

EMPLOYMENT AND SKILLS FOR DEVELOPMENT IN AFRICA (E4D)

Promoting sustainable employment in sub-Saharan Africa through public-private cooperation

July 2022



Implemented by:



Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH

Jointly funded by:



This project is co-funded by the European Union



Norad



KOICA
Korea International Cooperation Agency

sasol



Quoniam
QUANTITATIVE INVESTMENT ENGINEERING

MORE JOBS, BETTER JOBS, GREEN JOBS



E4D collaborates with the public and private sectors to carry out development initiatives to meet local labour markets needs, with particular focus on **women, youth and green jobs**.

Employment and Skills for Development in Africa (E4D)

Implementation: Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH

📍 Ghana, Kenya, Mozambique, Nigeria, South Africa, Tanzania, Uganda 🕒 2015 – 2023

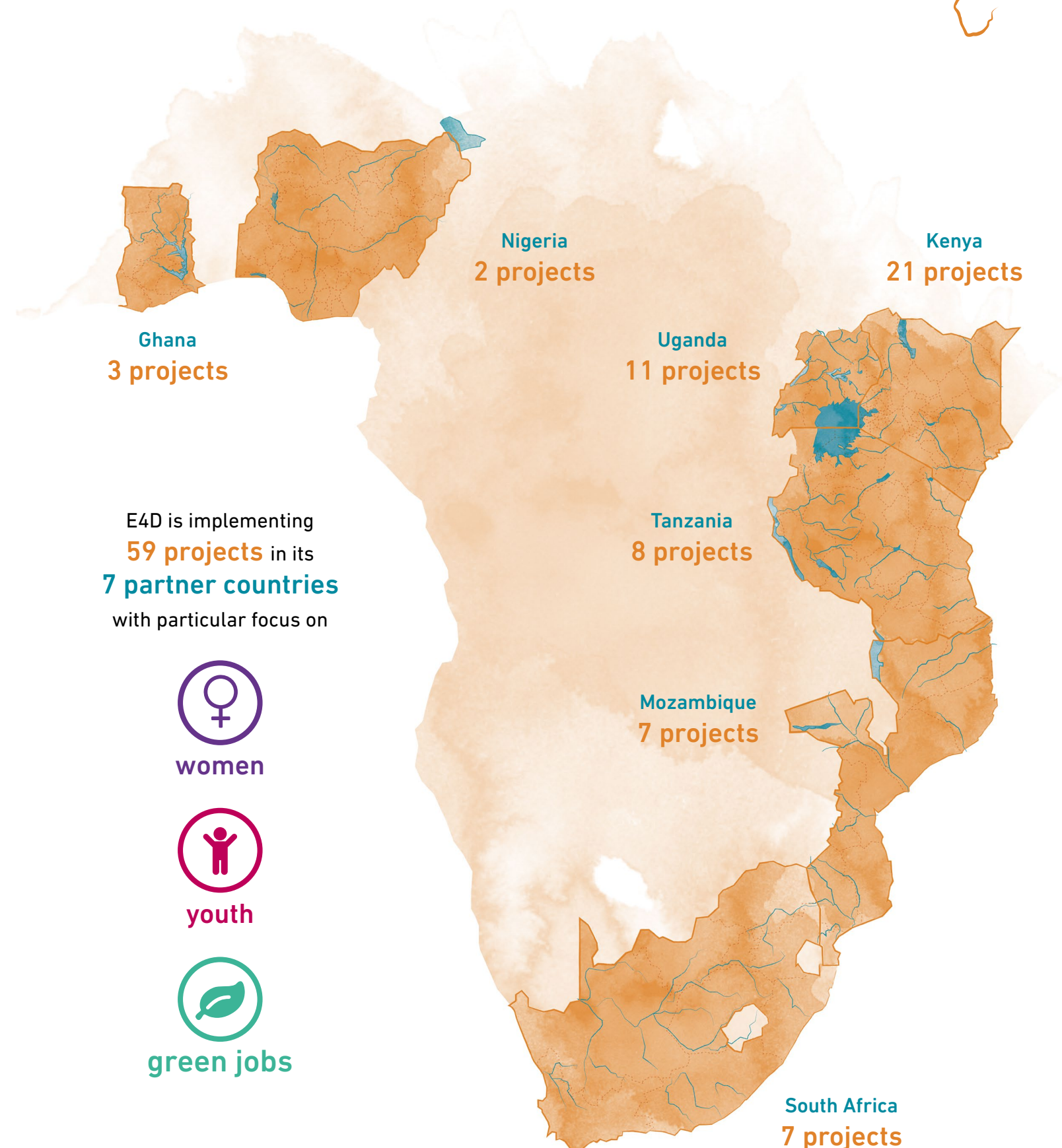


The **E4D programme** is commissioned by Germany's Federal Ministry for Economic Cooperation and Development (BMZ).

