

TRAIN

BUILD

IMPACT

BUILDING BRIGHTER FUTURES



BUILD IT INTERNATIONAL STRATEGY SUMMARY
2025 – 2028

Build it
INTERNATIONAL



TRAIN BUILD IMPACT

Build It International believe in the power of young people to build a better tomorrow for everyone.

We are dedicated to a future where young people across Zambia can learn the skills they need to develop successful livelihoods in Zambia's built environment, regardless of gender.

Where they can actively contribute to building the green infrastructure that will drive Zambia's future development.

We have developed an effective approach to reducing poverty and fostering community development, in and with the communities who need it most. We provide construction skills training and build vital community infrastructure, and the impact we bring about is proven.

We know that the young people we support will earn more and invest more in their education, health, families and livelihoods. We know this because we track this.

Our new strategy builds on our experience and impact. We believe our model has the potential to transform the provision of construction skills training in Zambia, and this strategy will provide new activities to help realise this ambition.

Please join us on this transformative journey. Your support could help us positively change the lives of thousands of young Zambians.

Together, we can build a brighter, more sustainable future for Zambia.

TUM KAZUNGA
CEO



OUR VISION, MISSION AND VALUES DEFINE US

VISION
MISSION
VALUES

*A vision that sustains us -
A Sustainable Africa Where Youth Can
Work and Thrive*

*A mission that guides us – We work in partnership to
improve the lives of young people, their families and
communities in Zambia, through skills training, work,
construction and influencing change in the built
environment.*

Values that drive our work



EXCELLENCE

Committed to achieving excellence in every aspect of our work, we continuously refine our training and build accessible, quality infrastructure for education and health.



TRANSFORMATION

We actively shape brighter futures by helping transform individuals and communities; creating tangible differences and long-lasting community development.



COLLABORATION

Collaboration is at the heart of our impact. We work with and listen to the individuals, communities and institutions with whom we partner to create meaningful change.



COURAGE

We are inspired by the courage shown by those we work with, whether it's young women breaking barriers or communities uniting to build essential infrastructure. They drive us to acknowledge our mistakes, adapt our strategies when necessary, and challenge systemic issues to foster positive change.



INTEGRITY

We are committed to transparency and accountability in all our operations, ensuring that the actions we take are in the best interest of the communities we serve. We build trust by consistently delivering on our promises and maintaining honesty in all our relationships.



WHY YOUNG PEOPLE AND THE CONSTRUCTION SECTOR?

Zambia has one of the youngest populations in the world, with over 65% of its population under the age of 25¹.

The country faces multiple and complex challenges that include economic difficulties and low growth, climate change, access to health and sanitation, and systemic barriers - such as underfunding, poor resource

allocation and inadequate policy frameworks, that especially affect women and girls.

Consequently, young women and men in Zambia face incredible challenges, such as high youth unemployment, with over 3 million young people not in education, employment or training, and limited access to skills training, education and healthcare.

However, these young people also represent a tremendous opportunity for the country. A youthful population can be a driver of economic growth and innovation, provided that these young people are given access to quality education, skills training, and employment opportunities.



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65% OF ITS POPULATION
UNDER THE AGE OF **25**

3 MILLION

YOUNG PEOPLE NOT IN EDUCATION, EMPLOYMENT OR TRAINING, AND
LIMITED ACCESS TO SKILLS TRAINING, EDUCATION AND HEALTHCARE.

Build It International believes that Zambia's construction sector is pivotal in helping to address some of these challenges. It is a priority sector in the Government's Eighth National Development Plan (2022 – 2026) and clearly has the potential to employ

large numbers of young people in both rural and urban areas. However, if the construction sector is to realise its potential and be a key driver of Zambia's future economic growth and prosperity, it needs to overcome a number of barriers – the lack of trained

entry-level workers, the slow adoption of green construction, and the challenges women face working in the sector.

