

# Buildher

CREATING OPPORTUNITIES FOR WOMEN THROUGH TRAINING AND EMPLOYMENT

[www.buildher.org](http://www.buildher.org)



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  
INEFFICIENT  
& 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.





**170+ WOMEN**  
Trained in  
YR 1

**900+ WOMEN**  
Graduates in  
the next  
3 years

**31% TRAINEES**  
Groomed  
into senior  
roles

**67% EMPLOYERS**  
reporting  
increase in  
productivity

**60% EMPLOYERS**  
Improved  
Policies

**15 EMPLOYMENT**  
Partnerships  
Developed  
in Yr 1



## 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



**BUILDIX**

**LYNK**

**RIL RODAH**  
International Limited



**Quintech**  
CONSTRUCTION LTD

**sahih**  
Interior Builders

**UNITY**  
MAKERS

**KITCHENS & BEYOND**

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