E4D is currently co-funded by the European Union (EU), Norwegian Agency for Development Cooperation (Norad) and Korea Inter-

national Cooperation Agency (KOICA), as well as the companies Sasol and Quoniam.

Other private enterprises that have contributed to E4D on a country and project level include Kenya Commercial Bank, Vodacom (South Africa) and Olam Ghana.



SIX PRINCIPLES GUIDE OUR WORK

1

Public Private Partnership

Governments, local authorities and private sector stakeholders are involved in implementation of activities

to ensure beneficiaries are best prepared for existing and upcoming job opportunities. Measures are implemented only in sectors and locations identified as having high potential for generating better employment.



2

Regional Cooperation

Cross-border collaborations are set up to foster regional learning and exchange mechanisms. This allows E4D to upscale successful approaches and transfer valuable expertise and experience, which opens up flexible and innovative development paths and facilitates regional economic growth.



3

Gender Mainstreaming

Promoting equality between women and men is a core component of all activities,

with emphasis on addressing physical and cultural barriers to training and employment of women, and on increasing young women's access to the technical vocations that are in demand in local labour markets.



4

Green Jobs

Transition to environmentally friendly industries

in the fields of energy, agriculture, transportation, construction, tourism, recycling and the blue economy is prioritized.



5

Flexibility and Innovation

Testing of new approaches and constant examination of interventions' effectiveness,

based on a comprehensive monitoring and evaluation (M&E) system that provides insights on each project's impact, tests assumptions and contributes to the design of future measures.



6

Sustainability

Piloting interventions that could be replicated and up-scaled,

to support long-term success in employment generation, beyond the programme's duration.



E4D AREAS OF ENGAGEMENT

Bridge Between Jobseekers and Employers



Private Sector Development

Enhance competitiveness of entrepreneurs and small- and medium-sized enterprises to increase their productivity as providers of goods and services

- Health, Safety and Environmental Standards
- Entrepreneurial Skills
- Budgeting & Project Planning
- Certification
- Resource-efficient Management Practices
- Technical & Business Skills
- Tendering & Procurement
- Supply Chain Development



Matching

Set up employment services for job seekers, including matching mechanisms for work placements, job fairs and career counselling, and build capacities of vocational training centres to better match trainees with jobs

- Career Centres
- Job Fairs
- Internship Placements
- IT Tools & Online Platforms



Skills Development

Provide people with training courses on demand-driven technical skills and on transferable skills such as workplace communication, work ethics and health and safety on the job

- Health, Safety and Environmental Standards
- Entrepreneurial Skills
- Skills for Resource Efficiency
- Construction Skills
- Catering Service
- Skills for Green Jobs
- Electrical & Mechanical Skills
- Language & Social Skills



E4D FUNDERS

BMZ

The German Federal Ministry for Economic Cooperation and Development (BMZ) commissioned the E4D programme and has supported it since 2015.

E4D is aligned with the BMZ's strategic orientations and contributes to the Ministry's ambitions of meeting the United Nations 2030 Agenda for Sustainable Development. As a regional, multi-country and multi-partner programme, E4D functions as a platform for donors and other stakeholders that are involved in employment creation to collaborate with German development cooperation actors and initiatives.

EU

The European Union (EU) has signed five co-financing agreements with the E4D programme. E4D's objectives coincide with the "EU External Investment Plan" (EIP) and the "Africa-Europe Alliance for Sustainable Investment and Jobs". **Through its partnerships with the EU, the E4D programme is incorporating new focus areas, such as blue economy and women economic empowerment,** and is integrating a new set of actors – both in its steering structure and its implementation mechanisms.

NORAD

The Norwegian Agency for Development Cooperation (Norad), which is guided by Norway's Ministry of Foreign Affairs and Ministry of Climate and Environment, has been supporting E4D since 2015. Norad is involved in implementation of activities in Ghana, Uganda, Tanzania, Mozambique and Kenya. **E4D's approach of engaging the private sector in development activities is aligned with the Norwegian development policy.**

On behalf of the German Federal Ministry for Economic Cooperation and Development (BMZ), the E4D programme serves as a platform for cross-border cooperation between public sector and private sector partners that are committed to promoting sustainable, inclusive employment.

KOICA

The Korea International Cooperation Agency (KOICA), a governmental organisation of the Ministry of Foreign Affairs of South Korea, has recently expanded its involvement in the E4D programme. Starting from 2021, **with KOICA's support, E4D is providing Competency-based Education and Training (CBET) and matching services** in Kenyan and Tanzanian vocational training institutes, to increase youth employability and place people in jobs.

