



SUSTAINABLE SOLUTIONS IN PRIVATE SECTOR, SKILLS & EMPLOYMENT

OUR CAPABILITY STATEMENT

GFA GROUP
Your purpose
Our expertise 

GFA 
CONSULTING GROUP

PRIVATE SECTOR, SKILLS AND EMPLOYMENT (PSE) MANAGEMENT TEAM

We look forward to working with you to deliver successful and sustainable private sector development solutions.

Please contact us directly for further information.

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DRIVING THE SOCIO-ECONOMIC LIFECYCLE

As GFA's Private Sector, Skills & Employment (PSE) department, we work at the critical intersection of human capital development and market-driven growth. We address the structural conditions needed for resilient economic systems by aligning the supply of skilled labour with the needs of a competitive private sector. This systemic approach ensures that investments in education translate directly into productive employment, fostering a cycle of sustainable value creation and social stability.

Our mandate is to bridge the gap between individual competencies and institutional needs. On the supply side, we modernise education and Technical and Vocational Education and Training (TVET) systems to make them responsive to digital and green transitions. On the demand side, we provide an enabling environment for (M)SMEs (micro, small and medium enterprises) and large enterprises to help them scale, innovate, and integrate into regional and global value chains.

Together, these efforts create holistic ecosystems that drive inclusive growth, support a just and green transition, and contribute directly to the 2030 Agenda.

Why choose GFA Consulting Group for sustainable solutions at the macro, meso, and micro levels?

We support stakeholders with a comprehensive technical approach that delivers systemic impact across three interconnected levels:

- ✓ Macro Level: We align national policy frameworks across education, labour, and trade to foster an enabling environment for investment, systemic reform, and economic stability.
- ✓ Meso Level: We strengthen the capacity of demand-driven institutions – including chambers of commerce, business associations, TVET centres – to bridge the gap between policy and practice.
- ✓ Micro Level: We boost the competitiveness of individuals, entrepreneurs and (M)SMEs with tailored capacity building, digital innovation, and market-access strategies.

For over 40 years, GFA has been a leader in international development, managing complex projects worldwide, with a strong focus on the synergy between market growth and human potential. We are a trusted partner of bilateral and multilateral donors, ministries, and public clients. Our global footprint – spanning more than 120 countries with a network of over 1,300 experts – allows us to deliver localised solutions, underpinned by the highest international technical standards.

We design our interventions for scalability and measurable impact. By integrating market dynamics with our TVET and skills development expertise, we ensure that every project – whether driving nationwide policy reform or restoring TVET centres in post-crisis environments – leads to tangible employment outcomes and resilient, future-oriented business growth.



OUR AREAS OF EXPERTISE



Education & Lifelong Learning

Strengthening human capital by improving access to, and quality of, education through integrated multi-level reforms and flexible upskilling pathways.



TVET & Skills Development

Implementing demand-driven, competency-based training models that align occupational standards with private sector requirements.



Labour Market & Employment Promotion

Addressing structural labour market imbalances through systematic job matching, transparent career guidance, and data-driven policies.



(M)SME Development & Job Creation

Unlocking local value creation by scaling enterprises, incubating startups, and fostering structured cooperation among private sector actors.



Trade & Regional Integration

Promoting cross-border economic cooperation and integrating local enterprises into regional and global value chains.



Green & Digital Transition

Driving sustainable business practices and deploying user-centred Educational Technology (EdTech) to prepare enterprises and the workforce for a resilient, digitalised economy.

Our comprehensive approach combines strategic guidance, capacity building, and policy advocacy to foster resilient, sustainable societies and markets. This ensures that human capital development and private sector growth reinforce each other, driving a continuous cycle of inclusion, innovation, and economic success.

EDUCATION & LIFELONG LEARNING

We improve access and quality of education through integrated multi-level reforms. Our services focus on educational governance, decentralised school management, and the creation of national sector strategies.

We support partners in curriculum development and the establishment of quality assurance frameworks. Through coordinated reforms and digital feasibility models, we help build resilient educational systems that support continuous upskilling throughout people's lives.



TVET & SKILLS DEVELOPMENT

Our approach to Technical and Vocational Education and Training (TVET) is rooted in the demand-driven principles of the dual apprenticeship system. We develop competency-based training (CBT) models that align occupational standards with private sector requirements.

We support the design of National Qualification Frameworks (NQF), modern certification systems, and Recognition of Prior Learning (RPL) mechanisms. Whether driving nationwide reform or restoring TVET systems in post-crisis environments, we ensure vocational skills lead directly to sustainable employment prospects.



LABOUR MARKET & EMPLOYMENT PROMOTION

We strengthen the labour market through systematic data management and professional employment services. We assist ministries and public agencies in developing Labour Market Information Systems (LMIS) to address structural labour imbalances and track economic trends.