AN OPPORTUNITY TO PROVIDE:  **QUALITY SKILLS TRAINING**  **LIVELIHOOD OPPORTUNITIES**

WHY BUILD IT INTERNATIONAL

Build It International is uniquely positioned to help address some of the challenges faced by Zambia's youth. Since 2007, we have consistently demonstrated our ability to make a positive impact on a group of young people who are all too often left behind.

Our proven model of providing entry level training and work placements to Zambia's youth provides them with opportunities to change their lives. In

total, we have helped over 2,000 young women and men create opportunities through the dignity and rewards that work provides.

The schools, clinics, latrines and houses that we have built, have not only provided construction training within the community but also supported over 402,000 community members across Zambia with quality infrastructure.

We can do more.

By working with the construction sector, we are partnering with an industry that is critical to Zambia's future prosperity and has a burning need for trained young employees.

By focusing on quality skills training and livelihood opportunities, our new strategy will enable us and our partners to support even more young people in becoming active contributors to Zambia's economy.

¹ State of Youth in Zambia 2018



SINCE
2007

BII HAS HELPED OVER
2000 
YOUNG WOMEN AND MEN

402,000 
COMMUNITY MEMBERS SUPPORTED ACROSS ZAMBIA

THEORY OF CHANGE FOR BUILD IT INTERNATIONAL'S STRATEGY

Our Theory of Change demonstrates how, through targeted approaches and interventions, Build It International's new strategy aims to significantly enhance the quality of life and opportunities for young people,

families and the wider community in Zambia. This holistic approach ensures that efforts are sustainable, inclusive and impactful, fostering long-term development and growth.

IMPROVED QUALITY OF LIFE AND OPPORTUNITIES FOR YOUNG PEOPLE, FAMILIES AND THE WIDER COMMUNITY IN ZAMBIA

THE DIFFERENCE WE MAKE



The Challenges:

1. Inadequate policies, governance and regulations.
2. Limited access to quality education and healthcare.
3. Gender inequalities and social exclusion.
4. High youth unemployment and underemployment.
5. Limited economic opportunities for young people and communities.

Our Beliefs:

1. Practical training and community programmes create lasting impact.
2. Data-driven, locally-led efforts lead to measurable change.
3. Quality infrastructure boosts education and healthcare outcomes.
4. Strong partnerships ensure scalable and sustainable initiatives.
5. Greener infrastructure supports Zambia's long-term development.

OUR STRATEGIC GOALS

Our new three-year strategy underpins our belief that we can best serve young people in Zambia living below the poverty line by giving them the skills, confidence and support to build livelihoods in Zambia's growing construction sector.

These are our four objectives to be achieved over the life of the strategy. They will allow us to begin to increase and deepen the impact of this approach.

GOAL 1:

Develop partnerships and programmes that help 3,000 young people access training, employment, and livelihood opportunities in the construction sector.

Training is at the heart of our impact. We train so that young people can develop meaningful livelihoods. Our goal over the next three years is to grow our training impact and develop the opportunities to successfully package and scale our approach through partnerships.

GOAL 2:

Facilitate sustainable construction projects that support over 10,000 people through educational and health infrastructure in underserved communities.

Our construction projects allow us to deliver our training in under-developed rural and peri-urban communities. Our construction projects are also an important way we will test and develop new sustainable construction approaches and skills that are affordable and locally appropriate.

GOAL 3:

Share our institutional expertise as a thought leader and practitioner in Technical and Vocational Education and Training (TVET) and employability

We aim to establish ourselves as the leading construction-focused training institution in Zambia, receiving recognition and validation for our efforts. By developing partnerships with research institutions and academia, and producing high-quality research, we will enhance our credibility and influence. This will help support our wider strategic goals.

GOAL 4:

Become a sustainable, growing and impactful organisation that is locally-driven with global and local networks of partners and supporters

To ensure sustainability and growth, we will enhance fundraising, aim to become locally-led and develop strong global partnerships. This will extend our resilience, reach and effectiveness and will allow us to better meet the needs of young people in Zambia.