SASOL

Sasol, a multinational company that produces liquid fuels, chemicals and electricity, is partnering with E4D as part of its commitment to support communities in Mozambique. Beyond co-financing the programme, Sasol is E4D's implementation partner in the Livelihood and Value Chain Development project in Mozambique, which is **creating jobs and self-employment opportunities in agriculture and other rural-based economic sectors.**

QUONIAM

Quoniam, a Germany-based asset management firm that focuses on quantitative investment strategies for institutional investors, is partnering with E4D to demonstrate global social responsibility. Quoniam is involved in implementation of two E4D projects – in Kenya and South Africa – that **support integration of women in the labour market and promote women-owned businesses.**

EU-E4D partnerships

WOMEN ENTREPRENEURSHIP FOR AFRICA (WE4A)

Enabling women-led businesses to integrate in local, regional and international value chains is the goal of the Women Entrepreneurship for Africa (WE4A) project.

Implementation: Employment and Skills for Development in Africa (E4D) programme

📍 Sub-Saharan Africa

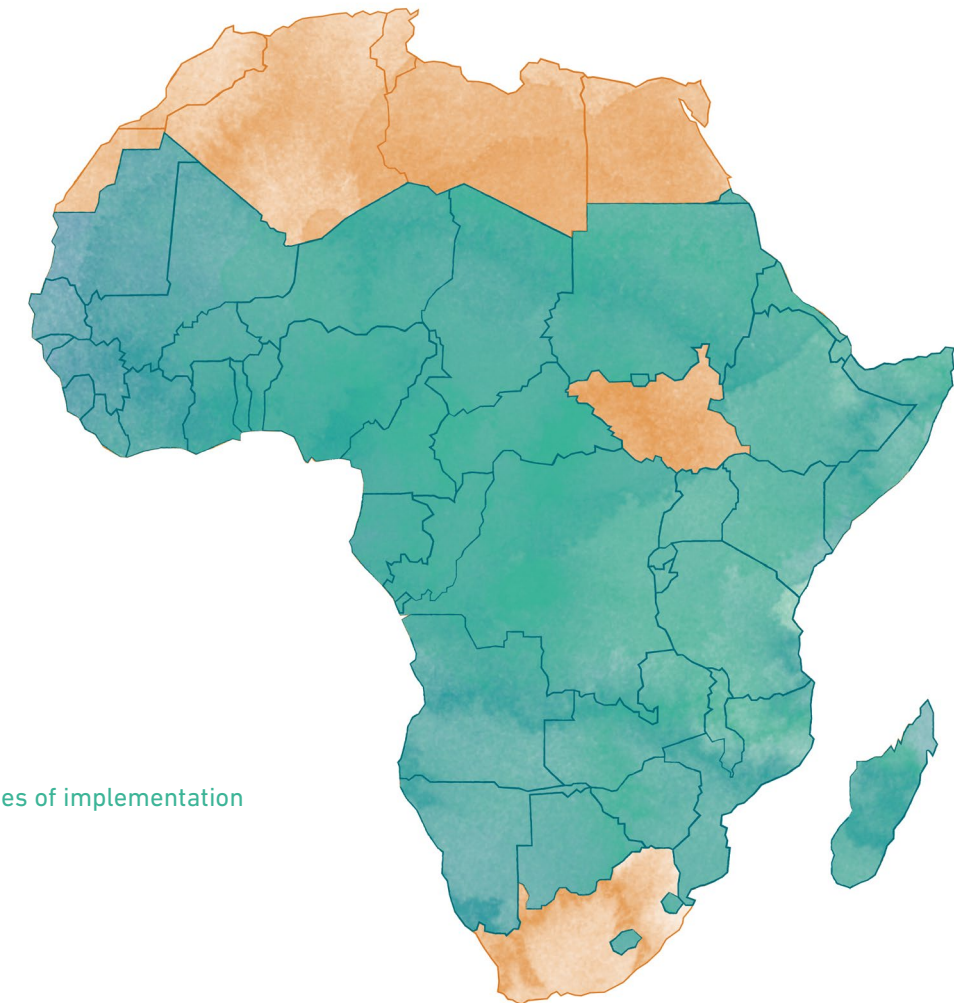
🕒 2021 – 2023

The WE4A project is a partnership co-funded by the European Union (EU), the Organisation of African, Caribbean and Pacific States (OACPS) and the German Federal Ministry for Economic Cooperation and Development (BMZ); implemented by GIZ (through E4D), the Tony Elumelu Foundation (TEF) and Swiss Organisation for Entrepreneurship in Emerging Markets (SAFEEM).

