

## 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 to apply the knowledge acquired in a project idea for their field of activity.

#### Target group and programme objectives

The programme will provide practice-oriented qualification for **students (having completed at least the 5<sup>th</sup> semester in 03/2026), 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**
- **economics**

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, identification with the values of the European Union (EU) 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 an evaluation and exchange of experiences within the Alumni network. After the internship, each participant should choose a topic for a transfer project to be carried out after the return. By planning to implement change management ideas and innovations in coordination with the Alumni, 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	Preparation phase in the home country	Internship phase in Germany	Follow-up: Evaluation-/Transfer-Workshop	Accompanying Measure: Alumni-Network
<ul style="list-style-type: none"> <li>➤ Workshop „Fit for Germany“</li> <li>➤ Workshop Conflict prevention</li> <li>➤ Workshop Gender</li> <li>➤ Workshop Civil Society</li> </ul>	<b>German language course</b> at Goethe Institute (applicants with B2 don't have to participate)	<b>Kick-off Workshop</b> (Preparation for internships incl. a visit of NRW Representation at EU in Brussels)  Afterwards <b>Internship</b> in a German company or institution (mainly in NRW)	<b>Final Workshop</b> (evaluation and transfer project presentation for future work area)	<b>Exchange of experiences:</b> Alumni are involved in the preparation and transfer workshop
<b>Location:</b> Skopje or Struga  <b>Duration:</b> 1 week	<b>Location:</b> Skopje/ Prishtina (probably digital)  <b>Duration:</b> Max. 2 months (last quarter of 2025)	<b>Location Kick-off WS:</b> NRW, Germany <b>Duration Kick-off WS:</b> 4 days <b>Location internship:</b> depending on internship company <b>Duration internship:</b> 3 months (companies might offer 6 months) (starting April/May 2026)	<b>Location:</b> Skopje or Struga  <b>Duration:</b> 3 days (last quarter 2026)	<b>Location:</b> in Skopje and possibly docked to networking events

## Benefits offered by GIZ to the programme participants

### Certificates

After 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 accommodation with full board for the participants during the short start workshop in Germany
- GIZ will cover the transport costs in Germany (airport transfers, excursion to Brussels, transport to the internship cities, etc.)
- GIZ will offer health insurance and personal liability insurance for the duration of the stay in Germany
- GIZ will offer scholarships of 800,- EUR x 3 months for each participant (in case of internships longer than 3 months, the internship companies have to pay minimum salary while the GIZ scholarship will NOT be extended).
- 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 main 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 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 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 March 2026 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**
- **economics**

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 01<sup>st</sup> of July 2025 – 31<sup>st</sup> of August 2025**

**Deadline: 31<sup>st</sup> of August 2025**

## **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](mailto: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 **end of September 2025** by the GIZ representatives in Skopje and Prishtina.

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 (probably digital) is obligatory. Even in case the internship can be conducted in English, the German language course is 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 workshops during the preparation phase are conducted entirely in English (with short summaries in German). Therefore, applicants need to acquire advanced knowledge in English and/or German. The requirement for being accepted and receive an official letter of invitation for travelling to Germany is having reached a level B2 or in English or in German.

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, Maxhid Ruka, 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 2023, GIZ generated a business volume of around EUR 4 billion. From 25,634 GIZ employees, almost 70 per cent of are national staff and work in around 120 countries. As a recognised development service provider, we currently have 285 development workers in action in partner countries. Furthermore, in 2023, GIZ placed 113 integrated experts and 92 returning experts with local employers in our partner countries, or provided them with financial support, advice or other services. *(Figures as of 31<sup>st</sup> December 2023).*

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