



# From craft worker to craft worker – cross-border vocational education and training

## A SKILLED CRAFTS AND TRADES NETWORK ENABLES PRACTICE TO BE SHARED BETWEEN AFRICA AND GERMANY

### The challenge

The private sector is booming in many African countries, bringing rapid change in the labour market. In recent years, the continent of Africa has become increasingly important for Germany, not only as a trading partner but also as a partner in its efforts to tackle global challenges. Cooperation between the private sector and the vocational education and training sector is crucial to this partnership: African countries need well trained workers to forge their own future and successfully leverage their economic potential. However, many parts of Africa still face a shortage of skilled labour: local companies are not feeding their expertise and experience into training. Many young people lack the practical skills needed to work in skilled trades, particularly where demand is high. Together with German companies, the German Government is therefore working to boost local labour potential by creating better employment prospects for local people through a combination of private sector expertise and practical vocational education and training.

### Our approach

Germany's dual model of vocational training is a success factor with its combination of theory and practice. Around one million craft businesses train future skilled workers in more than 130 occupations to uniform standards. Curricula are developed with Chambers. Together with the German Confederation of Skilled Crafts (ZDH) the "Skilled Crafts and Trades Network 4 Africa" project makes use of this expertise to build a practice-based network for international cooperation in vocational education and training. The project brings together German and African craft businesses and training organisations to launch business and learning partnerships. In cooperation with other GIZ projects in Africa, Skilled Crafts

### Project overview

<b>Project title</b>	Strengthening innovative approaches between the German skilled trades sector and international VET cooperation partners
<b>Commissioned by</b>	German Federal Ministry for Economic Cooperation and Development (BMZ)
<b>Partners</b>	German Confederation of Skilled Crafts (ZDH), vocational education and training organisations, craft businesses, business associations
<b>Project region</b>	Sub-Saharan Africa
<b>Term</b>	2016 to 2020; project launched in 2017



and Trades Network 4 Africa tailors its services to the needs of the local partners. These include among others, associations representing the interests of small and medium-sized companies in the skilled trades and manufacturing sectors.

### Target groups

The project targets craft businesses and vocational training organisations in Germany and sub-Saharan Africa. Cooperation is particularly close with Rwanda, South Africa and Uganda. As part of the project, German skilled workers get involved in development cooperation. They pass on their expertise, make new contacts and open up new areas of business for their respective companies. African companies and vocational training centres benefit from practical and technical skills in a range of crafts and trades and advice

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on processes, equipping them better for the future. This international exchange is based on mutual benefit and commitment and promotes the personal and professional development of all those involved.

### Project services

The network promotes cooperation through the following activities:

- **Information:** At events and through print and online media, we brief professionals on ways of getting involved in development cooperation.
- **Continuing training:** Through short courses and e-learning, we prepare skilled workers for activities in development cooperation.
- **Network:** Via a number of digital channels, we bring together our target groups online, e.g. via a *Matching platform* for on-site project assignments.
- **Cooperation and partnerships**  
Personal links between German and African experts form the basis for long-term business and learning partnerships. *Matching trips* help establish contact between an expert delegation representing a range of skilled trades on the one hand and craft businesses and training organisations on the other. We organise *short-term assignments* to enable experts to use their experience directly within a local company or training organisation. The subsequent involvement of German and African experts in initial meetings leads to long-term cooperation.

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Skilled Crafts and Trades Network 4 Africa/ Strengthening innovative approaches between the German skilled trades sector and international VET cooperation partners

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### An example from the field

In 2018, master carpenter Josef Kramhöller travelled to Uganda as part of a *Matching trip*. He met Mansuli Senyondo, CEO of Mayondo, a furniture manufacturer, to discuss the processes in his day to day operations. Like Kramhöller, Senyondo uses CNC machines to produce complex parts automatically. Two months later, they took the initiative to organise a return visit to Kramhöller's workshop in Regen. The collaboration means that Senyondo is now making much more efficient use of the CNC technology. And they have ideas for sustainable furniture production in the future and are working together to design pieces using Ugandan tree bark. They plan to launch this innovative product for the European market.

### Results in figures

Around 60 trained workers from a range of skilled trades, including woodworking and metalworking, vehicle technology, electro-technology, renewable energy, and plumbing, heating and air conditioning, are now able to carry out short-term assignments as skilled experts on an ongoing basis and contribute to the network the project has established. Around 15 skilled workers are trained locally in each short-term assignment. More than 30 experts have taken part in *Matching trips* and are now involved in companies, training institutions and skilled crafts and trades projects. Three company partnerships are in operation, with a further ten at the development stage. *As at February 2019*

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