

Skilled for the Green Economy

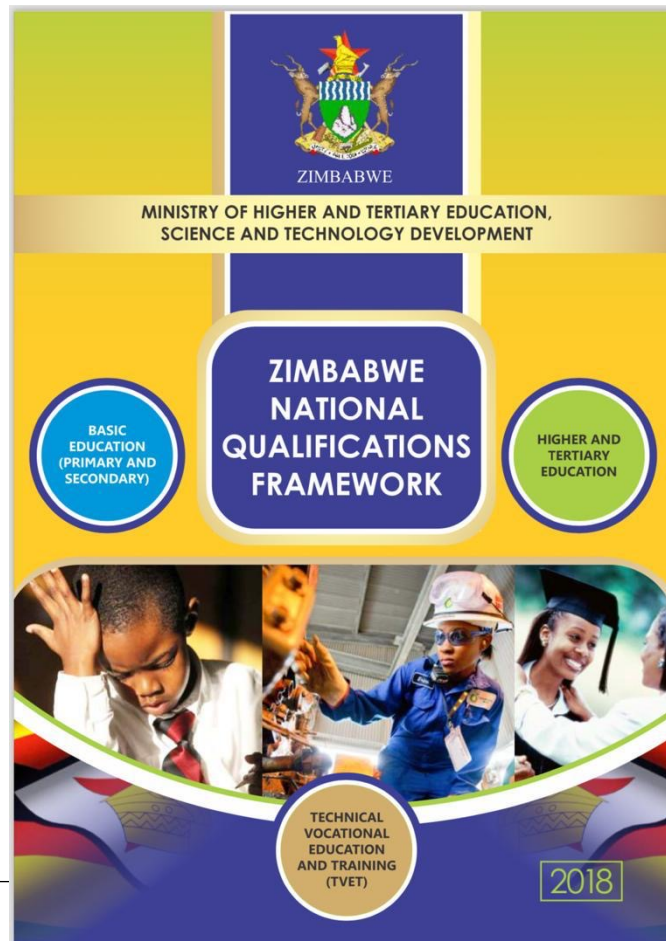
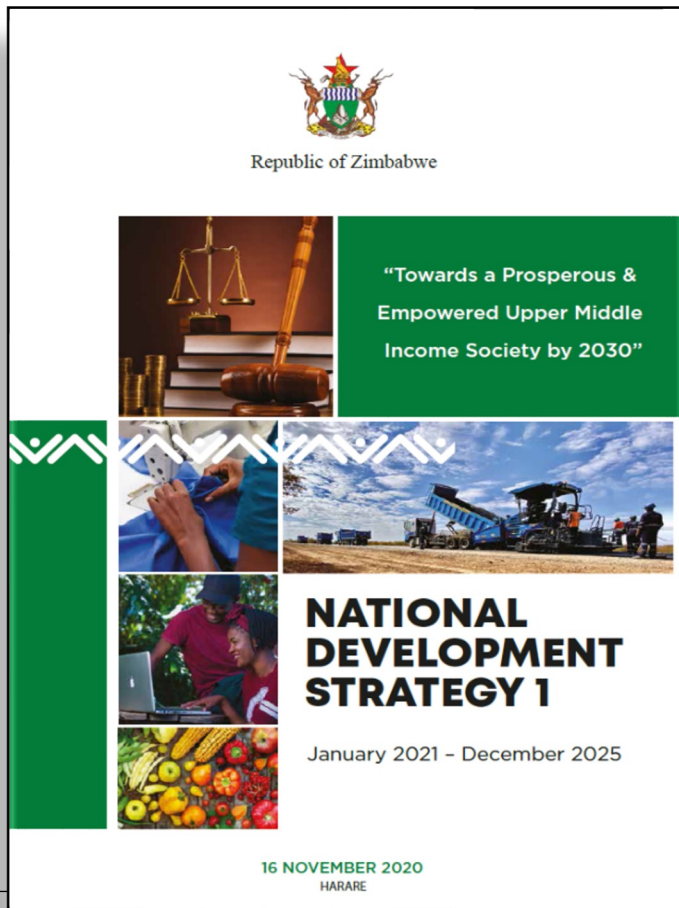
Presented by Wisdom Simon Mtisi
Zimbabwe

