



## GSDI at a Glance

### Executing agency

Council for Technical and Vocational Education and Training (COTVET), [www.cotvet.org](http://www.cotvet.org)

### Project duration

01/2012 – 03/2016

### Objective of GSDI

The employability of Apprentices, Artisans and MCP (Master Craftspersons) in selected sectors of the Informal Sectors is improved

### Target group

Apprentices, Artisans and Small Enterprise Owners (MCP) in the informal sector

### Intervention areas

- Advising COTVET in the field of TVET policy development with regard to the informal sector
- Strengthening the role of Trade Associations in skills development, including their responsibility in management and quality assurance of traditional apprenticeships
- Supporting Training Providers in developing and implementing demand oriented short courses for Apprentices, Master Craftspersons and Artisans in the informal sector

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 Initiative **my**  
 GSDI **hands!**



Implemented by



## Project Partners



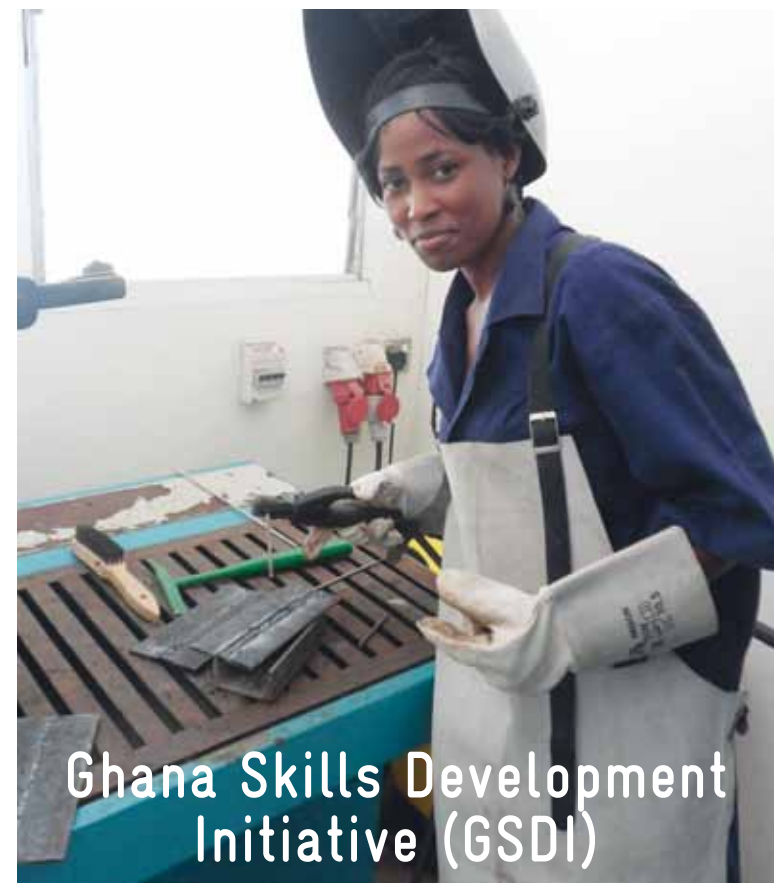
[www.gfa-group.de](http://www.gfa-group.de)



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



[www.hk24.de](http://www.hk24.de)





## Strengthening Trade Associations

Many informal sector businesses in Ghana are organized in Trade Associations. Apart from offering general business services to their members, Trade Associations coordinate the apprenticeship system in their respective trade and issue certificates. They therefore have a crucial function when it comes to improving informal sector skills training. GSDI is strengthening the role of Trade Associations in the modernized apprenticeship system by introducing occupational standards and guidelines and establishing a coordination and assessment structure. Advice and support towards improving the Associations' organisational structures and services for their members is imparted as well.

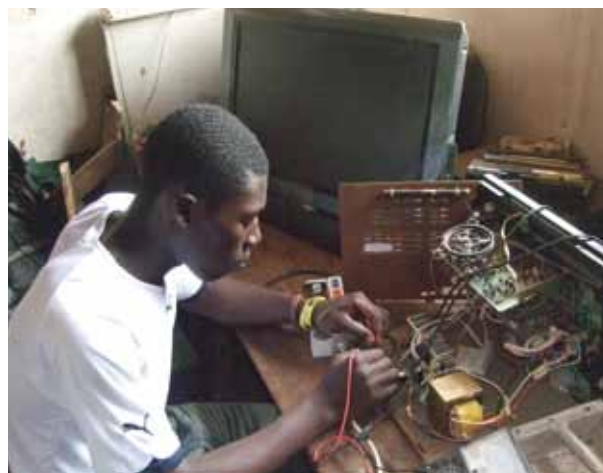


## Modernizing Traditional Apprenticeships

The Ghana Skills Development Initiative (GSDI) is implemented on behalf of the German Government via the Deutsche Gesellschaft für Internationale Zusammenarbeit, GIZ GmbH, in cooperation with the Council for Technical and Vocational Education and Training (COTVET).

The GSDI aims at building capacity in the informal sector, which generates about 80-90 % of employment in Ghana. To that end, the project seeks to improve the quality of the traditional apprenticeship system which suffers from structural deficiencies. Major challenges are a lack of coordination and standardization of the training, as well as coping with technological developments.

In order to upgrade the skills and qualifications in the traditional apprenticeship system, the project supports COTVET's innovative approach to introduce competency based training (CBT) standards and a cooperative training model, combining workplace and school based training. Through the Ghana Skills Development Initiative already 10 Trade Associations and 17 Training Providers (private and public) are enabled to develop and organize a regular offer of CBT courses for Apprentices, Master Craftspersons and Artisans.



## Strengthening Training Institutions

In the context of the new apprenticeship training program Training Provider shall offer short courses to Apprentices, Master Craftspersons and Artisans based on CBT standards. GSDI supports the selected pilot Training Institutions in the organization and implementation of the new courses. 90 teachers/facilitators have been trained in modern training methods and their technical skills are upgraded. Furthermore, GSDI fosters the introduction of quality school management procedures at the pilot schools.

## Pilot Regions and Sectors

GSDI is piloted in the following three regions:

- Greater Accra
- Northern Region
- Volta Region

**Pilot sectors are:**

- Electronics
- Automotive
- Tailoring & Dressmaking
- Hair & Beauty
- Welding

Special attention is given to women's skills development not only by supporting traditional female trades, but also by promoting women's involvement in male-dominated trade areas.