The WE4A project pilots a model that combines entrepreneurship training, seed capital with support services and second-stage financing, to increase the survival rate and

growth of small businesses. WE4A is enhancing business capacities of African women entrepreneurs, improving their access to formal financial services and integrating them into local and regional value chains.

The aim is to create a pathway for successful women entrepreneurs and generate employment in their communities. WE4A contributes to enterprise development of women-owned small businesses and to closing existing gender gaps in the labour markets, especially in terms of quality of jobs.



● Countries of implementation

WE4A target outcomes



2,200 women-led enterprises enhance business capacities



5,300 existing jobs secured in women-led enterprises



100 women-led enterprises secure second stage financing to further expand their businesses



2,700 new jobs created in women-led enterprises

Implemented by



EU-E4D partnerships

GO BLUE

Strengthening the blue economy, which includes all economic activities related to oceans, seas and coasts, is the goal of the Go Blue project.

Implementation: Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH

📍 Kenya's coastal region

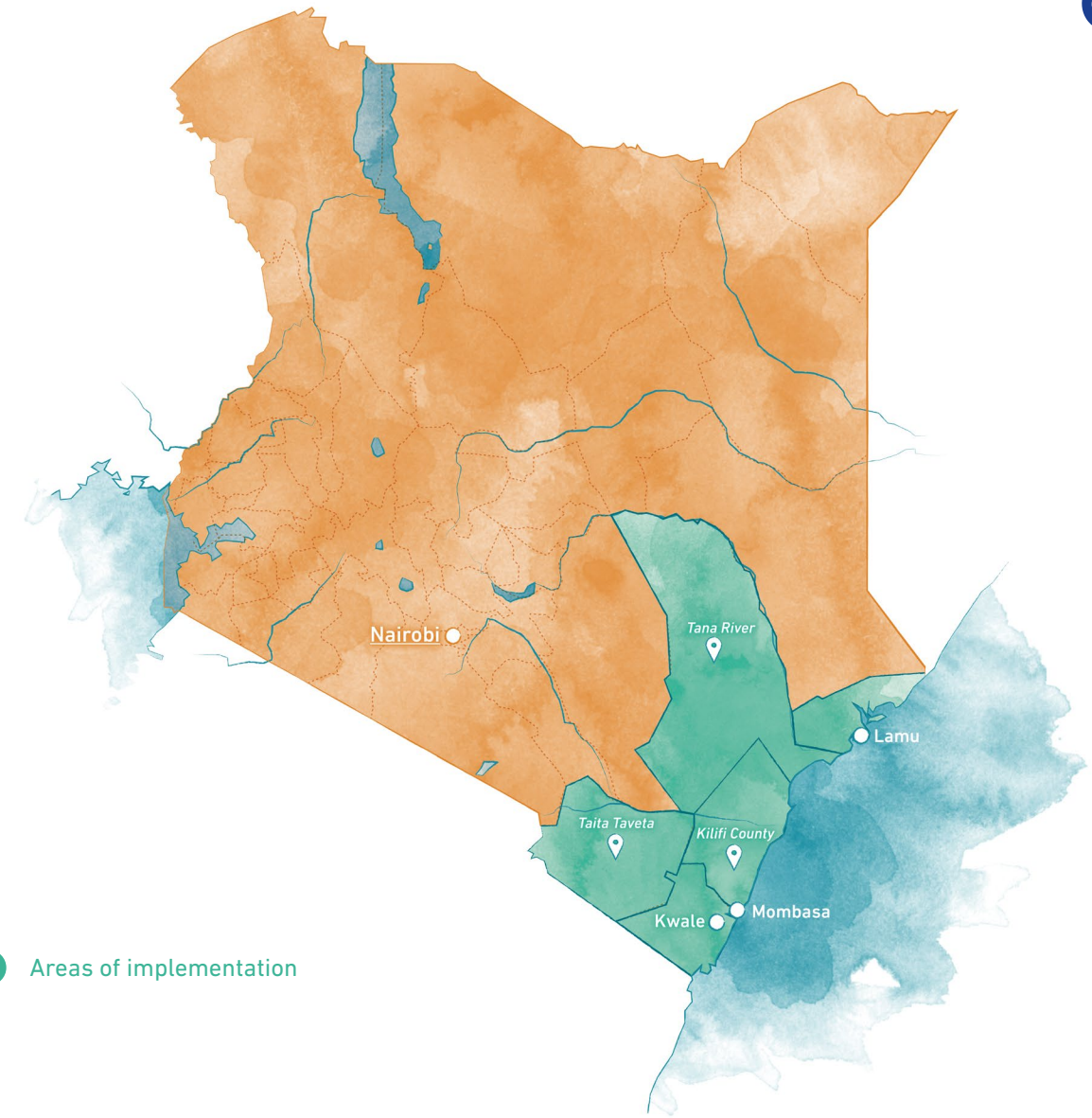
🕒 2021 – 2023

Go Blue is funded by the European Union and is a collaboration with the Government of Kenya and local authorities in Kenya's coastal region. It is a component of a partnership between the European Union and the Government of Kenya to advance the Blue Economy Agenda through coastal development.

