

A close-up photograph of a man with a beard and a blue cap, focused on working on a bicycle wheel. The background is a blurred workshop setting with orange and white tones.

Your Partner in Education, Skills & Employment Promotion

1 NO
POVERTY



4 QUALITY
EDUCATION



8 DECENT WORK AND
ECONOMIC GROWTH





We offer solutions to local and global challenges



Education, skills and employment promotion play a key role in achieving national development visions and strategies. They are essential for promoting inclusive and sustainable economic growth at a local level, while addressing global challenges such as economic migration.

NIRAS works to translate the **Sustainable Development Goals (SDG) 1, 4 and 8** into practice through our development projects across the world. We take a **holistic and integrated approach** to supporting countries in improving their education and employment systems.

Education is a fundamental human right and a well-recognised **prerequisite for inclusive and equitable societies**. We provide technical assistance to interventions in both primary and secondary, but also post-secondary education.

To enhance **human capital** and the skills of future employees, **skills development** enables people to reach their full potential and become productive members of society. It can unleash an individual's **entrepreneurial potential**, move people into the formal sector, stimulate innovation and create access to improved or new products and services. New technical and management skills help people to **overcome marginalisation** and **foster social inclusion** and **gender equity**.

Employment promotion enables people to apply their new skills. It is crucial for creating income, stimulating demand for goods and services, and making people economically independent. This provides the basis for improved living conditions and eradication of poverty.

Integrated solutions, cross-sector teamwork

Owned by a Foundation and its employees, the NIRAS Group is an international multidisciplinary consultancy firm creating sustainable development solutions across the globe. Since signing our first development cooperation agreement, NIRAS has stayed true to its mission of **contributing to a better, more equal and stable world in line with the SDGs**. Our vision is twofold: to be the partner of choice for clients and the employer of choice for professionals with the know-how and passion to help fulfil our mission. As a **knowledge-driven organisation**, we provide extensive expertise, policy advice, and proven results-based management to large complex projects and integrate economic, social and technical science in broad-based sustainable solutions in a variety of fields. Our competences today encompass a broad range of centres of excellences and knowledge, reflecting the nature of the SDGs. **There are many reasons to work with us:**

- **50 years of experience** in development consulting with +7000 projects in +100 countries
- **Long-term relationships** with clients, international donors, governments, and partners
- **Global operations and a local presence** with 51 offices in 27 countries
- **Knowledge hub** of +2,300 employees with 350 highly qualified development cooperation professionals and an extensive network of +25,000 leading national and international experts
- **Education, skills and employment promotion** is one of NIRAS's **key technical competence** areas
- **Outstanding record** of successfully delivering **education, skills and employment promotion** projects, with a strong results-orientation

In the past five years, NIRAS has implemented **57 projects across the globe** in the field of SD & EP, with a value exceeding **EUR 282 million**. In the last year alone (since July 2019), 30 projects have been ongoing, with a value of more than EUR 209 million.

The NIRAS Young Professional Academy

Attracting and investing in young, global talent

To provide on-the-job learning opportunities for the next generation of development consultants, NIRAS runs a two-year talent programme, the **NIRAS Young Professional Academy (NYPA)**, with 35 graduates since 2017. Through intensive training and theoretical modules covering NIRAS key business processes, each year's new participants learn how to win and manage international development consulting projects, receive training on business development and carry out research and professional consultancies in their emerging thematic areas of expertise. During the second year of the programme, young professionals get junior consultancy assignments in ongoing projects and upon completion are offered a fulltime position where qualified.

Youth Skills Development and Public-Private Partnerships, Serbia

In the From Education to Employment (E2E) project in Serbia, we support evidence-based development of youth employment policies and work to facilitate employment and learning opportunities for young people. Working with 6 local partners, E2E creates new opportunities for youth to learn skills that are required in the local market. E2E supports modern methodologies for in-company training, career counselling and other labour market measures (e.g. traineeship placements). Through engagement with the private sector, the Opportunity Fund (€1.5M) promotes work-based learning in companies and initiatives for hard-to-place youth. In 2017/18, the Fund supported 82 projects in 20 municipalities, with the participation of more than 128 companies and 30 partners from the public and civil society sectors.

