

Training programme for future professionals from North Macedonia and Kosovo in Germany

giz Deutsche Gesellschaft
für Internationale
Zusammenarbeit (GIZ) GmbH



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1. Basic information

Bund-Länder program: Federal cooperation in development cooperation

- **Federal state: North-Rhine Westphalia (NRW)**
- **Duration: 01.07.2025 – 31.12.2026**
- **Implementation:**
 - **GIZ Regional Office West, Bonn**
 - **GIZ Office, Skopje, North Macedonia**

The State Government of
North Rhine-Westphalia





2a. Programme objectives and target group

The objective of the measure: The economy of North Macedonia and Kosovo has better qualified specialists and executives at their disposal, who can contribute their acquired specialist knowledge on future-oriented topics to transformation processes.

Target group: students (having completed at least the **5th semester in 02/2026**), university graduates, apprentices (in their last year of training), graduates from technical high schools (colleges) and young professionals (with less than 1 year work experience) who want to become future professionals and managerial staff in economic sectors which are important for municipal services.

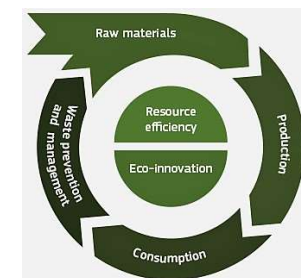




2b. Programme objectives and target group

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**





3. 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"> ➤ Workshop „Fit for Germany“ ➤ Workshop Conflict prevention ➤ Workshop Gender ➤ Workshop Civil Society 	German language course at Goethe Institute (applicants with B2 don't have to participate)	Kick-off Workshop (Preparation for internships incl. a visit of NRW Representation at EU in Brussels) Afterwards Internship in a German company or institution (mainly in NRW)	Final Workshop (evaluation and transfer project presentation for future work area)	Exchange of experiences: Alumni are involved in the preparation and transfer workshop
Location: Skopje or Struga Duration: 1 week	Location: Skopje/ Prishtina (probably digital) Duration: Max. 2 months (last quarter of 2025)	Location Kick-off WS: NRW, Germany Duration Kick-off WS: 4 days Location internship: depending on internship company Duration internship: 3 months (companies might offer 6 months) (starting April/May 2026)	Location: Skopje or Struga Duration: 3 days (last quarter 2026)	Location: in Skopje and possibly docked to networking events

4a. Benefits offered to the programme participants



Certificates

After successfully 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, confirming the successful participation and a detailed description of each personal training setting. Additionally, they will receive a **certificate** from their **internship company/ institution**.





4b. Benefits offered to the programme participants

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 (and for the local workshops if necessary)
- 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.

5. Who was 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**





6a. Local partners in North Macedonia

➤ Ministry of:

- Economy
- Local Self-Government
- Education and Science
- Environment and Physical Planning



➤ **ADKOM**

➤ **ZELS / NALAS**

➤ **MASIT**

➤ **Economic Chambers**

➤ **Invest in Macedonia**

➤ **National Youth Council of Macedonia**

➤ **Center for Vocational Education and Training, Skopje**



➤ **Ss Cyril and Methodius University, Skopje**

- Faculty of Civil Engineering
- Faculty of Architecture
- Electrical Engineering and Information Technologies
- Computer Science and Engineering
- Economics



➤ **St. Paul the Apostle University, Ohrid**

➤ **Goce Delchev University, Štip**

➤ **South-East European University, Tetovo**

➤ **Mother Theresa University, Skopje**





6b. Local partners in Kosovo

➤ Ministry of:

- Education, Science, Technology and Innovation
- Local Government Administration
- Environment, Spatial Planning and Infrastructure
- Industry, Entrepreneurship and Trade

➤ **Young Water Professionals Kosovo**

➤ **SHUKOS**



➤ **Association of Kosovo Municipalities**

➤ **Kosovo Chamber of Commerce**



➤ **STIKK**



➤ **University of Prishtina, Hasan Pristina**

- Faculty of Construction
- Faculty of Architecture
- Faculty of Electrical and Computer Engineering
- Faculty of Mechanical Engineering
- Economy Faculty



➤ **University of Gjakova "Fehmi Agani"**



➤ **University of Mitrovica "Isa Boletini"**





6c. German partners in N.Macedonia / Kosovo / NRW

➤ North Macedonia and Kosovo



- German Embassy Skopje / Prishtina
- AHK – Delegation of the German economy in North Macedonia, Kosovo and Albania
- Goethe Institut Skopje / Prishtina



Delegation der Deutschen
Wirtschaft in Nordmazedonien
Делегација на германското
стопанство во Северна Македонија



➤ North Rhine-Westphalia

- BRS Institute for International Studies
- FH Aachen, University of Applied Sciences
- Research Institute for Water and Waste Management at RWTH Aachen University
- Wuppertal Institute 
- The German Association of Gas and Water Subjects eV 
- IMAP GmbH
- BEW – The training center for the supply and disposal industry GmbH ...





Together for a brighter future!





Thank you for your attention!

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