Buildher equips disadvantaged women in Kenya with accredited construction skills, leading to greater financial prosperity and promoting gender equality within the construction industry.

OUR VALUE-ADD TO EMPLOYERS:

- REDUCE EMPLOYEE TURNOVER
- REDUCE INEFFECTIVE & WASTEFUL HIRING PROCESSES
- IMPROVE WORKFORCE PRODUCTIVITY
- A MORE INCLUSIVE WORKFORCE

PROGRAMME STRUCTURE:

4 mo.  8 mo.

Intensive Training  Industry Placement at Semi-Skilled Level

NITA Trade Exam

OUR APPROACH:

STAGE 1: MANAGEMENT ENGAGEMENT:
- Introduction of Buildher Program to Senior Managers to Assess Fit.

STAGE 2: SITE ENGAGEMENT AND SITE CHECK:
- Conduct Needs Assessment with supervisors to determine labour gaps, align employment needs. Check site facilities and labour controls.

STAGE 3: PLACEMENT:
- Use Needs Assessment to match Women Artisans to Employer Projects or Company needs and requirements.

STAGE 4: CAPACITY BUILDING LABOUR TRAINING:
- Provide on-site lunch trainings to men and women Labour Teams to improve workforce productivity.
ON-SITE LABOURER TRAINING INCLUDES:

- On-Site Gender Integration Training To Break Cultural Barriers And Change Perceptions & Attitudes
- Sexual Harassment Training For Supervisor Teams And Construction Workers
- Development Of Easy To Digest Sexual Harassment Policies Usable For Site And Production Workshops
- Human Work Skill Behaviour Training For Workers Including: Communication, Money Management, NHIF And Health Insurance Sensitization To Promote Buy-In, Conflict Resolution, Leadership, Team Work

OUR ROUTES TO EMPLOYMENT PARTNERS

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