Donor: Swiss Development Cooperation (SDC)

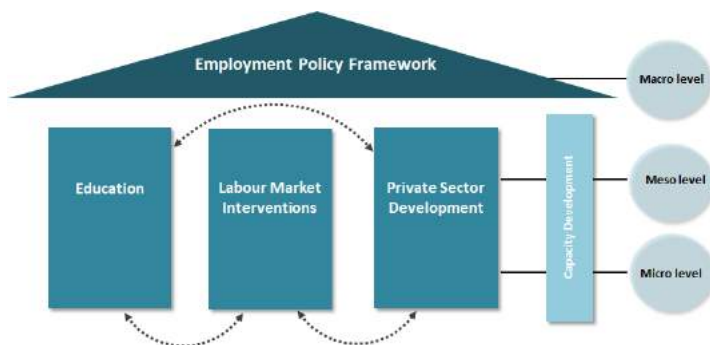
Duration 2016–2023

Value: EUR 12.1M



A holistic and integrated approach

NIRAS applies a **holistic and integrated approach** to education, skills and employment promotion based on the three interrelated pillars: 1) education, 2) labour market interventions, and 3) private sector development.





Using the holistic and integrated approach, NIRAS experts support policy frameworks and policy dialogue and strengthen governance structures through linkages to education, technical and vocational education and training (TVET), and labour policies.

We promote the adoption of a **lifelong learning perspective** and treat skills development in the context of the entire educational system, recognising that it can be school-based, in-company, cooperative, or informal in nature. Furthermore, we apply tailor-made methods based on Scandinavian best practices to mainstreaming **cross-cutting issues** such as gender equality and social inclusion, specifically targeting women and young people.

Investment Programme for TVET (phases II-IV), Ethiopia

This programme supports comprehensive TVET reform in Ethiopia. Consulting activities are directed towards enhancing the Ministry of Education's national TVET strategy. The TVET system is expected to contribute directly to Ethiopia's vision of becoming a middle-income country by 2025. The objectives of the programme are to (1) improve teacher training through access to practice-relevant training, improved learning and teaching facilities, and better methods for teachers, (2) provide access to better practice-relevant training for technicians at selected TVET colleges for different occupational fields, and (3) improve agricultural training (for standard and tailor-made programmes) and technology transfer capacities at different selected agricultural polytechnic colleges.

Donor: KfW

Duration 2012–2021

Value: EUR 13.8M (total EUR 76.6M)



Our service

Inclusive and equitable education are at the heart of what we do

NIRAS is committed to contribute to improving the quality of education and training, and to making education more equitable. Through our projects, we work across the globe to achieve this goal. NIRAS has a successful track record in supporting the implementation of long-term projects in the field of education, also pertaining to skills development and vocational education and training. At the core of each of our projects is systems strengthening, collaboration, and building national ownership to improve education outcomes and access for all to quality education.

Our services in education are wide-ranging. We:

- provide on-demand technical assistance and advisory services to stakeholders on different levels - from government entities to communities;
- work with governments in establishing conducive policy frameworks and support them in translating policies into education practices;
- conduct needs assessments, develop curricula, provide capacity building and work to promote general and post-secondary education;
- offer support to planning, coordination, and monitoring of different education system components;
- support global and bilateral advocacy, dialogue and strategy processes in the education sector.



