



Global Project Education | Build4Skills



TVET and multilateral development banks:
Kenya, Pakistan, Senegal, South Africa

Technical and vocational education and training (TVET) 'Made in Germany' has become a globally recognised brand. What lies behind the success of this model?

A key aspect is the proximity to the company. Trainees learn in a real-life setting and get prepared for the challenges of the world of work.

This is where Build4Skills, a global initiative promoted by BMZ, supports: it uses the potential of infrastructure projects for practical learning. With over 229 million workers (ILO 2022), the construction industry is an important training and job market. Through cooperation with Development Banks, Build4Skills promotes in-company training worldwide and strengthens feminist development policy and skills in green construction.

Regional development banks, such as the Asian Development Bank (ADB) and the African Development Bank (AfDB) – Germany is a shareholder in both banks – are central partners of the project. ADB and AfDB are main investors in large infrastructure programs worldwide. The common goal is to use these construction sites as training sites to promote a practice-oriented education on large construction programs in Kenya, Pakistan, Senegal and South Africa.

Build4Skills essentially deploys TVET students to construction sites and trains in-company instructors on didactics, occupational safety, and gender sensitivity.

About the project

Project name	Global project Education [Component "Build4Skills"]
Commissioned by	BMZ
Project region	Kenya, Pakistan, Senegal, South Africa
In cooperation with	ADB, AfDB, KfW, World Bank
National partners	Ministries of Education Ministries of Labour and Social Affairs Education centers
Term	September 2021 – May 2025

In many partner countries of German development cooperation, the private sector is rarely involved in shaping the framework conditions for TVET. Curricula and examination standards are normally set by state actors, often without considering the needs of the private sector. Likewise, TVET funding is often the sole responsibility of the state.

Yet companies must be involved if training content is to meet industry requirements. Build4Skills acts as a bridge builder between private sector and state actors.

Work-based Training (WBT)

Build4Skills promotes the provision and placement of traineeships on construction sites. One example is 22-year-old [Syed Muneeb](#). After he applied to a vocational school in Islamabad, GIZ helped place him with a construction company that provided work-based training. He was happy to use on site what he learned in the classroom. *'I grew a lot in this company. Today I have a permanent position with a salary that allows to shape my future.'*

Procurement Processes | TVET by default

["TVET by default"](#) mainstreams practical training starting with the tendering process. How about favouring companies to win a contract, when they offer vocational training? As a pioneer, Build4Skills supported the revision of Mongolian procurement law and plans to implement this procurement model with the ADB in Pakistan. The [Build4Skills handbook](#) shows how to integrate traineeships into ADB-backed infrastructure construction projects to provide cost-efficient training that boosts employability and makes projects more inclusive.

Multilateral cooperation is key

The first [Declaration of Intent between GIZ and AfDB](#) marks a significant step towards addressing Africa's skills gap and promoting sustainable development. The partnership serves initiatives dealing with skills development in Africa as a basis for cooperation. Well aligned to the AU Year of Education 2024, the joint commitment is supported by African leaders seeing the need to address education challenges and youth unemployment in Africa.

In-Company instructor training

Professionally and educationally qualified in-company trainers ensure that learning content is taught in a practical manner and tailored to current needs. Together with national partners, Build4Skills arranges in-company instructor training. Trained staff on didactics, gender sensitivity and workplace safety benefits not only trainees but also the companies in the long run.

Shana Bashana

"Shana Bashana" means "side by side" in Urdu and is a joint initiative between Build4Skills, Siemens Pakistan and the Pakistani technical institute The Hunar Foundation. The focus of the commitment is the targeted promotion of girls and women for professional jobs in the infrastructure sector. Jointly, the stakeholders developed a training program, specifically for girls and women – an integral part of which is an internship at Siemens in Karachi.

Promotion of Women and Girls

Gender-equitable access to vocational training is also a priority in Kenya, Senegal and South Africa. To establish an innovative online platform that serves as a central hub where employers can easily find and hire qualified skilled women construction worker, is a collaboration of Build4Skills and the Kenyan NGO Build-her. In Senegal, there is a mentoring program by women for women. Female managers provide practical insights into the construction sector and provide information about challenges and opportunities. The program also includes leadership training for the mentors, soft skills qualifications for the mentees and visits to companies.

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	BMZ Bonn Dahlmannstraße 4 53113 Bonn, Germany T +49 0 228 99 535-0		Publications: Work-based Training: Companies are key. What we need to understand about their motivation.