

Programme objective

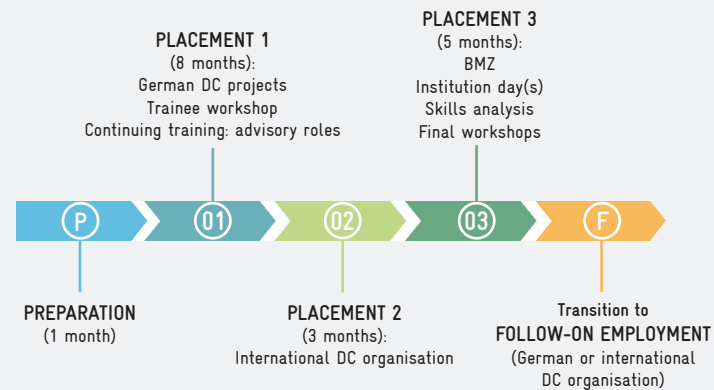
Since 2008, the DC Trainee programme has been training future experts and managers for German and multilateral development cooperation organisations on behalf of the German Federal Ministry for Economic Cooperation and Development (BMZ).

Over the 17 months of training, each of the 20 participants completes three practical placements: one with a German development cooperation project abroad, one with another multilateral or international cooperation organisation, and one with BMZ. This allows them to learn on the job and to familiarise themselves with the structures, actors and functions of development cooperation from various perspectives.

The programme focuses on the development of management skills and the practical know-how required to shape and steer German DC programmes. It also promotes networking and language skills, thereby increasing participants' employability in (German) development cooperation organisations.



Elements of the programme



The DC Trainee Programme begins with a month of preparation that conveys the most important information ahead of the planned posting abroad. DC Trainees acquire the necessary institutional know-how for their work with the project and familiarise themselves with the legal framework, DC environment and country-specific context.

The eight-month placement abroad takes place in a German development cooperation project. The local placement with a project that addresses a current priority area of German DC provides trainees with a solid basis to subsequently undertake expert and management tasks in a development cooperation context.

To ensure that the relevant training requirements are met, projects and programmes with a high degree of complexity are selected. As part of the placement, trainees take on important tasks and produce an 'apprentice piece'.

A three-month placement with another bilateral or multilateral DC organisation allows the trainees to observe development cooperation from different perspectives and to familiarise themselves with the mechanisms of cooperation. Gaining several months of experience working with an international organisation also boosts trainees' employability, helps them to build a set of professional contacts and gives them the skills needed to network with key DC actors.

The training concludes with a five-month placement with the German Federal Ministry for Economic Cooperation and Development (BMZ). This placement complements the training in the field of German development cooperation and policy and gives the DC experts and managers of tomorrow a better overview of the ministry's role and working processes.

Throughout the programme, expert mentors provide sector-relevant advice and support. The mentors also advise the trainees on their subsequent transition into employment.

ACCOMPANYING MEASURES

The placements are complemented by a number of seminars and workshops.

During the preparation weeks, the DC trainees are given an introduction to GIZ and learn about the processes involved in implementing projects. With training on intercultural and security issues, they prepare themselves in a targeted manner for their deployment abroad.

After about four months, the trainees attend a workshop during which they reflect on their experiences in the partner country and complete a special training course to enhance their advisory skills. The DC Training Programme also involves further workshops enabling participants to network with HR staff from German and international development cooperation organisations.