GOAL 1

Develop partnerships and programmes that help 3,000 young people access training, employment and livelihood opportunities in the construction sector.

Over the three years of the strategy, we will directly train 1,200 students, ensuring at least 40% are female.

How?

At our Centre for Excellence in Lusaka, we will train two additional cohorts annually by upgrading our facilities and resources.

We will increase our community construction training projects from one to three cohorts each year, providing hands-on experience.

We will partner with development organisations, construction companies and TVET institutions to deliver four training cohorts annually at their facilities.

We will regularly update our training curriculum based on stakeholder feedback to ensure its relevance and effectiveness.

Over the three years of the strategy, we will indirectly support 1,800 construction skills students through 10 partners.

How?

By adopting a "Train the Trainer" method, we will enhance our partners' ability to attract and support female students. This includes specialised training for instructors on inclusive practices and initiatives to create a welcoming environment for female trainees.

Our Career Development training module will be delivered to more partners, enhancing employability by covering topics like CV writing, interview techniques and professional communication.

We will collaborate with new partners to influence TVET education, developing pilot projects to address employment informality, work-based learning and skills provision in the construction industry. These projects will serve as best practice models for future TVET education.

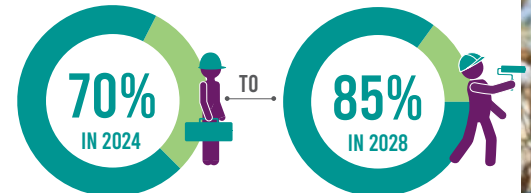
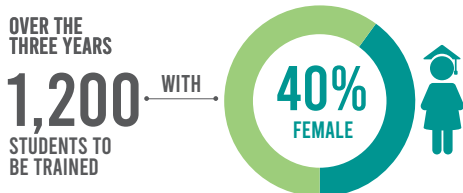
By 2028, 85% of students who we directly train will be employed in the construction industry within six months of graduating, up from 70% in 2024.

How?

We will collaborate with industry bodies to promote the benefits of hiring skilled staff, especially focusing on smaller contractors to increase our graduates' employment opportunities.

We will increase our network of contractors from 60 to 100, providing students with a wider range of job prospects: working with them to ensure fair and female-friendly work environments.

Strategic alliances with top construction firms will be established to pilot work-based learning programmes, giving students practical experience to boost their employability.



GOAL 2

Facilitate sustainable construction projects that support over 10,000 people through constructing education infrastructure in underserved communities.

We will build five sustainable school infrastructural projects by 2028 benefiting 4,300 learners per year.

How?

Starting in 2026, we will build at least two green school infrastructure construction projects annually. This will allow us to reach more communities and enhance the educational environment for a larger number of students. We will develop holistic projects in close partnership with other organizations, focusing on providing quality infrastructure as well as enhancing the overall sustainability and impact of the schools we support.

We will be transparently ambitious by openly sharing our sustainable designs, costs and construction methodology. By doing so, we empower other communities to adopt and replicate our sustainable methods, fostering a broader impact beyond our immediate projects.

Looking to the future needs of Zambia's construction sector, we will develop and deliver at least one new sustainable construction-related training module by 2028.

How?

In collaboration with our construction and government partners, we will conduct thorough assessments to identify entry-level skill gaps that impact the provision of sustainable and green education and health infrastructure in Zambia. This will involve engaging with local communities, educational institutions and industry.

Based on the identified skill gaps, we will design and develop targeted training modules that incorporate sustainable construction practices and technologies. These modules will be tailored to the specific needs of our projects and the local workforce.

We will implement pilot training programmes within our own construction projects to test and refine the training approaches.

We will build 15 latrines constructed in 10 schools by 2028 that benefit 8,250 learners and 150 teachers.

How?

We will develop new designs and approaches for quality structures that are greener and more affordable. We will pilot this programme in one district, allowing our approach to be carefully documented and refined.

