



# Green Skills Assessment

## How the GIZ TVET Academy conducts your Green Skills Assessment

### The Challenge

Initiating a transformation towards green practices involves navigating complex changes driven by environmental considerations. This adds layers of complexity to **identifying and prioritizing skills gaps and training needs**, as these requirements might differ significantly from traditional vocational education. **Identifying needs for required competence development** and developing a **common understanding on greening TVET** remain core pillars but also core challenges in driving forward a green transformation.

### Selected challenges in skills needs transformation:

- Skills alignment with new industry standards and green job profiles is crucial and requires continuous updates to ensure graduates are equipped with relevant skills that meet evolving environmental and technological demands.
- Corresponding strategies for lifelong learning and recognition of prior learning become vital but require careful consideration to be inclusive and effective.
- Strengthening partnerships with the business sector, particularly in dual TVET setups, necessitates a shift in mindsets and deep collaboration.

Navigating these challenges requires a strategic approach, clear communication across stakeholders, and a robust framework for continuous adaptation and improvement. The goal is to ensure that TVET systems are not only responsive to **current green skills needs** but also adaptable to **future industry shifts and societal demands**.

Conducting a Green Skills Assessment can help by providing targeted, evidence-based insights on existing and required skills as foundation to align training programmes with evolving industry demands, stakeholder expectations, and sustainability goals.

### The Method

A Green Skills Assessment, involving individual interviews, focus group interviews, and surveys aims to gather comprehensive insights into current practices and future training needs across all partner institutions.

As part of a systemized approach, we offer following modules:

- 1) **Basic:** 5-day green skills assessment of stakeholders on different levels plus delivery of a report and competence development approaches
- 2) **Optional:** 1-day individual training on greening fundamentals (for GIZ staff or partners)
- 3) **Extra:** Follow-up through steering of competence development approaches

### Our General Approach and Services

As internal service provider, the [TVET Academy](#) benefits of its longstanding experience in international TVET cooperation and supports projects in their implementing measures at the micro, meso and macro level of strategic competence development (SCD) of stakeholders in the TVET system. Moreover, a modular portfolio and a strong network of specialists and strategic partners form the basis of our range of services.

### The Benefits

Added value for GnB & InS programmes through:

- simple in-house commissioning
- competence in internal GIZ processes
- specialist expertise in TVET, labour market and employment promotion
- eligibility of tendered services for the consulting quota
- enhancing and securing delivery capacities

## Services

We apply a holistic approach to competence development - from the determination of needs to the transfer of skills.



**Analysis** of competence development needs of specialists and managers from partner institutions



**Development** of sustainable qualification concepts and training measures



**Implementation, steering & evaluation** of competence development measures: contents, process organization, including subcontracting and management of service providers and experts



**Standardised courses** on key topics ranging from TVET to employment promotion, [bookable](#) for project partners and GIZ staff



Contribution to **results monitoring**



**Coaching, follow-up and transfer measures** secure competencies and anchor them

## An example from the field

In October 2024 a Green Skills Assessment mission was conducted in the frame of the project “Vocational Education and Youth Employment in Serbia”. Five different partner institutions were interviewed on the status quo and readiness in terms of green transformational skills. This served as base for a comprising report on evidence-based findings and the development of suitable and sustainable capacity building measures for the TVET landscape of Serbia.

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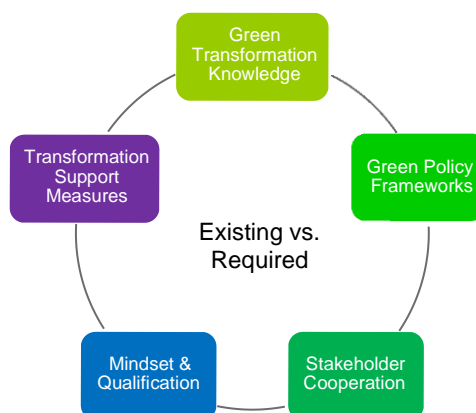
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As an example, the following five categories proved to be instrumental during the Green Skills Assessment for clustering assessment outcomes.



The TVET Academy is further supporting the ongoing project in the implementation of developed capacity building measures to improve green skills sets and frameworks for a green and just transition.

## Your contact

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