



Health, education and social protection

Training and capacity building for teachers

The challenge

‘Education for all’: that was the goal agreed by 164 governments and partner organisations in Dakar in 2000. And yet millions of children around the world still do not attend school. One problem is the lack of qualified teachers. A well-performing, high-quality, equitable and stable education system needs an adequate number of well-trained teachers, supported by an efficient administration.

Our solution

We seek to improve teachers’ subject knowledge and teaching skills. Teachers learn how to deliver learning content more effectively by putting the children and young people at the heart of the teaching process and encouraging them to develop independent problem-solving skills.

Our services

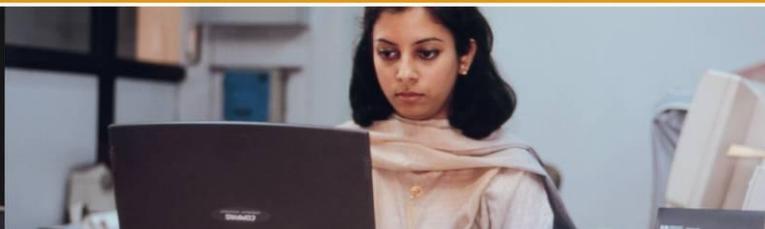
Our advisory services focus on human resources policy in the education system and on pre- and in-service teacher training:

- **Human resources policy in the education system:** Here, the main task is to provide an adequate number of well-trained teachers and appropriate materials to support their work. This has implications for the recruitment of suitable personnel and the provision of pre- and in-service training. Here, we provide advice for decision-makers in politics and administration, decentralised education authorities, training institutions and civil society organisations. As a flanking measure, we also support quality assurance in education. This includes agreeing on suitable curricula and minimum standards for the training of teachers and other relevant professionals, as well as a transparent monitoring system.

- **Training:** Together with our partner institutions, we develop and implement concepts for pre- and in-service teacher training. A particular issue from our perspective is ensuring the practical relevance of pre-service teacher training.
- **Professional development /in-service training:** We believe in the importance of continued training and support for teachers. In-service training is not a one-off measure but an ongoing process. Evaluations help to adapt the training available to professional requirements. We also provide training for decision-makers and experts in politics and administration, and help to establish organisational structures and promote the exchange of knowledge and communication between participating education institutions. In this context, we attach particular importance to network-building between institutions, and to the representation of teachers’ and parents’ interests.
- **Training for schools inspectors and head teachers:** We provide training for schools inspectors and head teachers so that they can perform their roles efficiently and provide effective management of education and training delivery. GIZ’s services focus especially on optimising the relationship between head teachers, schools inspectorates and education authorities, on the development of administrative guidelines, implementation processes, the production of materials to support the professional development of head teachers and training for parents’ councils, and on quality development and evaluation.

The benefits

The primary beneficiaries are children, young people and adults who receive an education from qualified teachers, enabling them to master life’s challenges and contribute to their society’s development.



Every teacher should undergo initial training to equip him or her with the practical skills and expertise to perform the teaching role effectively. Ongoing training is essential to help teachers to respond to changing requirements. Specific training measures are organised for teachers who are already employed but lack formal qualifications.

Ministries and schools administrations, teacher training colleges and other training institutions should work in a coordinated and efficient manner, with head teachers taking on responsibility for the quality of education in their schools.

An example from the field

Guinea's school enrolment rate, at just 64 per cent, is one of the lowest in the world. Girls and rural communities in particular are rarely able to achieve regular school attendance. There is a lack of educational infrastructure and management capacities in education institutions, as well as a shortage of qualified teachers.

GIZ, on behalf of the German Federal Ministry for Economic Cooperation and Development (BMZ), is working with Guinea's Ministry of Education and decentralised institutions to build capacities in the education system.

More than 1,500 young teachers regularly take additional training to improve the quality of instruction. They learn new methods to help schoolchildren master the basics of reading, writing and arithmetic. Girls from socially weak backgrounds or with a poor school record are given support in the form of special courses and instruction in practical skills until they complete their primary education.

Cooperation between schools, communities and health and educational structures is promoted, with a particular focus on HIV/AIDS prevention.

The project is proving very successful: school enrolment rates in the project area increased from 45 per cent in 2001 to 60 per cent in 2005. Students' performance has also improved as lessons have become more interesting. The proportion of students having to repeat a year has fallen to 9.1 per cent. In 2007, 1,100 girls were receiving support, compared with just 60 in 2003. More than 80 per cent of the girls who received support progressed to the next class.

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