industry. In addition, TVET institutions in many partner countries are faced with the challenge of creating training opportunities targeting not only young people who have completed their schooling, but also those with minimal schooling and those without qualifications. Further training offerings to support lifelong learning are also becoming more relevant. This translates into a huge need for TVET institutions that are flexible and are geared towards the needs of the labour market as the precondition for high-quality training offers.

Our approach

German development cooperation has advised and supported its partner countries for many years with developing TVET institutions. These inputs help improve the quality and image of TVET institutions. To address the specific challenges facing the particular labour market, GIZ supports the establishment, modernisation and management of different types of TVET institutions. In addition to government and non-governmental training centres and TVET schools, these also include technology centres, centres of excellence, cross-company training centres and universities of cooperative education. One of our key goals is for trainees to be sufficiently prepared

for the requirements of the labour market. To this end, we work closely with the educational sector, business and industry as well as civil society in our partner countries to strengthen interaction between all partners. We promote dialogue on TVET topics and support overarching reform of the TVET system. Our support also specifically targets decentralised authorities and individual TVET institutions.

Our services

We help build the capacity of teachers at TVET institutions, provide advice on development, organisational structure and quality assurance and offer support with materials and equipment. We also promote the efficient management of TVET institutions.

We provide the following specific services:

- » Developing and implementing sustainable financing models for establishing and operating TVET institutions
- » Building and equipping TVET institutions
- » Establishing systematic cooperation with business and industry (such as development partnerships)
- » Conducting labour and training needs analyses as the foundation for needs-based development of labour market-oriented TVET institutions
- » Developing labour market-oriented curricula for short-term training courses, work-related training measures and initial vocational education and training
- » Developing and implementing concepts for the inclusion of disadvantaged groups (such as women, people with disabilities, ethnic minorities and refugees) in TVET offerings and institutions
- » Developing competences of TVET personnel
- » Supporting organisational and management develop-



ment

- » Developing and implementing marketing and recruitment concepts, including support with acquiring third-party funding
- » Procuring teaching and learning materials
- » Transforming TVET institutions into (regional) skills centres or centres of excellence
- » Developing networks, inclusion in regional and international specialist networks
- » Developing information, knowledge and quality management systems

The benefits

We advise and support our partners with gearing TVET institutions to meet the requirements of the labour market. GIZ has years of international experience in this area. We use our German, regional and international networks to facilitate the transfer of technology and know-how. We connect the work of TVET institutions with local business and industry players. Our development partnerships enable us to tap into additional resources. Our partners benefit from skills developed by management and teaching personnel at TVET institutions, allowing them to respond appropriately to changing requirements. We contribute to designing training to be as practical as possible and provide modern curricula and appropriate equipment. This permits the TVET institutions to offer training measures that qualifies the participants for the labour market.

An example from the field

In Namibia, the project Promotion of Vocational Education and Training (ProVET) supports the government with transforming the TVET system to meet the needs

of the labour market. The commissioning party for the project is the German Federal Ministry for Economic Cooperation and Development (BMZ), co-financed by the European Union (EU). At eight selected TVET schools, the project's construction activities and the provision of equipment created the conditions for higher-quality training. The measures were combined with the introduction of nine reformed, labour market-oriented qualifications, the relevant teacher training and certification and the introduction of quality management instruments. In 2016, the project launched a training hub in northern Namibia comprising three TVET centres. The training hub strengthens cooperation among training providers and leverages synergies for fine-tuning training opportunities in the region. At each of two agricultural training centres an AgriCampus was established and equipped. Each campus received farming equipment for demonstration and training purposes. In addition, water- and energy-conserving infrastructure was installed.

Imprint

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

Registered offices
Bonn and Eschborn

Dag-Hammarskjöld-Weg 1-5
65760 Eschborn, Germany
T +49 61 96 79-0
F +49 61 96 79-11 15

E info@giz.de
I www.giz.de

Responsible/Contact:
Dr. Michael Hollaender and Britta Lambertz
Competence Centre Education, Vocational Education and Training, Labour Markets
Division Economic and Social Development, Employment
E: berufsbildung-arbeitsmarkt@giz.de

Photo credits:
Front page (from left to right): GIZ/David Degner; GIZ/Dirk Ostmeier
Back page (from left to right): GIZ/ David Degner; GIZ/Dirk Ostmeier; GIZ/Ute Grabowsky/
photothek.net

GIZ is responsible for the content of this publication.

Eschborn 2022