**Africa Skills Initiative -
The New Partnership for
Africa's Development
(NEPAD): Cameroon,
Ethiopia, Kenya, Nigeria,
Togo, Tunisia & South
Africa**

This African Union initiative to provide young people with improved employment prospects has two key elements: the provision of practically-orientated education and training and a Financing Facility for Skills Development (SIFA). On behalf of NEPAD, NIRAS is implementing SIFA which is designed to address the common challenges in skills development by upscaling and/or disseminating local best practices and supporting innovative and sustainable approaches, thereby foster youth and women in employment and entrepreneurship. SIFA provides funding on a competitive basis for initiatives that directly engage the private sector and have a regional impact. Funded projects must incorporate national strategies with the perspective of improving quality- based employment-oriented skills development. In addition to overseeing SIFA and providing support to selected projects, with the aid of SmartME, our state-of-the-art online fund management and monitoring and evaluation tool, NIRAS will evaluate the projects in real time and disseminate best practices and lessons learned across the AU.

Donor: KfW

Duration: 2018–2022

Value: EUR 6.5M (total EUR 35M)

We ensure inclusive and equitable skills development

Skills development is fundamental for increasing **economic productivity** and **addressing inequality**. To improve the quality of existing TVET systems, we take into account established structures, institutions, and socio-economic conditions in our project countries. We provide a range of services such as:

- Development and implementation of curricula and training programmes, including training-of-trainers (ToT) courses;
- Development of sustainable financing systems for training institutes (e.g. voucher systems);
- Support to work-based learning programmes and on-the-job training through “seed” money (e.g. skills development funds);
- Development of ICT solutions for education and training, including open and distance learning;
- Development of gender strategies and gender-sensitive approaches to education and training provision;
- Needs assessments for TVET institutions;
- Procurement of infrastructure (ICT, machinery and constructions) for TVET institutions.

Advisory Services in the Education Sector, Global

NIRAS is currently implementing the global EU “Advisory Services in the Education Sector (EAS)” contract. EAS supports the implementation of EU external assistance in the education sector, and partner countries of the EU will be the ultimate beneficiaries of the contract.

With the aim of improving the effectiveness, accountability and visibility of the EU's international cooperation on education, advisory services are provided in particular to the European Commission, both to headquarters in Brussels (DEVCO B4 unit), EU Delegations (EUDs) in partner countries, and other relevant stakeholders working on education programmes.

Through EAS, technical assistance will be provided towards identification, formulation, monitoring and evaluation of EU cooperation projects and programmes in the field of education, ranging from early childhood to tertiary education. Contributions are made to policy design, most notably in relation to the analysis of key challenges and trends in education, and EU positions on key education-related fora and global initiatives. EAS supports capacity building for both HQ and EUD staff in the different domains of education system strengthening through various activities and

trainings. EAS supports DEVCO B4's work to manage and share education sector knowledge and up-to-date communication and visibility of EU support to education. This includes work with EUDs to prepare case studies and the dissemination of lessons learned on thematic and policy areas.

Donor: EuropeAid
Duration: 2017–2019
Value: EUR 3.1M



We support the development of integrated labour market systems

Active and passive labour market interventions help to match labour supply and demand. We work to support countries in better linking their human resources with current and expected skills needs. NIRAS assists in the design and implementation of job search and career guidance systems in the following ways:

- Supporting the establishment of labour market information systems (LMIS);
- Institutional capacity building for national employment service centres and / or public private mediators/brokers;
- Developing sustainable career guidance centres;
- Supporting the establishment of or strengthening sector skills councils;
- Supporting active labour market measures (ALMMs) for vulnerable groups through the establishment of “hard-to-place” training schemes.

We support private sector engagement

Promoting private sector development ensures that companies can provide employment and are actively articulating their needs by developing competence profiles. Targeting small and medium-sized enterprises (SMEs) is often an effective and efficient way to generate employment opportunities, even in challenging environments. NIRAS services are based on global best practices and include:

- Promotion and capacity development for business service providers and organisations
- In-company training for trainees and employees of SMEs;
- Support to establishing “bottom-up” approaches for articulating companies’ labour needs;
- Design and implementation of image campaigns for TVET to improve the perception of the private sector;
- Initiating public-private partnerships (PPPs) to develop and establish dual cooperative training;
- Developing and implementing schemes for access to finance (including the development and management of Challenge Funds);
- Establishing business innovation centres/incubators;
- Advisory services for start-up.



