



TEXTILE TRAINING AND CAREER DEVELOPMENT PROJECT

WITH THE HAWASSA INDUSTRIAL PARK

A public-private
partnership project

TEXTILE TRAINING & CAREER DEVELOPMENT COOPERATION

The Hawassa Industrial Park (HIP), initiated by the Ethiopian government in cooperation with the private sector, currently hosts about 20 international garment manufacturers, producing goods for the US and European markets.

Companies in the HIP face several challenges: lack of qualified workers and management personnel, lack of appropriate career guidance and relevant training models at educational institutions.

Students, graduates and young professionals, however, are one of the most important assets for further positive development of the Ethiopian private sector. To match private partners' expectations, it is essential for young people to be well trained.

Therefore, the aim of the cooperation at HIP is to improve the qualifications of lower- and middle- management employees, as well as future employees, in the textile and garment industry by innovative and practice-oriented training approaches.

1

INITIAL TRAINING

for students and recent graduates
from local colleges and universities

3

CAREER SERVICE CENTER

for job seekers and workers

2

FURTHER TRAINING

for employees of HIP companies

TRAINING MODELS & APPROACHES

Cooperative Training for college students (1 months) *Active Students* **1**

Internships for university students (3 months) *Students*

Management & Technical Training for graduated university and college students (3 months) *Graduated Students*

Externships (Summer Schools) for university and college staff (2 months) *Lecturers & Teachers*

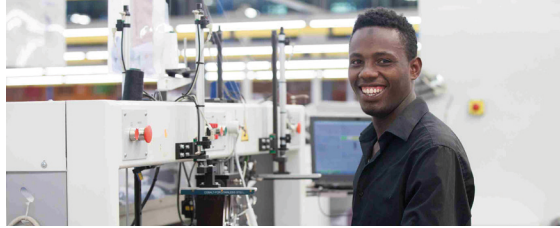
Management & Leadership training for employees (scenario-based, modular, 12 hours) **2**

Organizational Development
Individually tailored trainings for companies (2 weeks)

Scenario-based Trainings for students **3**

Training Library for students and job seekers

Career Counselling for job seekers



1 INITIAL TRAINING MODELS

Cooperative Training / 1 month

College students (level 2 and 3) from the fields of Industrial Electrical Machines and Drives Servicing (IMED) and Garment & Textile receive as TVET trainees practical training, e.g., in maintenance on machines or sewing on fabric machines.

Internship / 3 months

Internship for students from universities in and around Hawassa. In addition to the practical experience, they take on an individual task that provides added value to the company and shows what the student has learned.

Management & Technical Training / 3 months

Graduates of universities and technical colleges, so-called management/technical trainees, can deepen their acquired knowledge practically in the company. In addition, trainees are introduced to company management processes.

Externships (Summer School) / 2 months

Industry experience for college and university staff members. Enabling lecturers to best advise their students by keeping up-to date with current industry demands and company realities. Offering a hands-on understanding of the latest machinery.



Quality Training & Mentoring

- ↳ Onboarding
- ↳ Assigning a schedule
- ↳ Supervision
- ↳ Career opportunities
- ↳ Support and coaching
- ↳ Giving feedback
- ↳ Offboarding

COMPANY CONTRIBUTION

2 FURTHER TRAINING MODELS

Leadership Training for Employees / 12 hrs

Six scenario-based training modules are inspired by real life scenarios of the park's employees' environment. The modules can be held in two 6 hrs days or in six 2 hrs sessions. Key learnings of this training are:

- ↳ mentoring
- ↳ giving and receiving feedback
- ↳ communication
- ↳ conflict management
- ↳ organisation and planning
- ↳ handling responsibility.

The training strengthens employees in/for lower and middle management positions.

3 CAREER SERVICE CENTER

Career Service Center

Establishing skill assessment and career counselling hub to facilitate further education and employment for job seekers and employees.

- ↳ Development of competency matrix for selected career pathways
- ↳ Training recommendations according to competency assessment
- ↳ Selection of trainings (soft skills, leadership etc.)
- ↳ Access to professionally relevant learning material



Investing in Potential

- ↳ Employee promotion
- ↳ Advancement opportunities
- ↳ Training offers

COMPANY CONTRIBUTION

Tailored Organizational Development / 2 weeks

Practical approach to the individual challenges of lower and middle management employees.

One-on-one counselling and specifically tailored solutions by an industry expert. Direct and on the floor of your company.

Career Opportunities

- ↳ Talent Development via job profiles
- ↳ Job offer announcements via the Service Center

COMPANY CONTRIBUTION

Author: Annika Kerscher & Svenja Riemer, GIZ, Bonn

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E info@giz.de
I www.giz.de/en