

Capacity Building – Made in Germany/NRW

Training programme for young professionals from Macedonia and Kosovo

Make yourself fit for future challenges!

GIZ will implement this professional qualification programme on behalf of the Federal Ministry for Economic Cooperation and Development (BMZ) and the State Chancellery of North Rhine-Westphalia (NRW). The main component of this programme is implemented in Germany (North Rhine-Westphalia) and addresses two major problems of North Macedonia and Kosovo: youth unemployment and shortage of skilled staff – by providing young professionals with specialised knowledge in future-oriented economic sectors as well as with practical experience.

The high level of youth unemployment is one of the priority problems of North Macedonia and Kosovo. On the other hand, especially companies in the municipal sector are searching for young professionals with practical management skills and international experience to face the challenges of the planned association with the European Union (EU).

Departing from the German experience and the implementation of EU standards and sustainable management concepts, the objectives of this qualification programme are to qualify and enable Macedonian and Kosovar future professionals and managerial staff to introduce and impart as multipliers their acquired know how. This advanced training programme is practice-oriented and focuses on strategies and management skills which will be adapted to the framework conditions of Macedonia and Kosovo. In order to ensure the sustainability of this qualification programme, the programme graduates will be supported in their job search with additional trainings after the return to their home countries and trained in a transfer project workshop to apply the knowledge acquired in a project draft for their field of activity.

Target group and programme objectives

The programme will provide practice-oriented qualification for **students (having completed at least the 5th semester in 02/2024), university graduates** and **young professionals (with less than 1 year work experience)** who want to become future professionals in economic sectors which are important for municipal services. The **applicant's future professional focus** should be in one of the following areas:

- **circular economy and recycling**
- **water and wastewater management**
- **energy supply and renewable energies**
- **architecture, urban planning and energy-efficient construction**
- **digitalization and IT**
- **business administration**
- **environmental management and green economy**
- **mechanical engineering**
- **transport and logistics**
- **economics**
- **sustainable tourism**

This programme contributes to the creation of better job opportunities for young professionals from Macedonia and Kosovo. In close cooperation with German companies and associations, GIZ arranges professional trainings and internships in Germany, offering highly motivated participants a chance to improve their professional perspectives on an international level. After participating in this programme, they will return to their home countries having collected international experience, knowledge about EU standards and innovative management tools.

The graduates of this programme will not only improve their individual competences, but act as multipliers in their future areas of responsibility. The economy of North Macedonia and Kosovo, especially the sectors which are relevant for municipal services, will benefit from their gained know-how and future inputs. This project supports the objectives of the regional BMZ project "*Open Regional Fund for South-East Europe – Modernisation of the Municipal Services*". Therefore, there is a special focus on the individual skills development of young people who want to be active in economic areas particularly important for the municipal sector: circular economy, energy management, water management, urban planning, digitization.

What is so special about the programme?

Experience abroad offers a unique opportunity to get into contact with new ideas, technologies, cultures and experts working at international level in the field. The training programme will be taking place in North Rhine-Westphalia (NRW).

The qualification programme will be conducted in accordance with a strategy that requires from each participant a high level of engagement and motivation to participate actively. This capacity building concept is characterized by participative approaches, variety of learning formats, practical orientation, and the principles of intercultural respect and tolerance, transparency and joined-up thinking.

The last part of the programme will be dedicated to a transfer project coaching: after the internship, each participant should choose a topic for a transfer project to be carried out after the return. The trainers of the seminar programme will offer guidance during the elaboration of this transfer project draft. By planning their transfer projects and implementing change management and innovations, the participants will act as multipliers in North Macedonia and Kosovo, using the acquired knowledge for the benefit of their countries.

Structure and timetable of the programme

The programme is based on a practice-oriented approach, combining theoretical background information with hands-on experience from service/ technology providers and local governments:

Preparation phase in the home country	1 st month in Germany (NRW)	2 nd – 4 th Month in Germany (NRW)	Follow-up 1 Additional Workshops	Follow-up 2 Transfer Project Workshop
German language course at Goethe Institute (applicants with B2 don't have to participate)	Introduction seminars according to thematic focus of participants	Internship in a German company or institution (mainly in NRW)	<ul style="list-style-type: none"> • Application training • Conflict prevention • Gender and Civil Society (might be partly digital) 	Transfer WS: participants elaborate a project draft based on their future field of activities
Location: Skopje/ Prishtina	Location: in NRW; depending on training institute	Location: depending on internship company	Location: Probably in Skopje/Prishtina (might be partly digital trainings)	Location: Probably at Ohrid Lake
Duration: Max. 2 months (last quarter of 2023)	Duration: 3 weeks plus 3 days GIZ introduction (March 2024)	Duration: 3 months (companies might offer 6 months) (starting April 2024)	Duration: About 2 days each (last quarter 2024)	Duration: 1 week (probably October 2024)

Benefits offered by GIZ to the programme participants

Certificates

After successfully completing the entire programme, the participants will receive an official certificate issued by GIZ on behalf of the German Federal Ministry for Economic Cooperation and Development (BMZ) and the State Chancellery of North Rhine-Westphalia (NRW), confirming the successful participation and a detailed description of each personal training setting. Additionally, they will receive a certificate from their internship company/ institution.