Project References

| List of ongoing and completed assignments (last 8 years) | Education | Skills Development | Employment Promotion |
|--|-----------|--------------------|----------------------|
|--|-----------|--------------------|----------------------|

Africa

| | | | |
|--|---|---|---|
| South Africa, Cameroon, Kenya, Nigeria, Tunisia: Skills Initiative for Africa (SIFA), NEPAD2018–2022; KfW; Volume: EUR 6,719,174 | ✓ | | ✓ |
| Ethiopia: Green Innovation Centres, Country Module Ethiopia, A-TVET Component2017–2020; GIZ; Volume: EUR 2,238,120 | ✓ | ✓ | ✓ |
| Ethiopia: Green Innovation Centres, Innovations for Agricultural Productivity – Arsi (IFAP-Arsi)2015–2020; GIZ; Volume: EUR 3,801,438 | ✓ | ✓ | ✓ |
| Ethiopia: Capacity Development in the Field of Training for Health Care Specialists and Technicians2020-2024, KfW, Volume: EUR 1,973,350 | ✓ | ✓ | ✓ |
| Ethiopia: Implementation Support for Vocational Education and Agricultural Training Programme – Phase IV 2017-2021; KfW; Volume: EUR 5,500,805 | ✓ | ✓ | |
| Ethiopia: Support of the National and Vocational Education and Training Strategy of the Government of Ethiopia – Phase III 2014–2019; KfW; Volume: EUR 2,617,016 | ✓ | ✓ | |
| Ethiopia: Investment Programme Technical and Vocational Education and Training III Capacity Building Measures for TVET Institutes Staff 2016–2019; KfW; Volume: EUR 2,448,404 | ✓ | ✓ | |
| Ethiopia: Investment Programme “Technical and Vocational Education and Training” - Phase II 2012–2018; KfW; Volume: EUR 2,318,086 | ✓ | ✓ | |
| Ethiopia: Investment Programme Technical and Vocational Education and Training II Capacity Building Measures for TVET Institutes Staff 2013–2015; KfW; Volume: EUR 1,000,000 | ✓ | ✓ | |

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|---|---|---|---|
| Ethiopia: REILA- Responsible and Innovative Land Administration 2011–2016; MFA; Volume: EUR 12,647,662 | | ✓ | |
| Ghana: Skills Development Fund II 2016–2021; DANIDA; EUR 2,284,270 | ✓ | ✓ | ✓ |
| Rwanda: Promotion of Economy and Employment (Eco-Emploi) - Component III - TVET 2016–2019; GIZ; Volume: EUR 2,650,877 | | ✓ | ✓ |
| Rwanda: Coordination and Monitoring of the National Employment Programme (NEP) 2015–2017; SIDA; Volume: EUR 482,596 EUR | | ✓ | ✓ |
| South Africa: TVET Skills Development for a Green Economy in South Africa 2016; GIZ; Volume: EUR 179,592 | | ✓ | ✓ |
| Tanzania: The Information Society and ICT Sector Development Project - TANZICT 2011–2016; MFA; Volume: EUR 3,709,060 | | ✓ | ✓ |
| Tanzania: Enhancing Secondary School Education in Zanzibar (EQSSE-Z) 2019-2022, GIZ, Volume: EUR 732,734 | ✓ | ✓ | |

Asia-Pacific

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|---|---|---|---|
| Azerbaijan: EU Support to Vocational Education and Training (VET) in Azerbaijan 2017–2019; EU; Volume: EUR 3,130,000 | ✓ | ✓ | ✓ |
| Myanmar: Comprehensive Education sector review 2013-2015; UNICEF; Volume: EUR 2,095,217 | ✓ | | |
| Nepal: Technical Assistance for the Competence-based Soft Skills in School Education 2016–2019; MFA; Volume: EUR 1,340,130 | ✓ | ✓ | |
| Vietnam: Innovation Partnership Programme (IPP) 2014–2018; MFA; Volume: EUR 5,228,731 | ✓ | | |
| Vietnam: Multi-component training on Green Growth 2015–2018; GIZ; Volume: EUR 1,500,000 | ✓ | | |

