

# Fit for Rebuilding

Thanks to improvements in the vocational education and training (VET) system, the people of Ukraine are acquiring skills that are vital for the future of their country.



## The challenge: 100,000 jobs are vacant

The ongoing war in Ukraine has led to more than six million people leaving the country. An equally large number have been internally displaced. A consequence of the mass migration is the drastic shortage of skilled labour, particularly in sectors that are crucial for reconstruction, namely construction, transport and logistics, agriculture, and IT.

Ukraine currently needs around 100,000 skilled workers and demand is growing. Based on forecasts, the country will need up to 4.5 million additional skilled workers by 2033. The problem is further compounded by the training and qualifications, which often do not match job requirements. Jobseekers are increasingly expected to have green and digital skills. This skills gap is especially evident in the key sectors of economy.

<b>Project title:</b>	Support for Vocational Education and Training in Ukraine/ Skills4Recovery
<b>Commissioned by:</b>	German Federal Ministry for Economic Cooperation and Development (BMZ)
<b>Implemented by:</b>	Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH
<b>Lead executing agency:</b>	Ministry of Education and Science, Ministry of Economy, Ukraine
<b>Project region:</b>	Lviv, Vinnytsia, Chernivtsi, Kyiv, Poltava and Dnipro
<b>Overall term:</b>	2023–2026
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## Our approach: Improving initial and further training

On behalf of the German Federal Ministry for Economic Cooperation and Development (BMZ), GIZ's Skills4Recovery programme supports the Government of Ukraine in addressing the shortage of skilled labour and in accelerating economic recovery. Crucial to the effort is a VET system that prepares workers specifically for the job market. Special training programmes for vulnerable groups such as veterans and internally displaced persons must also be designed. Skills4Recovery focuses on the key sectors of construction, transport and logistics, agriculture, and IT.

We work closely with the Ukrainian Ministry of Education and Science and the Ministry of Economy and we advise six regional administrations: Chernivtsi, Dnipro, Kyiv, Lviv, Poltava and Vinnytsia. We support 20 vocational education and training providers in the country, including vocational schools and training centres.



Training young Ukrainians in preparation for the labour market.

Our work covers different priority areas: we offer training for school directors to help them improve management and finances in their institutions. Similarly, we train teachers, enabling them to be in a better position to address the needs of vulnerable groups in the classroom. We are also stepping up our cooperation with companies to ensure that VET providers are able to develop needs-based training programmes.

We offer financial and technical support for the planning and implementation of training measures. These programmes are designed to meet the requirements of the country's labour market and to take account of the learning needs of different target groups. Some of our training activities include financial and psychological support for students, as well as company internships.

We support VET providers in helping trainees transition to the labour market. Measures in this context include career counselling and guidance, and the promotion of entrepreneurship with a focus on the needs of women. We train recruiters in advising veterans, internally displaced persons and women, thus contributing to equality in the labour market.

Building on our close cooperation with VET providers, Skills4Recovery develops actionable policy recommendations. The goal is to bring about lasting improvement in the frameworks for vocational education and training. To achieve this goal a comprehensive needs analysis of the labour market is conducted to identify the skills and qualifications required for rebuilding and recovery. We also support efforts to develop a strategy to facilitate the integration of veterans into the labour market and we are creating an online platform which VET providers can use to offer special skill development programmes for this target group.



Federal Development Minister Svenja Schulze (2nd left) visits a vocational school in Lviv



**“We are optimistic about the future.”**

**Tetyana Tyshchenko**, completed a training course for women accountants from Vinnytsia:

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More equal opportunities in the job market: support for women.

## Our results: Strengthening 20 VET providers

By late 2024, Skills4Recovery will strengthen at least 20 VET providers and develop policy recommendations for improving initial and further training. We intend to implement the following measures:

- Train over 2,000 people and help them acquire skills for key sectors;
- Train 500 school directors and teachers to improve management, finances and digitalisation;
- Provide inclusion training for 260 teachers with regard to vulnerable groups;
- Strengthen business skills for 800 young people and adults;
- Provide training for 150 recruiters enabling them to support vulnerable groups;
- Carry out labour market analyses for sectors relevant to reconstruction;
- Develop a national strategy to facilitate the integration of veterans into the labour market;
- Create an online platform with training programmes for veterans;
- Develop a strategy for improving training programmes in VET providers.

*“Not only did the course help me acquire new skills, it also played a pivotal role in securing a future for my family. My children see me as a role model and are passionate about following their own career paths. Thanks to our newly acquired skills, we feel strong and are optimistic about the future.”*

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