20 June 2024 Kinshasa Memling hotel

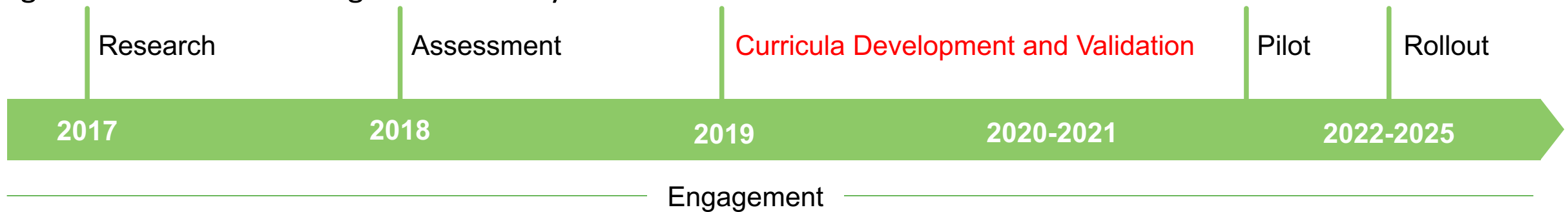


Imperative Government Policies informing Green Skills Development through Heritage Based CBET Curriculum

❖ In 2019 Zimbabwe prioritised the development of Green Skills and partnered ILO and UNESCO to develop Guidelines for Green Skills Development guided by the **Zimbabwe National Qualifications Framework (ZNQF)** to develop and meet Zimbabwe's Human Skills Capabilities for the attainment of Vision 2030 anchored on innovation principles.



❖ The realization that Business Owners and their Employees needed skills that respond to the demands of a changing labour market and the transition to a green economy. Nations are prevented from going green, as SMEs struggle to find the right skilled people to fill emerging occupations, or lack the resources to invest in the upskilling of existing occupations. Zimbabwe's TVET Institutions were not offering sufficient courses that generated skills for the green economy.



- **Ministry of Higher and Tertiary Education, Innovation Science and Technology Development (Chair)**
- **Inter-Ministerial Task Force (Eight Ministries involved)**
- **TVET institutions**
- **Industry & SMEs, Social partners**
- **Sectoral experts**
- **National Manpower Advisory Council(NAMACO) (Employers, Unions, Industry and Commerce Representatives)**
- **Higher Education Examinations Council (HEXCO)**
- **International Organizations (ILO, UNESCO.)**



THE ROLE OF GREEN SKILLS DEVELOPMENT IN ATTAINING ZIMBABWE'S NATIONAL STRATEGIC INTENT

Green Economy:

- Improves social, environmental and economic well being in a sustainable and inclusive way.
- It follows low carbon development strategies that rely on clean, circular and resource sufficient production and safeguards human health and ecological thresholds
- **Expected Results:** Young Women and Men with technical and entrepreneurial skills would gain access to green job opportunities and green economy activities