Costs covered by GIZ and the German companies

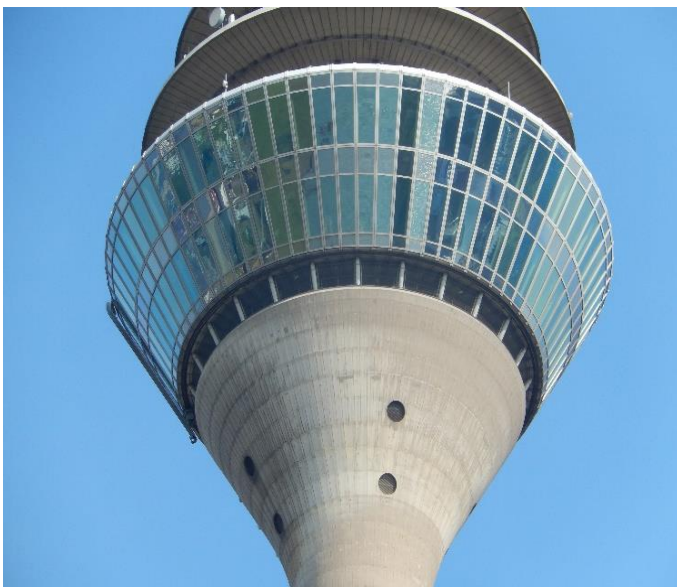
- **GIZ will cover the costs for international air tickets, return flight Skopje – Germany and Prishtina – Germany (economy class)**
- **GIZ will cover the costs for hotel/apartment accommodation with full board for the participants during the first month (seminar programme)**
- **GIZ will cover the transport costs for the technical excursions in Germany and all seminar related costs (trainers, seminar materials, seminar rooms, etc.)**
- **GIZ will offer health insurance and personal liability insurance for the duration of the stay in Germany**
- **GIZ will offer scholarships of 650,- EUR x 3 months for each participant (during the first month – seminars in Germany – accommodation will be offered including full board, participants will not receive scholarship during the first month, but only during their 3-months internship).**
- **The internship companies/institutions will offer OR accommodation for free OR an accommodation allowance of 450,- EUR per month.**

Facts about North Rhine-Westphalia

The venue for the programme, the German federal state of **North Rhine-Westphalia (NRW)** is located at the heart of Europe. It is the most populated of the 16 German states with more than 18 million inhabitants. NRW is one of the most important regions for innovation, technology and industry in Europe and the economic hub of Germany. Among Europe's metropolitan regions, North Rhine-Westphalia has one of the most powerful economies. NRW is Germany's No. 1 industrial region. Of Germany's top 100 corporations, 37 are based in North Rhine-Westphalia. NRW is home to the global players, but it also hosts about 765.000 small and medium-sized enterprises that form the economic backbone of the region. Many of them are global market leaders in their respective industries.

Among the German federal states, NRW is one of the strongest in the field of environmental technology. With a turnover of approx. 45 billion euros in the environmental technologies sector, NRW is the most successful federal state in this sector. The development and utilization of new environmental technologies does not just have positive effects on the environment, but it is also a motor for growth and employment in NRW. The companies in NRW have placed their focus on the forward-looking markets of resource and energy efficiency and they are therefore represented in a lead market for promising future areas of environmental technology. In the water sector, NRW has always been a leader. No other region has such a large concentration of higher education facilities: NRW has 72 universities and technical colleges with more than 686.600 students.

Impressions from North Rhine-Westphalia



Who is eligible to apply for the programme?

Preconditions for participation

- **Citizenship of North Macedonia or of Kosovo**
- **Students of higher semesters who until February 2024 will have completed at least 5 semesters (BA studies, MA, PhD) and young graduates with or without first job experience, as well as young professionals who started to work in companies/ institutions relevant for the below mentioned sectors (with less than 1 year of work experience) are eligible to apply.**
- **A very good command of German OR English is required (level B2 in one of these 2 languages)**
– in case of general suitability and convincing motivation, level B2 could also be reached after the application attending a German language course prior to the entry in Germany
- **Age limit: between 18 and 28 years**

Applicants should be interested in a future job in one of the **following areas**: *(Please, apply only for ONE field. If you should have further preferences, please leave a remark in your motivation letter)*

- **circular economy and recycling**
- **water and wastewater management**
- **energy supply and renewable energies**
- **architecture, urban planning and energy-efficient construction**
- **digitalization and IT**
- **business administration**
- **environmental management and green economy**
- **mechanical engineering**
- **transport and logistics**
- **economics**
- **sustainable tourism**

The programme targets at two levels of responsibility: future managerial staff (intermediate level) and future executives. As scholarships are limited, preference will be given to those who demonstrate a clear motivation to work in the future in their home country in areas which are relevant for municipal services.

