



## Building “Skills for Transports” in Mozambique

Project implemented from: Jan. 2022 to Aug. 2023  
Sector: Transport & Logistics  
Agency: GIZ



### Opportunity

Foreign and domestic investment flows in the **Transport & Logistics (T&L)** sector in Mozambique are growing, especially through the economic corridors of Maputo and Beira.

The development of these corridors leads to a **high demand** for a competent and **skilled workforce** along related value chains, offering new opportunities for local economic development and decent job creation.

However, the VET system in Mozambique is not yet able to cater for the growing and specialised demand of the sector.

To meet the qualification needs, the project developed innovative and demand-driven training solutions - with potential for upscaling - which aim to **enhance** the **quality** and **relevance** of the VET offer for the T&L sector, by strengthening the linkages with the **private sector**.



### Achievements

The VET Toolbox project in Mozambique contributes to the economic development and the investment climate in the economic corridors of Maputo and Beira through the promotion of demand-oriented skills development for the T&L sector. More specifically, the action succeeded in:

- Strengthening the dialogue on skills in the T&L sector through a **public-private dialogue (PPD)** platform led by the business association Associação Comercial da Beira (ACB). This platform holds regular exchanges between the private sector, VET actors and government representatives to discuss the skills needs of the sector and implement concrete measures to improve the relevance of the training offer.
- Developing an **Employability training course** for the T&L sector to prepare individuals to work in T&L companies. The training complemented the technical skills training (accounting, mechanics, welding, logistics, etc.) with skills to increase their employability.
- **Training and professionalising local T&L MSMEs** to improve their chances of accessing business opportunities with larger transport companies and, in turn, increase their revenue.
- **Capacitating VET centres** to **transition** youth into **employment** by setting up or reinforcing Employment departments and strengthening their link with the private sector.

### Key results



463 people trained

208 graduates employed

Employment rate of 45%



### Private partners

- **ACB (Associação Comercial da Beira)** is a non-profit business representation association that supports the private sector in the province of Sofala by offering training services, information, business consultancy and workshops to its 800+ member companies. They delivered the MSMEs training and are now leading the PPD platform in Beira, which was sustainably reinforced through the Skills4Transport project.
- **MSC** is a major international logistics and shipping company whose headquarters are based in Switzerland. They provided practical work placements for several trainees and retained some of them as permanent employees. Their feedback helped to improve the content of the Employability training course to make it more suited to the private sector's needs.
- **Bolloré - Africa Logistics Group (AGL)**, a branch of the French multinational Bolloré, is a key player in T&L in Africa which regularly subcontracts Mozambican MSMEs. They supported the MSME training by providing input and training material and they are regularly informing MSMEs on business opportunities.
- **Cornelder** (Netherlands), **East Stone** (Mozambique), and other large and medium logistics companies supported the project by participating in roundtables on skills development in T&L and offering practical work placements. Thanks to the training they were able to find employees better suited to the needs and realities of their company.
- **Appload** is a digital platform that connects logistics companies and clients wanting to ship cargo. T&L MSMEs participating in the training were registered on the platform to help them gain new business opportunities.

### Public partners

- **The National Authority for Professional Education (ANEP)** is the curriculum accreditation authority of Mozambique. They inform the stakeholders of the regulations around VET and internships and participate in the PPD along with other governmental representatives.

### VET providers

- **Essor** is a French NGO that carries out development projects in education, training and professional integration. They supported the action by developing and delivering Employability training for the T&L sector and capacitated the VTIs to orient and insert the youth into internship and employment.
- Four selected VET centres (**Young Africa Vocational Centre Beira, Instituto Nautico e Portuario da Beira, Instituto Industrial e Comercial da Beira, Instituto Comercial de Maputo**) upskilled their trainers through the Training of Trainers and delivered the Employability training youth in Beira and Maputo, with a special focus on women.





## Key success factors

- Anchoring the **PPD** platform for the T&L sector in the **well-established business association**, ACB, has made it both effective and sustainable. The association, now in the lead of the PPD, became more structured and is now able to **align** the **interests** of the **private sector** and the VTIs in the sector.
- Through **capacity building**, the VET centres were able to establish and strengthen partnerships with companies and businesses, ensuring their training offer is adapted to the needs of the private sector, and leading to practical internships for the trainees.
- The four VET centres **set up** or **reinforced** their own **employment department**, allowing them to orient the youth towards training and support them in finding decent employment.
- The project showed **flexibility** and adapted according to feedback from companies during and after trainees' internships, leading e.g. to the adaptation of the Employability training curriculum with intensive English and digital skills courses.



## Upscaling and sustainability

- The VTIs are committed to keep on running their **employment department** and their trained staff will use their newly acquired skills to prepare young people for an internship or job opportunity. They will continue to offer the piloted employability training to their students.
- The **accreditation** of the training modules (under evaluation by ANEP) will make these modules freely available to all training providers in the country.
- ACB continues to organise **regular meetings** with the members of the PPD platform on T&L, to further advocate for the needs of the sector.
- The project conducted a diagnostic study on the position of women in the T&L sector. The **recommendations** of this report are considered by GIZ for the design of new interventions, including actions to bring more women into the T&L sector.
- The lessons learned and recommendations collected through the VET Toolbox action will feed into the upcoming **Skills for Employment project** financed by the EU and BMZ and implemented by WE4D.



## Policy recommendations

- Promoting **gender mainstreaming** and enhancing **women's participation** in the T&L sector.
- **Institutionalising** the PPD.
- Continuing and **expanding training programmes**, including for MSMEs.
- Providing ongoing **support** and **capacity-building** for VET colleges, especially employment departments.

Read more about the project's:  
[Policy recommendations](#) | [Lessons learned](#)



VET Toolbox is a programme developing opportunity-driven skills development initiatives aligned with investments' needs, supporting the private sector with local job creation. For additional information, please visit [www.vettoolbox.eu](http://www.vettoolbox.eu).

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