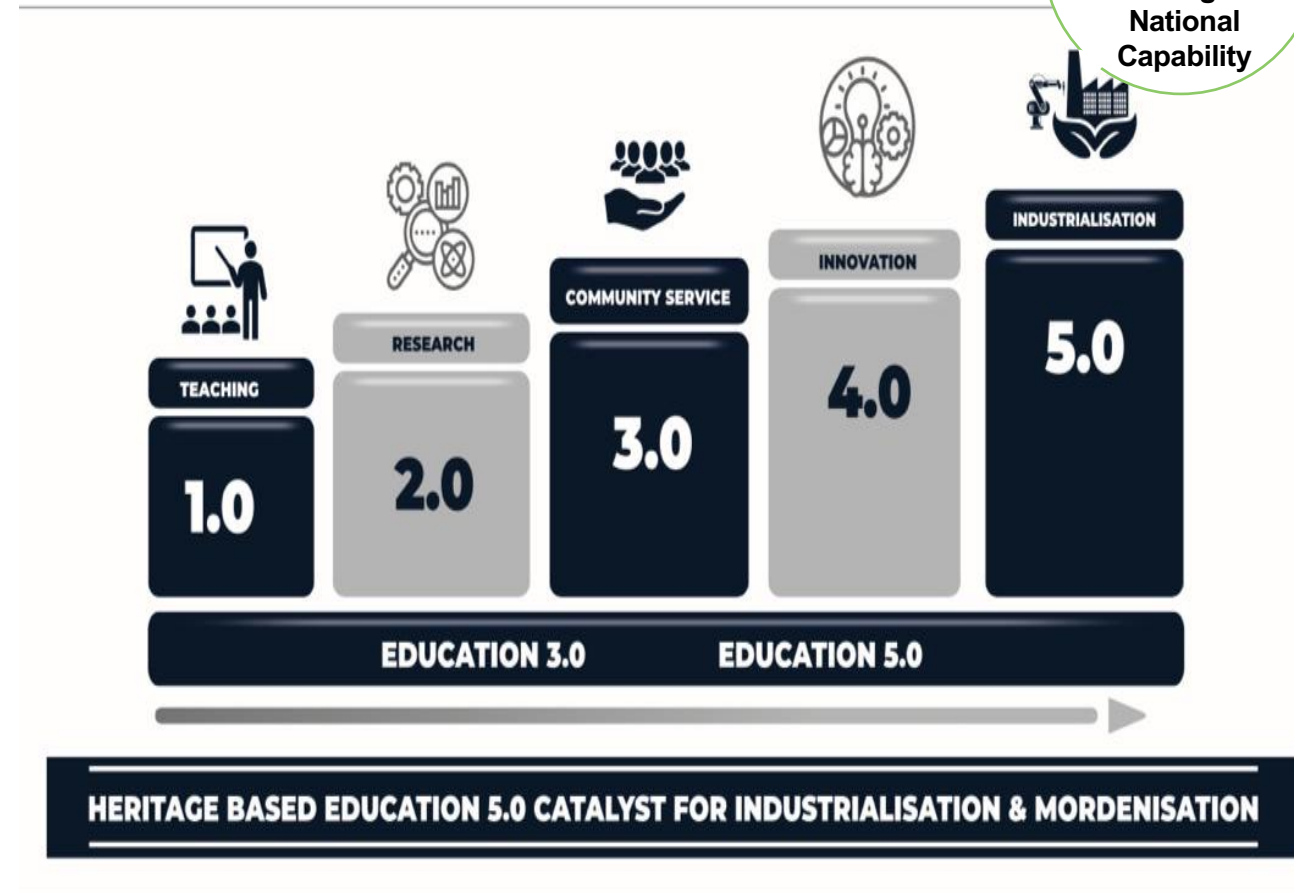
Human Capital Development and Innovation Sector

CONFIGURATION OF GREEN SKILLS DEVELOPMENT THROUGH HERITAGE BASED EDUCATION 5.0

NKRA: Innovation and Knowledge Driven Economy:

Continuous Industry engagement to Strengthen National Capability

- ❖ **Green Jobs** : These are decent jobs that seek to protect and preserve the environment. These may vary from traditional sectors like manufacturing and construction to emerging green sectors such as renewable energy and energy efficiency.
- ❖ **AIM:** To strengthen the capacity of TVET and Professional training institutions and community based skills development initiatives to deliver training programmes that provide technical and business skills for green jobs
- ❖ **HOW:** After Assessing the skills needed to meet labour demands of emerging green economy opportunities, the programme supported training institutions to review, design and offer courses meant to provide skills for green jobs