Application phase 01st of July 2023 – 31st of August 2023

Deadline: 31st of August 2023

Application Procedure

First Step: Online Application

Please complete the **application form** (together with the **data protection declaration**) and sign and **send it in 1 PDF with maximum 7 MB to the indicated GIZ mailbox:**

Bewerbungen-BLP@giz.de (the application form should contain all relevant personal data of your CV and a photo).

Please make sure that your application is complete: if one detail is missing, your whole application might be rejected without possibility to repeat. Your application consists of:

- The **official application form completed with photo and signature**
- This application form should contain all relevant personal data and focus on your professional and educational background, on your practical experiences, and special interests, mentioning your language skills, software skills, additional qualifications and cultural, ecological or social commitment). This form should be accompanied by:
 - A **motivation letter** explaining your reasons to apply for this programme in Germany and containing your professional plans for the future.
 - **Scan copies of certificates, language certificates, diplomas** (and optionally: credentials). Important: simple translations into English OR German are required, but certified translations are not necessary.
 - The **signed data protection declaration**
 - All documents have to be united in **ONE PDF with maximum 7 MB**

Second Step: Interviews

The pre-selected applicants will be interviewed by GIZ representatives in Skopje and Prishtina **beginning of September 2023**.

These interviews will take about 20 minutes and are conducted in German OR in English (according to the preference of the applicant). The applicants have to present original certificates/diplomas with certified translation into English OR German.

After these interviews, the most convincing applicants will be selected for a **shortlist** for the qualification programme, however they still have to pass:

Third Step: Internship offered by a German company/ institution

- **The matchmaking with the demand of German companies/ institutions** (to be on the shortlist does **NOT** automatically mean to get an internship place in Germany – this depends finally on the interest and offers of German companies/ institutions)
- The German language course at Goethe Institute in Skopje/ Prishtina (in case their internship has to be conducted in German, a successful participation in this language course is obligatory). In case the internship can be conducted in English, the German language course is not obligatory.

Some companies/ institutions might rely on the forwarded applications, but others might insist on conducting a second interview before coming to a final decision about offering an internship place.

A very good command of German and/or English

The seminars during the first month in Germany are conducted entirely in English (with short summaries in German). Therefore, applicants need to acquire advanced knowledge in German and/or English. The requirement for being accepted and receive an official letter of invitation for travelling to Germany is passing the German language examination on level B2 (or – in case the internship could be conducted in English – having an English certificate of level B2).

Learning a foreign language effectively depends on optimal individual and job-related requirements (e.g. personal availability and commitment). The costs of the advanced training in Germany and the scholarships, as well as the German language course, are provided jointly by the German Federal Ministry for Economic Cooperation and Development (BMZ) and the State Chancellery of North Rhine-Westphalia.

After having received the official invitation, the participants could inform themselves about Germany, for example on the Internet webpage of the Federal Ministry for Foreign Affairs: [Home | Facts about Germany \(tatsachen-ueber-deutschland.de\)](https://www.tatsachen-ueber-deutschland.de/)

Internship Impressions from NRW/ Germany



Alumni of this programme during their internship in Germany (from top left to bottom right): Aleksandra Tofiloska, Petar Stefanoski, Olja Stefanovska, Nikola Vuchkov

GIZ – An innovative partner for the global challenges of tomorrow

As a service provider in the field of international cooperation for sustainable development and international education work, GIZ is dedicated to shaping a future worth living around the world. GIZ has over 60 years of experience in a wide variety of areas, including economic development and employment promotion, energy and the environment, and peace and security. The diverse expertise of the federal enterprise GIZ is in demand around the globe – from the German Government, European Union institutions, the United Nations, the private sector, and governments of other countries. GIZ is working with businesses, civil society actors and research institutions, fostering successful interaction between development policy and other policy fields and areas of activity. The main commissioning party of GIZ is the German Federal Ministry for Economic Cooperation and Development (BMZ).



Facts and figures

The registered offices of GIZ are in Bonn and Eschborn. In 2021, GIZ generated a business volume of around EUR 3.7 billion. From 24.977 employees of GIZ, almost 67 per cent are national staff, working in around 120 countries. As a recognised development service provider, GIZ currently has 431 development workers in action in partner countries. Furthermore, in 2021, the Centre for International Migration and Development (CIM), which is run jointly by GIZ and the German Federal Employment Agency, placed 177 integrated experts and 466 returning experts with local employers in partner countries, or provided them with financial support, advice or other services. *(Figures as of 31st December 2021).*

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