Germany is among four EU member states implementing the project (with Italy, Portugal and France) and two United Nations (UN) agencies – UN Habitat and UN Environmental Programme. GIZ implements the project on behalf of the German government in close cooperation with the Jumuiya ya Kaunti za Pwani (JKP) and relevant government ministries at the national level.

The three-year Go Blue project promotes inclusive and sustainable economic growth in Kenya's coastal region through a combination of skills development and enterprise development. The project aims to improve the competitiveness of micro-, small- and medium-sized enterprises as suppliers or service providers in blue value chains.

A key activity is the establishment of Centres of Excellence that provide industry-led Competency-Based Education and Training (CBET) courses on skills that are relevant for blue economy value chains. These Centres of Excellence provide local small businesses on-going access to business development services that improve their engagement in selected coastal aquaculture value chains.



● Areas of implementation

Go Blue target outcomes



2,000 small businesses

improve their engagement in selected aquaculture value chains



3,200 people, including at least

1,120 women, trained on vocational skills for occupations in the blue economy



6 Kenyan vocational training

centres offer modularised Competency-Based Education and Training (CBET) courses on different blue economy value chains



2,400 people, including at least

840 women and 1,680 youth find decent employment in the blue economy sector as a result of the project activities

EU-E4D partnerships

VET TOOLBOX

Supporting demand-driven and inclusive vocational education and training, and disseminating knowledge and tools to stimulate learning, are the goals of the VET Toolbox project.

Implementation: Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH, in a consortium with British Council (BC), Enabel, Expertise France (EF), Luxembourg Agency for Development Cooperation (LuxDev), Agence Française de Développement (AFD)

📍 Kenya, Mozambique, Nigeria, Tanzania, Uganda, Ghana, Malawi, Ivory Coast, Republic of Congo, Democratic Republic of Congo, Senegal 🕒 2017 – 2023

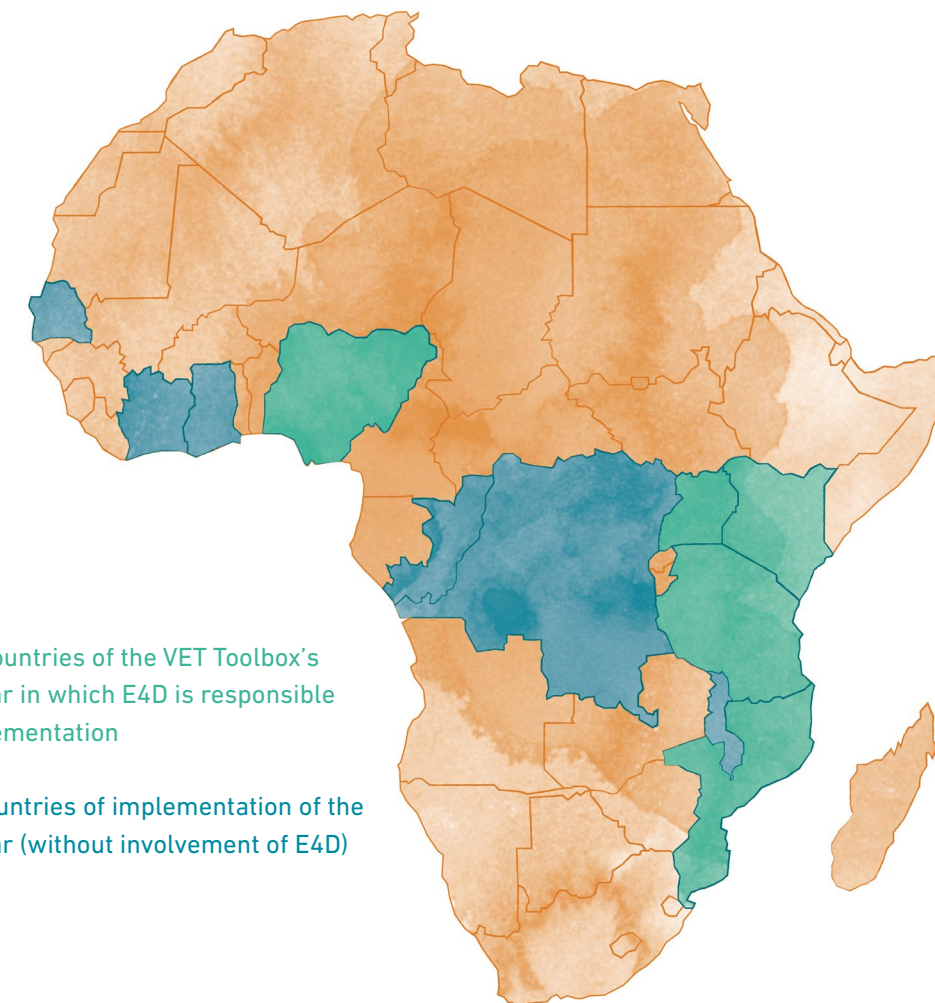
The VET Toolbox project is a multi-donor action jointly funded by the EU and BMZ. It aims to promote vocational education and training (VET) that is demand-driven and inclusive. As part of the VET Toolbox project, public and private organisations from more than 120 partner countries of the EU can obtain targeted short-term expertise in the areas of labour market analysis, private sector involvement in VET, and inclusion of disadvantaged groups in VET.

