

German Development Cooperation with Botswana

Background

Germany's development cooperation with Botswana dates back to the early 1980s. Since then, Botswana has transformed from a nation with one of the world's lowest per-capita incomes into an upper middle income economy. However, many challenges persist, including shortages of skilled labour. Botswana has an urgent need to diversify its economy. Germany supports Botswana in technical and vocational education and training (TVET), to promote skills that are relevant for the job market. The action on TVET is a cornerstone for the country's sustainable economic development and economic diversification and will enhance job opportunities for young people.

Germany's cooperation is closely aligned with the policy priorities of the Government of Botswana as well as those of other development partners. The development policy of the German Government is planned by the Federal Ministry of Economic Cooperation and Development (BMZ). As relevance to industry and the private sector is of major importance within TVET, the BMZ also supports German private sector initiatives in Botswana. The German Embassy in Botswana is responsible for liaising with the Botswana Government, and the German Botswana programmes are implemented by:

- Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH, concerning a bilateral development cooperation programme
- sequa (a Partner to the German Business) and the German Mechanical Engineering Industry Association (VDMA) with regard to a vocational training partnership project

Germany also supports Botswana via contributions to multilateral organisations which are active in the country such as the European Union, the World Bank and UNDP, as well as through its development cooperation with the Southern African Development Community (SADC). Currently, the most important SADC activities in Botswana supported by Germany

are a cross-border water resource management project and a programme for the Kavango-Zambezi Transfrontier Conservation Area (KAZA).

Approach

Strengthening Employment Relevant TVET (SER-TVET) implemented by the GIZ, aims to eradicate the skills shortage by improving curricula, human resources and organisational capacities for demand driven TVET in selected occupational fields. The programme provides technical support to the relevant sector ministries' development of private industry-oriented training curricula. It also supports selected training colleges to offer demand-led TVET with a high degree of practical exposure.

As part of its "Skilled Workers" for Africa initiative, the VDMA has set up a vocational training partnership with local partners. This aims to improve industry inputs to vocational education and to enhance the availability of adequately skilled workers in Botswana. The BMZ-funded programme is implemented by sequa and involves close cooperation with local partners, government bodies and organisations, as well as both German and local companies. The VDMA, the Construction Industry Trust Fund (CITF), an established construction industry training centre of the Botswana Ministry of Employment, Labour Productivity and Skills Development (MELSD) and the Botswana Chamber of Mines (BCM) are cooperating to establish modern training courses in mechatronics, hydraulics and control technology. Through the inputs of industry experts in the design of training courses, the programme is aligning industry needs with skill sets of graduates and thereby enhancing their employability. The mechatronics course is a full-scale vocational training programme while the other short courses target employees who want to advance their skills. VDMA and its member companies provide modern training equipment as well as expertise of the German vocational training system.





Impact

- The number of training programmes that follow the 'cooperative training approach', with strong industry involvement and a focus on practical skill development has increased. The first apprentices graduated from these programmes in January 2018.
- 40 professionals from the TVET Ministry and regional institutions received training in subjects such as modern curriculum design, education management and core elements of demand-oriented education and training. These professionals are now applying their newly acquired skills and act as multipliers at their institutions.
- A significant number of curriculum developers were qualified as Develop a Curriculum (DACUM) facilitators. This has led to systematic involvement of industry stakeholders in the definition of curriculum content.
- Practice-oriented training in mechatronics which meets modern industry standards will be accessible for young people in Botswana. State-of-the-art technology and know-how will be available to training centres in order to develop a skilled workforce for both national and international companies in Botswana.

The programme lays the foundation for the diamond industry in Botswana to grow beyond the beneficiation activities that are already being conducted. It will thus contribute to economic diversification and employment creation. The programme focuses especially on offering women higher prospects in a profession in which previously only few career opportunities were available to them. As a small business - in comparison to international standards - the jewellery sector in Botswana contributes critically to the growth of the industry sector, as well as to broader economic diversification in Botswana.

Success in the Field

Botswana has huge deposits of diamonds and other gem minerals as well as major extractive, cutting and polishing activities. However, training programmes in jewellery making - the last stage in the diamond value chain - were not available until 2014. With the support of German Development Cooperation, a curriculum entitled Jewellery Design and Manufacturing was developed and launched as the first formal training in the jewellery sector. The curriculum is now being delivered at Oodi College of Applied Arts and Technology.



Published by Embassy of the Federal Republic of Germany in Botswana
Queens Road 1079-1084 (Main Mall)
P.O. Box 315
Gaborone, Botswana
T (+267) 370 49 13
F (+267) 395 30 38
I www.gaborone.diplo.de

Deutsche Gesellschaft für
Internationale Zusammenarbeit
(GIZ) GmbH
1st Floor, Marula House, Prime Plaza
P.O.Box 202
Gaborone, Botswana
T (+267) 395 74 00
F (+267) 395 97 50
I www.giz.de

Sequa g GmbH, Partner of German Business
Alexanderstr. 10, 53111
Bonn, Germany
T +49 (0) 228 98238 - 57
F +49 (0) 228 98238 - 19
I www.sequa.de