Europe

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|--|---|---|---|
| Serbia: From Education to Employment (E2E) - Youth Skills Development Public Private Partnerships 2016–2023; SDC, Volume: EUR 12,127,726 | ✓ | ✓ | ✓ |
| Serbia: Support to the Development of Social Welfare Regulatory Mechanisms 2017–2020; EU; Volume: EUR 891,500 | ✓ | ✓ | ✓ |
| Serbia: Support to Implementation of the Action Plan for Improving Business Environment 2017–2020; EU; Volume: EUR 2,301,000 | | | ✓ |
| Cyprus: Curriculum development in vocational education and training schools 2020-2022, EU, Volume: EUR 1,350,000 | ✓ | ✓ | |
| North Macedonia: Improving the quality of data and strengthening policy making 2020-2022, EU, Volume: EUR 990,940 | ✓ | | |
| Bosnia and Herzegovina: Strengthening the capacity of the labour market institutions by improving of labour market research methodology 2020-2022, EU, Volume: EUR 1,282,500 | | | ✓ |

Middle East and North Africa

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|--|---|--|---|
| Egypt: Development and Implementation of a National Strategy and Action Plan for Improving the Image and Social Perception of TVET in Egypt 2017–2020; EU; Volume: EUR 2,363,480 | ✓ | | ✓ |
| Egypt: Support to the Integrated Technical Education Cluster Assuit 2014–2020; KfW; Volume: EUR 3,061,150 | ✓ | | |



Latin America

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|---|--|---|---|
| Brazil & Chile: Promotion of Technological Information Centres for SMEs 2012–2020, Federal State of Baden-Württemberg, EUR 1,900,000 | | | ✓ |
| Brazil: Bolivia: Renewable Energy Programme (PEERR) Phase II - Action Fields "Energy Efficiency" and "Training, Education and Knowledge Management" 2019–2021; GIZ; Volume: EUR 1,577,851 | | ✓ | ✓ |