An additional pillar of the VET Toolbox was introduced in 2020 with the objective of improving local benefits (e.g. jobs, income, local value chains) from European investments by addressing the skills gap in selected countries in Sub-Saharan Africa.

As part of this new pillar, the E4D programme is implementing opportunity-driven activities in collaboration with public and private stakeholders, in Kenya, Mozambique, Nigeria, Tanzania and Uganda.

The project is facilitating public-private dialogue, supporting VET institutions to deliver training in line with investment needs and stimulating VET reform through exchanging lessons learnt – in order to expand the local benefits of European investments. The action will take place in the focus sectors of the EU External Investment Plan, such as renewable energy, sustainable transport or digitalization, depending on the current investment environment identified in each country in close collaboration with the respective EU Delegations.

Co-funded by the European Union



- Target countries of the VET Toolbox's new pillar in which E4D is responsible for implementation
- Other countries of implementation of the new pillar (without involvement of E4D)

Impact targets of the new pillar across five countries



Strengthened VET providers and 2,000 people trained in line with relevant investment needs



1,400 of the trainees, thereof 35% women and 40% youth, secure sustainable employment as a result of the training



VET reforms lead to strengthened VET institutions as well as enhanced national public-private dialogue on employment-oriented skills development



E4D PORTFOLIO

A sample of our tailor-made development projects



Skills4Riders: Addressing Skill Gaps in Transport and Logistics Sectors

Objective: Provide delivery service operators with training on technical skills, soft skills and financial literacy to enable their professional growth and long-term employability

Impact: 500 people complete the training and improve their employment situation, 25 trainers are trained to deliver the training, and two driving schools are capacitated to better prepare youth for the labour market

Glovoapp23 SL & Jobberman

Nigeria

2021 – 2023



From Learning to Earning: Mimi Niko Kazi Youth Employment

Objective: Transition young people to employment through internships, trainings and linkages to employers

Impact: 230 Mozambican youth, of whom 35% are women, complete six month internships, including at least 30 in companies located outside Maputo Province; 218 of the interns receive training on health & safety regulations and soft skills

MozParks Holding – Parques Industriais e Zonas Francas, S.A

Mozambique

2021 – 2023



Sustaining Livelihoods by Creating Green Jobs in the Tourism Sector

Objective: Facilitate economic transformation and job creation in rural communities in Greater Kruger and conserve the integrity of natural ecosystems by investing in skills development and capacity building of MSMEs

Impact: 1,393 MSMEs enhance business capacities, a further 513 enterprises better meet market demands, leading to the creation of 267 green jobs and to improved employment situation for 1,521 people; in addition, 1,700 people are informed on Covid-19 prevention

SANParks

South Africa

2021 – 2022



Business Survival Training for Companies Affected by the Pandemic

Objective: Equip small businesses with the knowledge, tools and support to strategically manage economic challenges caused by the Covid-19 crisis

Impact: 90% of participating businesses gain knowledge and experience using tools like scenario planning, financial forecasting and risk management; 60% of the businesses receive access to lower interest funds

ACCLAIM Africa

Uganda

2021 – 2023



Livelihood and Value Chain Development

Objective: Improve economic situation in rural regions by supporting local enterprises that create jobs and self-employment opportunities in agriculture and other sectors

Impact: 1,000 people trained on agricultural production methods and linked to markets, and 500 entrepreneurs trained and mentored to launch new, sustainable businesses