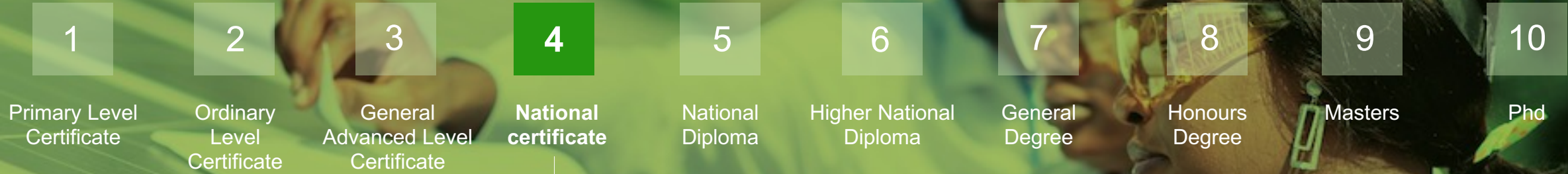


TVET and professional training institutions and community-based skills development initiatives

Enhance capacity of training providers to design and implement training programmes for a green economy

Economic sector prioritization (renewable energy, climate smart agriculture, ...)

Aligned to the ZNQF
Focus on Certificate Level
(short and long courses)
+
Out-of-school and work-based training opportunities



Operational knowledge in the area of specialty

Relate diverse of techniques in the area of specialty, to get to the bottom recognisable problems in moderately usual settings

Work under general supervision



Literature Review & Research on Green Jobs & Skills for a Green Economy

1. Supply & Demand of Skills

30

TVET, professional public and private training institutions

7

Economic sectors

Recommendations

- Curricula review & development for technical & vocational green skills
- Institutional capacity building for TVET sector

2. TVET Institutional & Capacity Assessment

Recommendations

- Sector Prioritization
- Training of Trainers

3. Curricula Review

In-depth assessment of selected curricula and training programmes

Recommendations

- Focus on technical skills and entrepreneurship (National Certificate Level 4)

4. Curriculum development

National and regional consultations
DACUM process Development of:

- Qualifications Standards
- DACUM Charts and SPS
- Curriculum documents

5. Sector prioritisation

Stakeholders agreement to prioritise:

- Renewable energy
- Climate smart agriculture

Validation of five new Training Packages

Registration of Qualifications Standards on the ZNQF

Inter-ministerial dialogue to support implementation

Training material development

Training of Trainers

Training of Students

Inter-ministerial collaboration to increase impact



1

Technical and Vocational
Education and Training
(TVET)

1,000

Youth employed and
economically active

2,000

Students with technical
and business skills



2

Identifying and supporting
Green and Growth Oriented
SMES

75

Green growth-oriented SMEs
expand their businesses

1,000

Green jobs



3

Training SMES to Enhance
Productivity, **Workplace Cooperation**
& Environmental Practice

