

# The right skills for the job

Meeting the demands of an evolving labour market for now and in the future.

With ever-changing market demands, increased global competition and technological change, the lack of a skilled workforce is a major obstacle to economic development in many low and middle-income countries.

Too often, young people leave school without the skills that employers are looking for. Those already in work often struggle to adapt to new roles and ways of working, and employers don't know how to recognise and unlock potential. The resulting unemployment or underemployment can cause socioeconomic stagnation, with a particular impact on marginalised groups.



# Delivering for the evolving labour market

## Making training relevant

Many training initiatives focus on developing technical skills but fail to address the vital ‘soft skills’ essential in an everchanging workplace, such as creative and critical thinking, and interpersonal skills like teamwork and active listening. We work with training institutions to design and deliver practical and classroom-based training programmes and materials that respond to the requirements of the labour market.

## Improving national systems

Qualifications support educational and career mobility, but many skills systems lack sufficiently robust, quality-assured qualification frameworks. This creates a barrier to career progression. We work with governments and industry bodies to develop qualification frameworks that are recognised and valued at a national and international level.

## Creating partnerships for sustainable learning

Partnerships with the private sector are crucial in supplying trainees and employees with the skills to meet the requirements of the labour market. We connect technical vocational education and training (TVET) providers with multinational companies, the informal private sector and micro, small and medium enterprises to develop courses and internships that meet current and future demands.

## Building an inclusive workforce

Enabling everyone to participate fully in the labour market contributes to a country’s economic prosperity, but young people, women and marginalised groups often face additional barriers to finding and keeping secure and well-paid employment. Countries need to develop training systems that offer fair and equitable access to education and learning, and create environments for innovation and entrepreneurship.

In Mozambique, JOBA is creating inclusive skills training and employment opportunities



In Rwanda, we’re linking education and training providers with farmers to develop practical courses that will improve crop production

# Partner for change – why work with us?

## Quality

For over 15 years we have responded to and influenced change in the skills development market, adapting to the evolving needs of young people. We are respected internationally by leading donors for the high quality of our programme design and consultancy. We work across continents, drawing on recognised best practice and global benchmarks to develop bespoke solutions for each country, ensuring everything we do is consistent with the United Nations’ Sustainable Development Goals.

## Partnership

We are at our best when we work with our clients to help define and solve problems. That means we work across the world in partnership with governments, training providers and employers to ensure TVET frameworks deliver the skills people need to succeed in the labour market today, and in the future, while still securing income generating outputs for our beneficiaries.

## Focus

We deliver market-relevant skills development in the agriculture and oil and gas sectors, as well as in transportation, power, water, hospitality, tourism, ICT, construction, renewable energies and mining. Our multi-sectoral and private sector experience allows us to broker links between donors, governments and private sector organisations.

## Inclusion

Youth empowerment and access to employment for young people and marginalised groups is essential, and we are committed to delivering equality through action. Our skills development team are experts in a wide range of technical and sectoral areas, and they understand how to develop and implement policy that brings about change.



“One of the outcomes of reviewing the curriculum on irrigation and drainage is that we were able to identify the skills gaps. We received feedback from employers and now the improved curriculum is aligned with the market needs.”

**Clotilde Uwera**

Instructor in irrigation and drainage technology, IPRC Musanze

## United to achieve food security in Rwanda

### Project

Strengthening Education for Agricultural Development (SEAD)

### Location

Rwanda

### Client

Nuffic

We ran the project, working with universities and TVET institutions to create educational services that address the country's food security issues, as well as transferring knowledge to farmers to enhance agricultural production. The project aims to make a career in modernised agriculture more attractive to the next generation.

## Promoting lifelong learning in Turkey

### Project

Promoting Lifelong Learning I & II

### Location

Turkey

### Client

European Union (EU)

We supported the Ministry of National Education to build a system to support lifelong learning and skills development. We created action plans, establishing networks and conducting awareness raising campaigns. The programme worked to deliver a fully functional National Qualifications System that was in line with global best-practice.

## Good skills lead to good jobs

### Project

Skills for employment (JOBA)

### Location

Mozambique

### Client

UK aid from the UK government

Funded by UK aid, JOBA is linking employers and private TVET providers to deliver market-relevant skills training and employment services in areas such as construction, agriculture and hospitality, while also addressing barriers to education for women, adolescent girls and marginalised youth.

## Securing a future for young people in the Caribbean

### Project

Skills for Youth Employment

### Location

Grenada and Dominica

### Client

UK aid from the UK government

In the Caribbean, the Skills for Youth Employment programme (SkYE) is providing basic technical and life skills training, addressing literacy and numeracy gaps for disadvantaged young men and women, with at least 10% of training places offered to young people challenged by disability. SkYE is improving trainees' employability in emerging labour markets as well as established sectors.

## Opening opportunities with connected thinking.

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