Sasol

Mozambique

2020 – 2023



Empowering People with Disabilities Through IT Skills Training

Objective: Increase representation of young people with disabilities in formal employment through technical up-skilling, facilitation of practical work experiences and professional mentoring

Impact: 90 youth with disabilities, including 20 women, trained on Information Technology (IT) skills, placed in internships and guided on the pathway to employment

Sightsavers

Kenya

2020 – 2023



Increasing TVET Capacities to Enable Youth Employment in Renewable Energy

Objective: Developing and piloting a course that trains youth to work in installation, service, and maintenance of solar-powered equipment, and strengthening the public-private dialogue on vocational training. This project is co-funded by the European Union as part of the VET Toolbox initiative.

Impact: 4 vocational training institutions enhance their capacities, 200 youth complete theoretical and practical training, and at least 50 of these youth secure sustainable jobs

ATC & TAREA

Tanzania

2022 – 2023

E4D IMPACT

January 2015 – July 2022

120 projects have been or are being implemented by the E4D programme

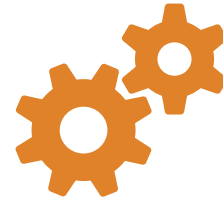
More than
€36,600,000
additional cash or in-kind contributions have been leveraged from the private and public sectors


116,904 people
were upskilled through E4D projects

40,736 people
have secured sustainable employment as a result of E4D measures

- ♀ 34%
- ♂ 41%
- 🌱 11%

124,166 people
reached by E4D activities have improved their employment situation through income increase or improved working conditions


43,551 enterprises
that were supported by E4D, enhanced their business capacity by gaining access to a value chain, meeting sector-specific standards or increasing staff and turnover

including **42,024** micro-sized enterprises and **smallholder farmers**

E4D RESPONSE TO THE PANDEMIC

The outbreak of Covid-19 and the restrictions to contain the virus have had negative impacts on job creation in E4D's partner countries, particularly on small businesses and entrepreneurs, who have less coping capacity.

E4D has continued implementing its projects when possible by embracing and developing online training methods. The programme is addressing immediate needs of vulnerable enterprises through tailor-made training courses on business survival and continuity plans, marketing in uncertain times, digital transformations and protection of workers. Start-up toolkits and equipment have been developed and are being provided to graduates of E4D training courses who in light of the pandemic are opting for self-employment.

One example of E4D's response to the pandemic is in South Africa, where a project implemented in collaboration with the citrus producer ANB Investments has been expanded to tackle high vaccine hesitancy amongst vulnerable and often illiterate farm workers; an education campaign using easy to understand comic style information material has been designed to overcome misinformation on Covid-19 vaccinations. Another

South Africa-based project, implemented in collaboration with Unjani Clinics, is looking to future-proof the clinic network by enhancing the digital management system and quality of care, thereby reducing the risk of Covid-19 infections for patients and staff.

Furthermore, E4D is engaged in supporting the hard-hit tourism sector to build back better, with conservation in mind. In Uganda, E4D designed and is implementing a project that equips small- and medium-sized enterprises with tools – such as financial planning and risk management – needed to navigate through the crisis and create sustainable economic growth. In Kenya, among other activities, E4D supports micro-enterprises in the informal sector to enhance their capacities to participate in e-commerce business, which would allow them to access alternative income sources that have become more prominent in the context of the pandemic.



“Vaccine hesitancy is a complicated problem for companies that employ large numbers of low skilled workers. Our workers' safety is at risk if they don't take the vaccine. The only way we can ensure that our employees are safe and feel safe is by empowering our workers with information that is engaging, accessible, reliable and transferable.”

Dr Viresh Ramburan,
Chief Executive and Director
at ANB Investments



Information materials created
by E4D to inform illiterate
populations about Covid-19