40

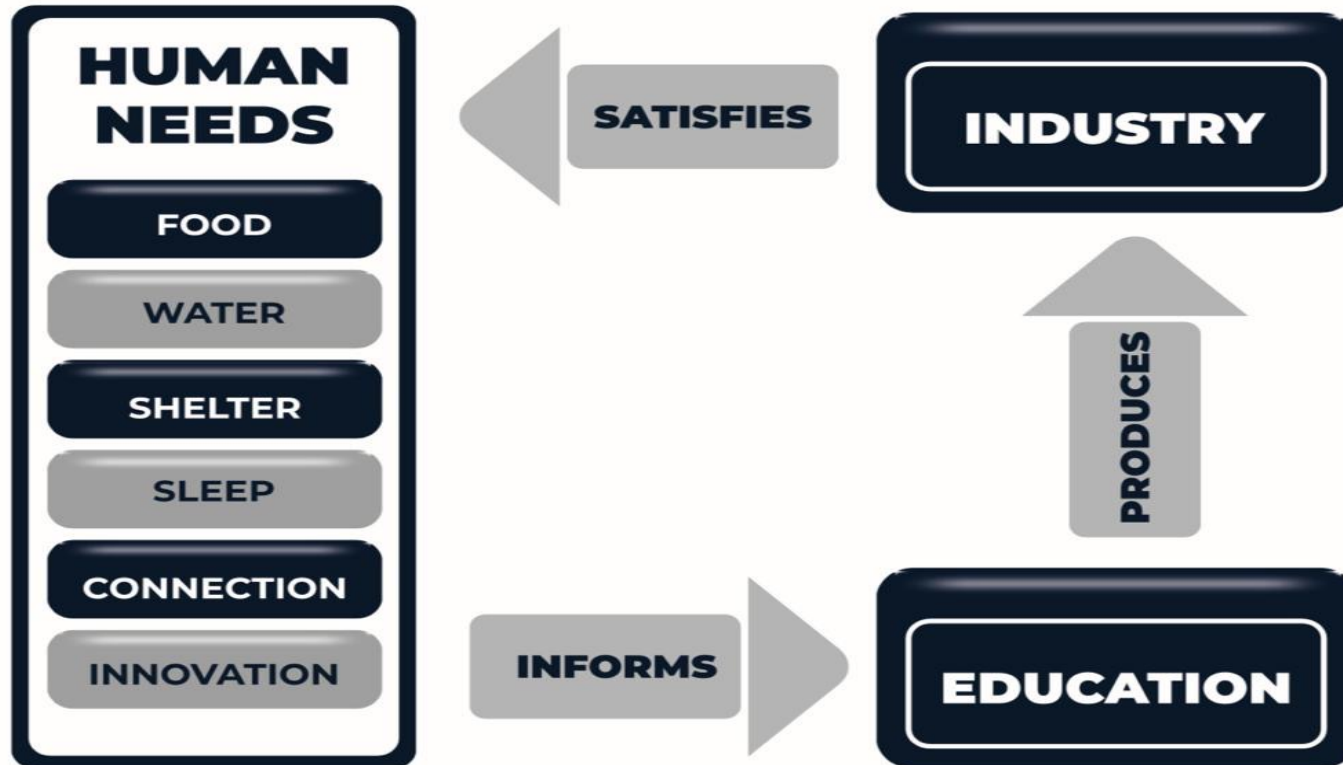
Existing SMEs improved productivity,
environmental sustainability
& working conditions

1,000

Workers enjoy better and gender-
sensitive working conditions



ROLE OF GREEN SKILLS DEVELOPMENT



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Files for download

PDF 2.15 MB

HUMAN NEEDS, INDUSTRY & EDUCATION LINKAGE

❖ Together we developed the **Greening TVET and Skills Development: A Practical Guidance Tool** that is informing Green Skills Development in Zimbabwe.

Piloted Five Ground-breaking Competency Based Curriculum Training Programmes in 2021:

- **Domestic Solar PV System Installation and Maintenance Mechanic**
- **Solar Sales and Marketing Agent**
- **Biogas System Installer**

- **Solar Agro-Processor**
- **Climate-Smart Market Gardener**

Renewable Energy

Agriculture

Roll Out 2023-2030:

- **All 21 Economic Sectors in Zimbabwe under the National Manpower Advisory Council (Employers, Unions, Industry and Commerce Representatives)**
- **Green business competitions were run with 500 entrepreneurs capacity developed on green business development**
- **Winners awarded financial and non financial business development services**

❖ Through the Green Enterprize Project Zimbabwe managed to create green jobs for young women and men and to support 500 SMEs in the pilot project as they adopted sustainable production processes and tap into the potential of a greener economy

