

## Skills Development

<b>PROJECT:</b>	<b>Skills to Build (S2B)</b>
<b>REGION:</b>	Central, East & Southern Africa
<b>COUNTRY:</b>	Mozambique
<b>PROJECT PHASE:</b>	January 2017 – December 2020
<b>FUNDING:</b>	Swiss Agency for Development Cooperation (SDC), Medicor Foundation and Hilti Foundation



### RATIONALE

In the recent past, the construction sector in Mozambique has faced many challenges that have limited its growth despite it holding strategic importance to socio-economic development. Some of these challenges are: insufficient allocation of the state budget, reduced Foreign Direct Investment (FDI) which has greatly influenced the number of construction projects executed and inadequate workmanship mainly caused by low qualified technical staff. The last-mentioned has resulted in several losses by local companies during competitive bidding processes where international companies win most jobs.

Moreover, small and medium-sized construction companies do not have internal training programmes and rely on subcontracted training opportunities from large companies and extended offers by private and foreign partnerships. Many construction companies have reported the need for additional qualified workers in the various construction trades. The need for professional training is seen as a main contributor to enhancing competitiveness which is often measured by the quality of outputs and client satisfaction.

*Project beneficiary practically using her construction skills*



Successful trainees proudly display their certificates

## PROJECT DESCRIPTION

The Skills to Build Project contributes to improving youth competitiveness in the construction industry. It achieves this through capacity building and certification of the young, low-skilled workers. This is done in collaboration with the private sector who subsequently create long-term employment opportunities.

The training sessions target aspiring construction workers and involve theoretical and practical engagements. The latter is carried out at the premises of the construction companies. The trainees are linked to short-term induction courses which see them acquire the relevant skills sought after by employers. This management of the private sector-based training is handled by The Federation of Provincial Associations of the Construction Sector. The project, currently being piloted in Maputo Province, will see the transfer of trainees to companies in other provinces which will be initiated with the support of the Mozambique Construction Federation (FME) and national training providers.

The training focuses on different construction skill sets such as masonry, plumbing, painting and Hygiene and Work Safety (HST).

## EXPECTED PROJECT IMPACT



Reach 1,620 trained youths. Increase incomes improve employment sustainability, quality, productivity and competitiveness.



- 400 skilled youths permanently employed in construction companies.
- 220 low-skilled youths temporarily employed in construction companies.
- 1,000 unskilled, unemployed youths showing interest in working in the construction sector.

## TESTIMONIAL

*"I am a permanent employee at VIRP Construction located in Maputo Province. My current responsibilities comprise site assessments to streamline the construction conditions and identification of the equipment required. I was able to rise through the ranks at the company due to the skills I gained from a training session facilitated by Swisscontact. In 2017, my employer was informed about a masonry capacity building exercise. I was selected to attend the training sessions as there was an obvious skill gap within the company. I learnt so much and was one of the highest performing trainees. Upon my return, my employer assessed my performance and began entrusting me with bigger jobs. My salary was even increased by CHF 37 per month. Today, I am able to fully support myself and my young brother with school supplies. The company plans to enroll more staff to the short-term training courses in a bid to increase their technical proficiency. I plan to become an expert in structural project design and implementation so I can empower other young people."*

**Ignas Virgilio da Conceição Pambe** | 22-year-old Beneficiary, Mozambique

### CONTACT INFORMATION

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