Our expertise covers career guidance, job-matching services, and the implementation of active labour market measures (ALMMs). We prioritise the school-to-work transition and targeted employment promotion for youth and women to foster inclusive labour market participation.



(M)SME DEVELOPMENT & JOB CREATION

We unlock local value creation by promoting structured cooperation between governments, chambers, and enterprises. By engaging the private sector as co-implementers, we strengthen business ecosystems, incubate startups, and scale (M) SMEs for sustainable, inclusive job creation.



In addition, we support governments in creating a supportive business environment through targeted legal and regulatory reforms, helping organisations grow and adopt more professional business practices.

TRADE & REGIONAL INTEGRATION

Trade and regional economic integration are key drivers of economic welfare, as they provide access to larger markets and foster healthy competition. We strengthen cross-border economic cooperation by integrating (M)SMEs into regional and global value chains.



Through targeted capacity building, we enable local industries to capitalise on trade agreements and expand their market reach while complying with international social and environmental standards.

GREEN GROWTH & DIGITAL TRANSFORMATION

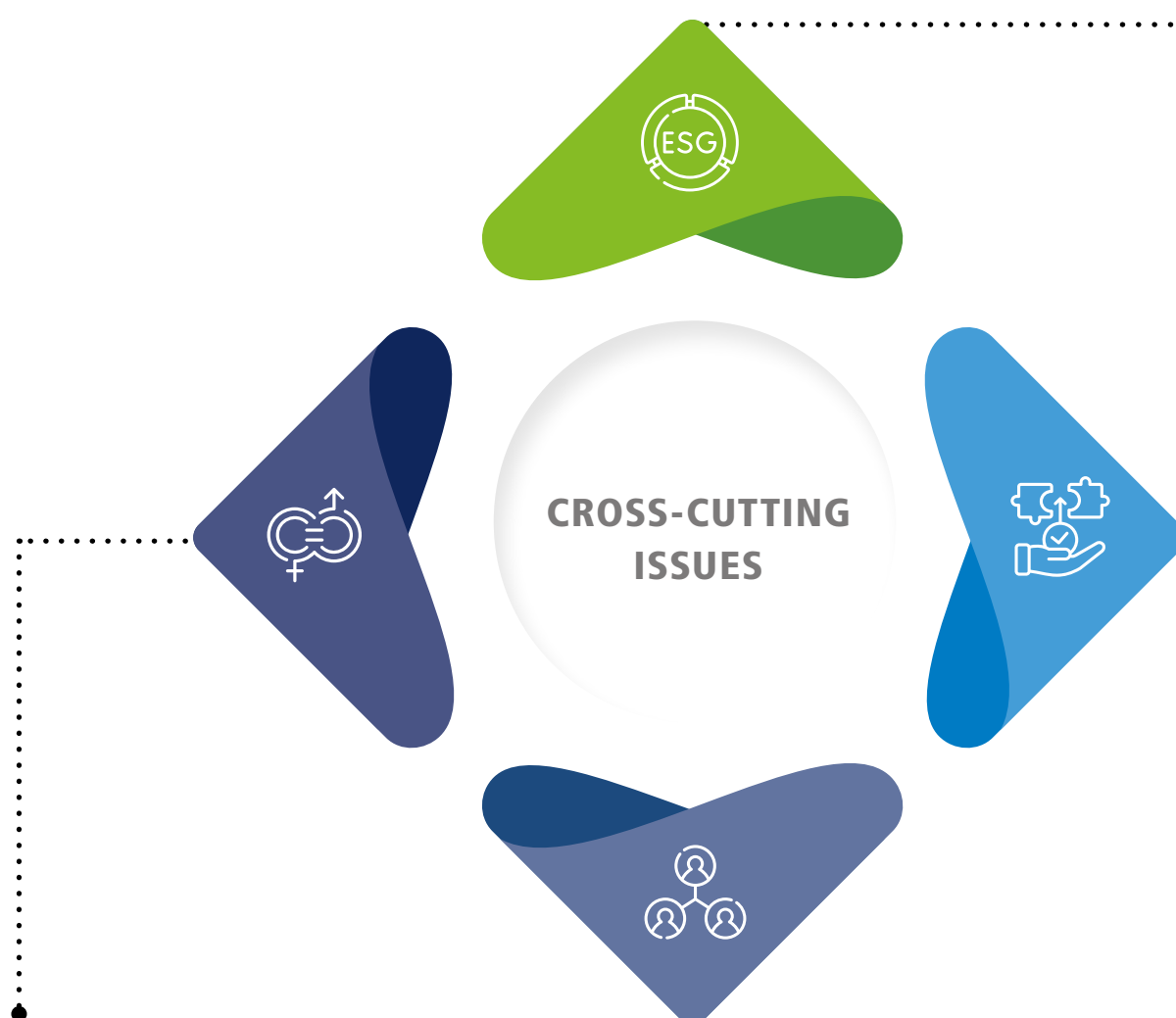
We connect human capital and private sector growth with climate resilience and the digital economy. We foster a just transition by promoting green skills and steering (M)SMEs toward sustainable, circular business practices.



