

Programme for Sustainable Economic Development (PSED)

Ghana Skills Development Initiative (GSDI)

The Challenge

Due to Ghana's strong economic development since the 1990s, the country classifies today as a lower-middle-income country. However, 25% youth unemployment and a segmented job market are obstacles to its sustainable economic development. Especially the informal sector, which generates 80-90% of employment, lacks stable employment opportunities.

Through the traditional apprenticeship system, about 300.000 young people receive skills training in the informal sector every year. But, the current apprenticeship system faces great challenges to meet a growing demand for qualified workers. The core issues are the lack of coordination and standardisation of the traditional training, as well as coping with technological developments.

Project name	Ghana Skills Development Initiative (GSDI)
Commissioned by	German Federal Ministry for Economic Cooperation and Development (BMZ)
Project region	Ghana
Lead executing agency	Council for Technical and Vocational Education and Training (COTVET)
Duration	01/2012 – 03/2016
Budget	5.5 Mio

Our Objective

As one module of the Programme for Sustainable Economic Development (PSED), GSDI on behalf of the German Gov-

ernment aims at building capacity in the informal sector and aspires to advance the supply of appropriately skilled labour to micro, small and medium sized enterprises. To that end, the project seeks to improve the quality of the traditional apprenticeship system, which suffers from structural deficiencies.

Our Approach

Together with its main cooperation partner, the national Council for Technical and Vocational Education and Training (COTVET), GSDI takes a threefold approach:

Modernizing Traditional Apprenticeships

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.

Strengthening Trade Associations

Trade Associations offer general business services to their members, coordinate the apprenticeship system in their respective trade and participate in assessment and certification. Therefore, they have a crucial function in improving informal sector skills training. GSDI strengthens their role in the modernized apprenticeship system by introducing occupational standards and establishing coordination and monitoring structures.



L. to r.:

Garment workshop in the informal sector

Training workshop for Automotive Trade Teachers and Master Craftspersons on Workshop Information Systems and Workshop Diagnostic Systems



L. to r.:
Apprentice in the
Automotive sector

Assessors' Training
at a Training
Institution

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Strengthening Training Institutions

In the new apprenticeship training, Training Providers shall offer short courses to Apprentices and Master Craftspersons based on CBT standards. GSDI builds the capacity of the pilot institutions in the implementation of the new courses. Furthermore, GSDI fosters the introduction of quality school management procedures and organizes teacher training on modern teaching methods at the pilot schools.

Gender Policy: Special attention is given to women's skills development by supporting traditional female trades and by promoting women's involvement in male-dominated trade areas. GSDI supported COTVET in the development and implementation of a gender strategy and in promotional campaign. So far 44% of the apprentices in the pilot trainings are women.

Implementing the Cooperative Training Model

GSDI implements the cooperative training model across the Northern Region, Volta Region and Greater Accra. Apprentices receive the combined school based and workplace training in five pilot sectors:

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



Our Achievements

- I. **Established Cooperation.** 16 Training Providers and 10 Trade Associations cooperate on the implementation of standardised CBT courses for Apprentices and Master Craftspersons.
- II. **Facilitated Registration.** With the support of GSDI Training Providers are registering with COTVET, which allows them officially to offer CBT courses.
- III. **Developed Standards.** In cooperation with COTVET and the Trade Associations, GSDI developed occupational standards and related documents as well as assessment structures for the National Proficiency levels I and II. Thereby, not only the standardisation and quality of the TVET system improves, but also the role of trade associations is strengthened.
- IV. **Modernized Training.** 240 Apprentices and 240 Master Craftspersons have already followed CBT courses on National Proficiency I level.
- V. **Improved Image.** Image campaigns by COTVET supported an improved perception of vocational training among the youth in Ghana. Specifically the image of women in male-dominated sectors was targeted.

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In cooperation with Council for Technical and Vocational Education and
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