We will aim to build these latrines in secondary schools that are experiencing declines in student performance and attendance, due in part to poor sanitation conditions. By addressing this critical issue, we aim to improve the overall health and educational outcomes for students.

5 SUSTAINABLE SCHOOL INFRASTRUCTURAL PROJECTS → TO BE BUILT BY 2028 → 4,300 LEARNERS BENEFIT PER YEAR



15 LATRINES → TO BE CONSTRUCTED BY 2028 → 10 SCHOOLS → BENEFIT 8,250 LEARNERS & 150 TEACHERS



Share our institutional expertise as a thought leader and practitioner in Technical and Vocational Education and Training (TVET) and employability.

By 2028, we will be certified as a Centre of Excellence by Zambia's Technical Education, Vocational and Entrepreneurship Training Authority (TEVETA)

How?

We will invest in staff training and professional development to align with the latest educational best practices.

We will enhance our infrastructure and learning facilities to provide a high-quality educational environment conducive to technical and vocational training.

By the end of 2025, we will develop a comprehensive roadmap that outlines the key milestones and actions necessary to achieve Centre of Excellence certification by 2028.

We will establish a full partnership with a recognised research institution by 2028

How?

We will identify local and international research and academic institutions whose interests align with our work.

We will develop and share partnership proposals with research institutions involving detailed presentations, meetings, and continuous communication to foster strong relationships.

We will participate in appropriate research consortiums and networks to stay updated on the latest advancements and to contribute our expertise to broader discussions and initiatives.

We will advance our commitment to continuous improvement, accountability and sharing through monitoring, evaluation, research and learning (MERL)

How?

We will develop and implement a MERL framework to assess programme effectiveness, ensure accountability and drive continuous learning.

We will undertake comprehensive collaborative research projects and publish and contribute to research papers that grow sector knowledge and best practices.

We will participate in and host conferences, seminars and workshops to disseminate our knowledge and expertise, and engage with the wider community of practice.



We will grow and diversify our income, build strategic partnerships and become a locally-led organisation.

Become a sustainable, growing and impactful organisation that is locally-driven and with global and local networks of partners and supporters

How?

We will aim to increase our annual income 50% by 2028. This growth will support our expanding initiatives and reinforce our financial stability.

We will create a robust business development strategy that enhances our ability to grow local income through social enterprises, local fundraising and other innovative revenue streams. This approach will diversify and strengthen our funding sources.

We will forge strong, strategic partnerships both locally and globally. By collaborating with like-minded organisations and stakeholders, we can amplify our impact, share resources and drive collective action towards common goals.

We will formulate a comprehensive localisation strategy by 2027 with a clear road map and timeline to become a locally-led organisation with strong global partnerships and outlook.



To help achieve these goals, we will track 10 indicators, disaggregating the data by gender whenever possible. These indicators enable us understand our progress make informed decisions and ensure we are on track to meet our strategic goals.

GOAL 1:

1. The number of young people trained and graduated: reflecting our commitment to education and skills development.
2. Number of partnerships with construction companies and training institutions: highlighting our collaborative efforts to enhance training opportunities.
3. Percentage of young people employed within six months of training: demonstrating programme effectiveness in facilitating employment.

GOAL 2:

4. Number of school infrastructure projects completed: indicating progress in improving education facilities.
5. Number of people benefiting from new infrastructure: emphasising the broader impact on communities.
6. Environmental impact of new sustainable designs and standards: assessing carbon footprint reduction and resource efficiency.

GOAL 3:

7. Progress toward TEVETA Centre of Excellence accreditation: including certifications, awards, and quality benchmarks achieved.
8. Number of new partnerships with academic institutions and industry leaders: aiming to foster innovation and knowledge exchange.
9. The number of papers we publish and contribute to, reflecting our involvement in academic research and thought leadership, and showcasing our contributions to the body of knowledge in our field.

GOAL 4:

10. Annual income growth rate and pipeline growth: indicating financial health and sustainability.





TRAIN BUILD IMPACT

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