

RESULTS SUMMARY

Promoting Green skills through a scalable, Industry-driven TVET Model

Author: Insert organisation (Year)

PROJECT	<i>Title:</i>	Inclusive green skills and employment opportunities for Malawi
	<i>Partner:</i>	Employers Consultative Association of Malawi (ECAM) and Malawi Congress of Trade Unions (MCTU)
	<i>Country:</i>	Malawi
	<i>Period:</i>	2023-2026

CHANGE	ECAM and MCTU, with technical support from the LMC, successfully assisted the revision and national adoption of the Solar PV informal curriculum through a multi-stakeholder, industry-driven approach, now rolled out across TVET institutions nationwide. The intervention has delivered strong results, training 733 participants, with women representing 53%. Critically, 127 women entrepreneurs are now providing solar installation services to over 400 households, improving livelihoods and expanding access to clean energy. This demonstrates how an industry-led TVET model can rapidly translate curriculum reform into inclusive jobs, enterprise development, and scalable green economy impact.
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CONTEXT	Access to green skills in Malawi is constrained by poverty, climate-dependent livelihoods, and limited TVET capacity, including TVET underfunding, weak infrastructure, low technology access, and a shortage of qualified VET Trainers. As a result, many young people are unable to acquire the skills needed to participate in the emerging green economy. LMC and partners are closing these gaps.
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CONTRIBUTION	The LMC introduced the Danish TVET model, a practical approach to demand-driven training aligned with labour market needs. First, a solar PV curriculum was revised and accredited, improving quality and ensuring up-to-date techniques. Second, structured collaboration agreements between companies and TVET institutions strengthened coordination and expanded access to quality workplace-based learning. In total, 22 companies signed MoUs to provide industry placements, creating stronger pathways for practical training, skills transfer, and future employment while increasing private sector ownership.
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IMAGES	 Photo by LMC	 Photo by LMC
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ADDITIONAL INFORMATION

ACTIVITIES

Through strengthened social partner collaboration and targeted capacity development, exchange learning with the Danish TVET institution Mercantec significantly enhanced TVET trainers' practical competencies in Solar PV installation, raising the quality, relevance, and employability focus of green skills delivery. Apprenticeship guidelines, developed and disseminated to companies alongside labour rights and gender inclusion training, have strengthened employer readiness and expanded structured opportunities for safe, inclusive, and effective workplace-based learning. MCTU and ECAM have further demonstrated strong ownership by jointly developing a position paper on Solar PV training, positioning themselves as key drivers in influencing TVET reform and advancing green jobs and decent work agendas. Industry placements for VET trainers have strengthened practical industry exposure, improved technical competencies, and ensured closer alignment between training delivery, revised curricula, and evolving industry standards. Complementary stakeholder engagement conferences have reinforced coordination, deepened partner collaboration, and validated early project results, strengthening sustainability and collective ownership of reforms.

LESSONS

The project has demonstrated that sustained stakeholder engagement and structured social dialogue are essential for driving long-term and sustainable TVET reform. Through the Technical Working Group established under the project, implementing partners created a strong platform for continuous learning, coordination, and joint problem-solving, enabling partners to share implementation experiences, validate emerging lessons, and strengthen ownership of project interventions beyond the project lifecycle. Structured partnerships with industry, formalized through company MoUs, have been highly effective in improving access to quality workplace-based learning opportunities and increasing private sector ownership in skills development. The approach strengthened collaboration between training institutions and employers, improved the practical relevance of training, and created clearer pathways for youth transition into employment. The project further demonstrated the value of international exchange learning and technical partnerships with the Danish TVET institution Mercantec in strengthening the capacity of TVET trainers and supporting the implementation of revised curriculum.

EVIDENCE

LMC and partners have generated strong evidence of implementation progress and early outcomes. A finalized workshop report documents stakeholder engagement, agreed actions, and policy follow-up commitments. The jointly developed position paper submitted to relevant authorities demonstrates strengthened social dialogue and policy influence, while the officially approved curriculum and TOT materials developed by Mercantec provide clear evidence of system strengthening and improved labour market alignment.

1. Communications: [LinkedIn post](#)
2. [Joint policy work to promote decent work](#)
3. [Mercantec materials](#)

DOMAINS

Development strategy priorities:

Insert strategy priority

Changes in the lives of people facing poverty, marginalisation or vulnerability

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Changes in laws, policies and practices that affect people's rights

X

Changes in the capacity of organisations and communities to support rights

X

Changes in partnerships and collaborations that support people's rights

X

Changes in participation of groups facing poverty, marginalisation or vulnerability

X

Changes in local leadership of development and humanitarian work

X