FACTSHEET

GFA GROUP
Your purpose
Our expertise

GFA CONSULTING GROUP

PRIVATE SECTOR, SKILLS AND EMPLOYMENT

EDUCATION

TVET & SKILLS DEVELOPMENT

LABOUR MARKET & EMPLOYMENT PROMOTION

TRADE & REGIONAL INTEGRATION

SME BUSINESS DEVELOPMENT & JOB CREATION

GREEN GROWTH & JUST ENERGY TRANSITION

DIGITAL LEARNING

LIFELONG LEARNING

VOCATIONAL EDUCATION

We work to improve both access to and the quality of higher education. Our advisory services address policy-level reforms and organisational development and capacity-building measures for institutions and individuals. Wherever possible, we combine these into an integrated, multi-level approach. We support governments and clients in defining their education sector priorities, formulating strategies and reforms, and implementing and rolling out countrywide programmes.

OUR SERVICES INCLUDE:

- **SECTOR STRATEGY & REFORM:** Developing national education strategies, conducting sector reviews, and implementing countrywide curriculum reforms.
- **EDUCATIONAL GOVERNANCE:** Strengthening management systems at national, regional, and local levels, including support for decentralisation processes.
- **QUALITY MANAGEMENT:** Developing legal provisions, accreditation standards for programmes and personnel, and teacher certification systems.
- **TEACHER TRAINING & PEDAGOGY:** Designing pre-service and in-service training schemes, including competency-based training (CBT) models and national rollouts of blended learning concepts.
- **SCHOOL MANAGEMENT:** Strengthening institutional development through modern management systems and individual school development planning.

TVET & SKILLS DEVELOPMENT

Our approach is based on the German dual apprenticeship system, prioritising demand-driven training with engaged employers. We develop CBT models tailored to local conditions, applied in the formal TVET system, the informal sector, and adult education.

OUR SERVICES INCLUDE:

- **QUALITY & FRAMEWORKS:** Establishing National Qualification Frameworks (NQF), assessment systems, and Recognition of Prior Learning (RPL) concepts.
- **LABOUR MARKET LINKS:** Creating structural bridges through regional VET boards and sector-wide enterprise-training partnerships.
- **STANDARDS & CURRICULA:** Developing demand-driven occupational standards using proven methods such as DACUM and functional analysis.
- **PEDAGOGICAL DEVELOPMENT:** Providing professional development for teachers and workplace instructors based on international technical and pedagogical standards.
- **INCLUSIVE & GREEN SKILLS:** Supporting traditional apprenticeships and delivering specialised training for environmentally sustainable practices and green economies.

LABOUR MARKET & EMPLOYMENT PROMOTION

Competitive skills and job availability do not automatically guarantee employment. Many markets suffer from a mismatch between employer demands and job seeker skills. We improve labour market functioning by strengthening the capacity of Ministries, employment agencies, and career offices.

OUR SERVICES INCLUDE:

- **MARKET INTELLIGENCE:** Implementing structured Labour Market Information Systems (LMIS) and surveys to guide policy and training.
- **POLICY & LAW:** Advising on labour laws, social standards, and active labour market policies to improve employment conditions.
- **GUIDANCE & TRANSITION:** Organising career fairs, providing job counselling, and managing school-to-work transition initiatives.
- **MATCHING & PLACEMENT:** Strengthening public and private employment agencies to improve job placement.
- **TARGETED INCLUSION:** Implementing qualification and reintegration measures for disadvantaged groups, including women, youth, and refugees.

TRADE & REGIONAL INTEGRATION

Trade and regional integration are key drivers of economic growth and healthy competition. GFA provides strategic guidance to enhance trade facilitation, promote cross-border investment, and strengthen regional economic cooperation.

OUR SERVICES INCLUDE:

- **STRATEGIC GUIDANCE:** Supporting efforts to enhance trade facilitation and promote cross-border trade and investment.
- **POLICY FORMULATION:** Providing market analysis and trade policy advice to capitalise on regional agreements.
- **CAPACITY BUILDING:** Strengthening national and regional institutions to expand market reach and manage trade standards.
- **ECONOMIC COOPERATION:** Reinforcing frameworks for regional integration to foster shared prosperity.

SME BUSINESS DEVELOPMENT & JOB CREATION

Recognising that SMEs (Small, and Medium-sized Enterprises) are the backbone of the economy, we offer targeted support to unlock their potential for inclusive growth. We strengthen both individual enterprises and the regulatory frameworks that govern them.

OUR SERVICES INCLUDE:

- **BUSINESS CAPACITY:** Developing human capital focused on scaling operations and strengthening management.
- **INCUBATORS & ACCELERATORS:** Designing and managing support systems for start-ups and high-growth firms.
- **MARKET ENTRY:** Developing export promotion strategies and facilitating entry into global value chains.
- **INSTITUTIONAL STRENGTHENING:** Empowering business support organisations and chambers to deliver high-impact services.
- **REGULATORY REFORM:** Assisting governments in creating an enabling environment through legal and regulatory improvements.
- **DIGITALISATION & AI:** Supporting digital transformation and the use of digital technologies in (M)SMEs.

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GREEN GROWTH & JUST ENERGY TRANSITION

Sustainability is a core principle of modern economic success. GFA promotes energy-efficient business practices and the transition to a low-carbon, circular economy through capacity building, policy advocacy, and technical assistance.

OUR SERVICES INCLUDE:

- **SUSTAINABLE TRANSFORMATION:** Helping businesses transition to low-carbon, environmentally friendly operations.
- **CLIMATE ADVISORY:** Guiding the establishment of climate-resilient, low-carbon circular economies.
- **GREEN REGULATORY FRAMEWORKS:** Facilitating legal reforms to attract green investment, as well as leading public-private dialogues on green growth.
- **RESPONSIBLE FINANCE:** Providing technical expertise to financial institutions to support inclusive and green investment portfolios.

DIGITAL LEARNING

GFA applies a "digital by purpose" approach to bridge the digital divide. Guided by the Principles for Digital Development, we identify local, user-centred solutions through rigorous feasibility studies and ecosystem analysis.

OUR SERVICES INCLUDE:

- **DIGITAL FEASIBILITY:** Analysing ecosystems to identify the most appropriate local solutions.
- **TAILOR-MADE FORMATS:** Developing e-learning, mobile learning (m-learning), and blended learning concepts for national rollout.
- **INNOVATIVE TOOLS:** Implementing Learning Management Systems (LMS) and AI-powered educational tools such as AI-tutors.
- **BLENDED SOLUTIONS:** Optimising the mix of digital and analogue methods to ensure sustainable learning outcomes.

Scan the QR code and learn more about our tools and services from **DIGITAL LEARNING FOR IMPACT (DLI)**
www.gfa-group.de/DLI

LIFELONG LEARNING

Lifelong Learning is our framework for integrated human capital development. It treats learning as an ongoing process spanning formal education, non-formal training, and informal workplace experience.

OUR SERVICES INCLUDE:

- **STRATEGIC FRAMEWORKS:** Aligning education, TVET, and employment policies under a comprehensive national strategy.
- **UPSKILLING & RESKILLING:** Addressing the requirements of a rapidly changing workforce through targeted training initiatives.
- **NON-FORMAL EDUCATION:** Supporting adult education and further training schemes to ensure inclusive access to knowledge at all stages of life.

Learn more about GFA´s themes and projects:

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