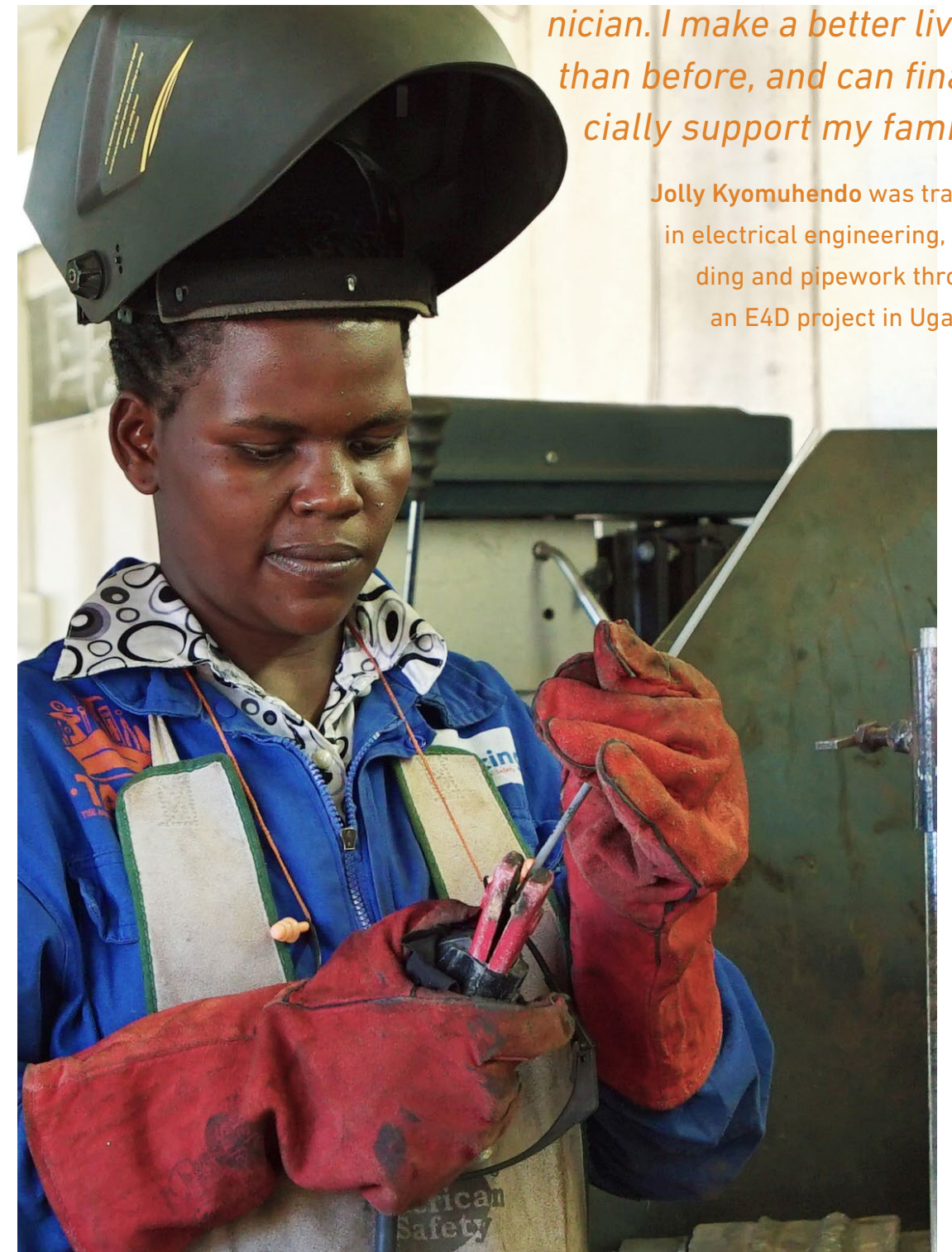
EACH NEW JOB HAS A FACE

"Before this project, I believed farming was quite tedious and difficult. But hydroponics makes it much easier. It has changed my life; I never liked farming until I came across hydroponics."

Nipher Hilda, beneficiary of an E4D project in Kenya, which promotes agriculture as a viable career choice for youth.

"I now work as an assistant welding instructor and technician. I make a better living than before, and can financially support my family."

Jolly Kyomuhendo was trained in electrical engineering, welding and pipework through an E4D project in Uganda.



EACH NEW JOB HAS A FACE

Eddy Baraka completed a heavy machinery operator course as part of an E4D project in Kenya, and was placed in an internship at a large construction company in Nairobi. When the 22-year-old Eddy completed his internship, the company decided to employ him.



Sharifa Hassan is one of 390 women who were trained as part of E4D's Enhancing Employability through Vocational Training (EEVT) project in Tanzania. More than half of these women went on to secure employment. The 28-year-old Sharifa was trained on food production and is now employed as a chef in a hotel in Mtwara.





EFFECTIVE PARTNERSHIPS

“The main achievement [of E4D] is the systemic change; industries have become open and available to take up interns.”

Joyce Njogu, Head of Consulting Services at the Kenya Association of Manufacturers,

“What the E4D programme has done for me personally is validate the belief that there have to be partnerships across sectors.”

Prof. Dominic Mwenja, President of Miramar International College



“The contribution we are getting from the E4D programme is very much aligned with our objective as it is training Ugandans.”

Robert Kasande, Permanent Secretary, Uganda’s Ministry of Energy and Mineral Development





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GIZ is responsible for the content of this publication.