



TVET in the Agriculture Sector

Only approximately 10% of the workforce in the agriculture sector is formally trained, although the sector contributes to a quarter of Ghana's GDP and employs almost half of the economically active population. Over 90% of them are smallholder farmers. Against this background, GSDI has been mandated to also support Agricultural TVET (ATVET) and will support the development of CBT-aligned ATVET courses for selected value chains.

Between 2012 and 2016, the GSDI had already made a difference: Occupational standards were developed with COTVET and trade associations, followed by corresponding CBT teaching, learning and assessment materials. The cooperative apprenticeship training was piloted in 3 regions in 5 trades in Ghana where a total of 16 training providers and 10 trade associations cooperated on the implementation of the CBT courses for 232 apprentices and 232 master craftsmen. In March 2016, 188 apprentices (81%) successfully achieved their assessments and received a nationally recognized National Proficiency I certificate

GSDI III at a Glance

Main Implementing Partners

Council for Technical and Vocational Education and Training (COTVET), www.cotvet.gov.gh

Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH, www.giz.de

GFA / PLANCO consortium (on behalf of GIZ), www.gfa-group.de, www.planco.org

Project Duration
04/2016 – 09/2019

Objective

Providing demand-driven training to job-seeking youth, apprentices, workers and owners of micro, small and medium-sized enterprises (MSMEs) in selected sectors

Target Group

Job-seeking youth, apprentices, workers and MSME owners in the informal and agricultural sector.

Intervention Areas

- Improvement of framework conditions and support to TVET policy coordination
- Promotion of business actors' involvement in TVET
- Capacity development for the dissemination of CBT-aligned collaborative apprenticeship trainings
- Implementation of developed courses at workplaces and training providers

Contact:

Ghana Skills Development Initiative (GSDI)
P. O. Box OS 2547
No. C 391/26, Bissau Avenue
East Legon
Accra - Ghana
T +233 302 943042
E info@skills-initiative.de
I www.ghanaskills.org
f Ghana Skills Development Initiative

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Ghana Skills Development Initiative III



Modernizing Traditional Apprenticeships

The Ghana Skills Development Initiative (GSDI) is a project commissioned by the German Federal Ministry for Economic Cooperation and Development and implemented by the Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH in cooperation with the Council for Technical and Vocational Education and Training (COTVET) and other public and private sector stakeholders. GSDI III started in April 2016 and is co-funded by the European Union under its Ghana Employment and Social Protection Programme (GESP).

In Ghana, approximately 85% of the economically active population works in the informal sector. The traditional training of apprentices makes up for about 80 to 90% of the overall technical and vocational education and training (TVET) provided in that sector. GSDI seeks to improve the quality of this traditional apprenticeship system and, therefore, to enhance skills and qualifications. The project supports COTVET's innovative approach to introduce competency based training (CBT) standards and a collaborative training model that combines both workplace-based training in the informal sector and school-based training modules at selected TVET training providers. GSDI III also aims to enforce synergies with employment, social protection and private sector development stakeholders.



Strengthening Training Institutions

In the context of GSDI, public and private training providers offer courses for apprentices, master craftsmen and artisans based on CBT standards. GSDI supports selected training institutions in the organization and implementation of the new courses. Facilitators are trained in modern training methods and CBT. Furthermore, GSDI fosters the introduction of quality school management procedures at participating schools.



Strengthening Trade Associations

Many informal sector businesses in Ghana are organized into trade associations. One of their functions is to coordinate and assure the quality of the apprenticeship system in their respective trades. GSDI is strengthening the role of trade associations in the modernized apprenticeship system to foster their active participation in the design and implementation of demand-oriented TVET. The associations are supported in the development of their organizational structures and services for their members. Furthermore, the Federation of Professional Trade Associations in Ghana (FEPTAG) is strengthened as the umbrella organisation for the informal sector trade associations.

Regions and Sectors

So far, GSDI is being implemented in the following regions:

- Greater Accra Region
- Northern Region
- Volta Region
- Ashanti Region
- Eastern Region (New)
- Western Region (New)

Supported trade areas so far are:

- Electronics
- Automotive
- Garment Making
- Cosmetology
- Welding
- Block Laying and Tiling (New)
- Electrical Installation (New)
- Furniture Works (New)

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.

The Ghana TVET Voucher Programme (GTVP), implemented by COTVET and financed through KfW, complements the GSDI. This voucher system finances the training costs and contributes to a successful implementation of the developed courses.