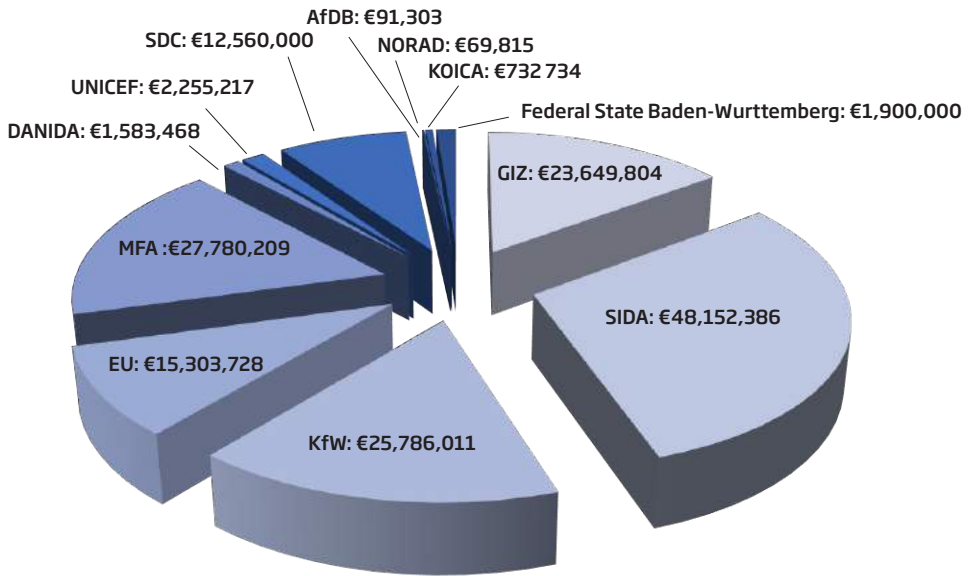
Framework Contracts

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|--|---|---|---|
| NORAD: Worldwide: HQ Consultancy Services within the Education for Development Department 2015–2018; NORAD; Volume: EUR 69,815 | ✓ | ✓ | ✓ |
| SIDA: Worldwide: Education and Skills Development Framework 2014–2018; SIDA; Volume: EUR 2,098,320 | ✓ | ✓ | |
| SIDA: Worldwide: Education and Skills Development Framework 2019–2021; SIDA; Volume: EUR 760,00 | ✓ | | |

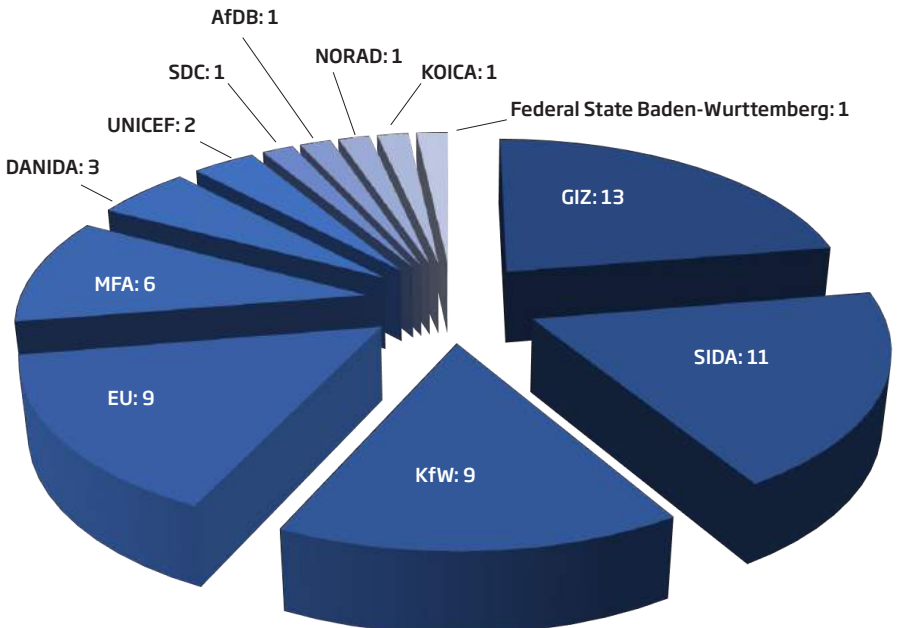
International Training Programmes (ITPs)

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|--|---|---|--|
| Self-regulation of the Media Sector 2017–2022, SIDA, Volume: EUR 4,635,000 | ✓ | ✓ | |
| UNSCR1325 Women, Peace and Security 2010–2017, Sida, Volume: EUR 8,300,000 | ✓ | ✓ | |
| Partnership for Peace and Security in Africa (PASA) 2010–2015; SIDA; Volume: EUR 2,400,000 | ✓ | ✓ | |
| Education for Sustainable Development (ESD) - ESD in Formal Education, ESD in Higher Education, ESD in a River Basin Context and Education for Environment and Sustainability in China 2004–2015; SIDA; Volume: EUR 10,111, 800 | ✓ | ✓ | |

Volume of NIRAS projects by donor 2015–2020



Number of NIRAS projects by donor 2010–2018



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NIRAS offices around the world

Our decentralised structure ensures we're always close to our projects. With 51 offices in 30 countries, we maintain strong local ties to clients, experts and organizations in all of our key markets. Building on our motto "we listen, we learn, we deliver", NIRAS is proud to be a long-term partner in the pursuit of growth and prosperity for the countries in which we work and is committed to building partnerships and local capacity, beyond the lifespan of individual projects, to achieve sustainable and equitable future societies.