Guided by the Principles for Digital Development, we deploy user-centred EdTech solutions, interactive courseware, and online learning platforms (LMS). By integrating digital literacy into curricula, we equip individuals and businesses for a modern, resilient future.

CROSS-CUTTING ISSUES

Addressing complex global challenges requires a multifaceted approach that goes beyond sector-specific solutions. Our multidisciplinary teams apply cross-cutting expertise to address challenges that connect human capital and market dynamics. By integrating core principles such as gender equality, digital inclusion, environmental standards, and conflict sensitivity into every intervention, we ensure that market growth is matched by the empowerment of individuals and the resilience of their communities.



GENDER EQUALITY AND INCLUSION

GFA experts work to overcome the marginalisation of women by applying a comprehensive gender lens to private sector and workforce development. We focus on identifying and addressing structural barriers that limit women's access to skills training and economic participation. By promoting gender diversity in leadership, we create inclusive environments that offer equitable opportunities for women in the classroom, on the factory floor, and in the boardroom.

ENVIRONMENTAL, SOCIAL, AND GOVERNANCE (ESG) & CORPORATE RESPONSIBILITY

We integrate ESG requirements as a standard component in all project designs. Our teams train beneficiary institutions, ranging from private enterprises to vocational training centres, to develop in-house capacities for complying with international human rights, social and environmental standards.

We also reflect these values internally through our own Corporate Social Responsibility (CSR) strategy. By aligning our corporate governance with the principles of the UN Global Compact, we ensure that we actively practice the sustainability, climate protection, and fair labour standards that we advocate globally.

CONFLICT SENSITIVITY AND POST-CRISIS RECOVERY

In fragile and conflict-affected environments, our interventions are designed with strong conflict sensitivity. We are highly experienced in managing the socio-economic tensions that arise from resource scarcity or political instability.

By integrating peacebuilding elements into our employment and private sector programmes, we actively support economic stabilisation and reconstruction efforts in post-crisis regions.

STAKEHOLDER ENGAGEMENT AND SOCIAL DIALOGUE

Sustainable reform requires broad consensus. By engaging a wide range of stakeholders, including educational institutions, civil society, the private sector, and trade unions, we ensure that diverse perspectives are incorporated into policy reforms.

We facilitate robust Public-Private Dialogues to align national education strategies with private sector realities, ensuring that curricula are demand-driven and that policy implementation is supported by all social partners.

SUSTAINABLE DEVELOPMENT GOALS

Our services are intrinsically linked to the United Nations 2030 Agenda. We recognise that achieving global prosperity requires a systemic approach that balances economic growth with social equity and environmental stewardship. Rather than addressing development goals in isolation, we build integrated ecosystems where quality education, decent work, sustainable industrialisation, and climate resilience reinforce one another.

Bridging the Gap Between Education and Decent Work

Industry, Innovation and Infrastructure

Climate Action and Sustainable Production

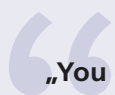
Gender Equality and Social Inclusion

Partnerships for the Goals



We emphasise the importance of multi-stakeholder partnerships, working closely with national governments, the private sector, and civil society. By aligning local expertise with international standards, we maximise the impact of our interventions and drive positive global change.

We believe in practising the standards we advocate globally. GFA's internal corporate sustainability strategy is guided by the UN Global Compact's Ten Principles, ensuring strict adherence to human rights, fair labour, environmental protection, and anti-corruption. Furthermore, we take responsibility in the digital sphere by committing to the Principles for Digital Development, ensuring our internal governance and project implementations are consistently sustainable, ethical, and forward-looking.



„You cannot reduce unemployment without a thriving private sector, and businesses cannot grow without the right skills. By bringing education, labour markets, and enterprise development into one integrated approach, we ensure that training drives business growth and that business expansion translates into decent, sustainable jobs.“

Henrik Uehlecke
Department Director





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PSE AT WORK: GLOBAL IMPACT, LOCALISED SOLUTIONS

SELECTED PROJECTS FROM OUR CORE TECHNICAL AREAS

Our service portfolio is customised to meet the specific needs of our clients. Working at the intersection of human capital and private sector growth, our core competencies include educational governance, demand-driven vocational training, labour market analysis, comprehensive enterprise capacity building, and systemic policy reform.

Whether we are implementing digital learning platforms, designing competency-based curricula, integrating (M)SMEs into regional value chains, or guiding businesses through the green transition, we empower local actors as the key drivers of economic resilience. By addressing the needs of education systems and the private sector simultaneously, we ensure that investments translate into measurable, sustainable job creation.



Please scan the QR Code for an overview of our project work



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GFA GROUP
Your purpose
Our expertise



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