

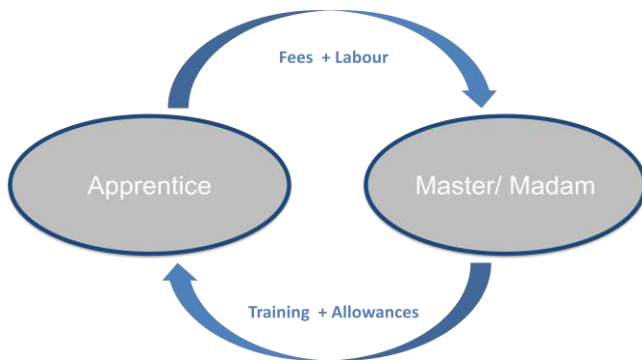
Programme for Sustainable Economic Development (PSED)

Cooperative Apprenticeship Model

The Challenge

Technical and Vocational Education and Training (TVET) in the informal sector in Ghana has great potential to support the sustainable economic development of the country. More than 80% of the population works in the informal sector and every year 400.000 apprentices follow a traditional training in this sector. The traditional training is based on an agreement between the apprentice and a master craftsman and it lasts on average three years. Fees, duration and the mode of assessment differ across these arrangements. The formal training system (public and private technical and vocational institutions) encompasses 70.000 trainees.

The Traditional Training System



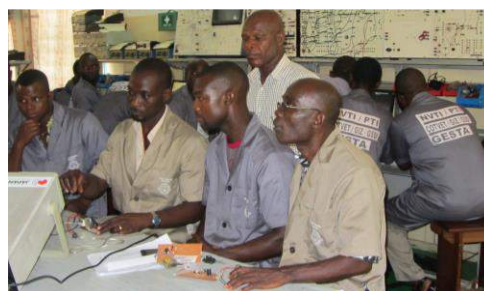
Today, in the context of Ghana's economic development, technological advancements and a rising demand for highly skilled labor pose great challenges to the traditional apprenticeship system. The core issues are the lack of coordination and standardization of the traditional training, as well as coping with technological developments.

Our Approach

On behalf of the German Government, the Ghana Skills Development Initiative (GSDI), one component of the PSED, implements the Cooperative Apprenticeship Training (CAT) in cooperation with the Council for Technical and Vocational Education and Training (COTVET). The CAT links the traditional apprenticeship system to the formal TVET system in Ghana. The introduction of occupational standards following the competency based training (CBT) approach and the effective coordination of stakeholders' aims to improve the technical and vocational training in the informal sector. Thereby, the increasing demand for skilled labor shall be met, quality of work improved and the sustainable economic and social development of the country supported.

Our Model

Through CAT the existing workplace training at the Master Craftsman is complemented with structured modules at TVET schools based on the CBT approach.



L. to r.:

Structured trainings in dressmaking for the Ghana Corporate Fashion Designers in Ho Polytechnic and in consumer electronics for the Ghana Electronics Servicing Technicians Association (GESTA) in NVTI Pilot Training Institute, Accra



L. to r.:

Structured training in
Cosmetology for
GABBSO in International
Needs Vocational Train-
ing Center, Adidome

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Our Stakeholders

Apprentices follow a structured training at the two learning environments, the Master Craftsperson and the formal training institution. Both components are based on occupational standards according to the CBT approach.

Master Craftspersons and Teachers at the Training Institutions receive training in the CBT approach in order to facilitate learning of their apprentices accordingly.

The Council for Technical and Vocational Education and Training (COTVET) is the national body overseeing all aspects of formal and informal TVET systems in Ghana. In the CAT, COTVET sets the occupational standards based on the CBT approach and accredits Training Providers, Trade Associations and Master Craftspersons.

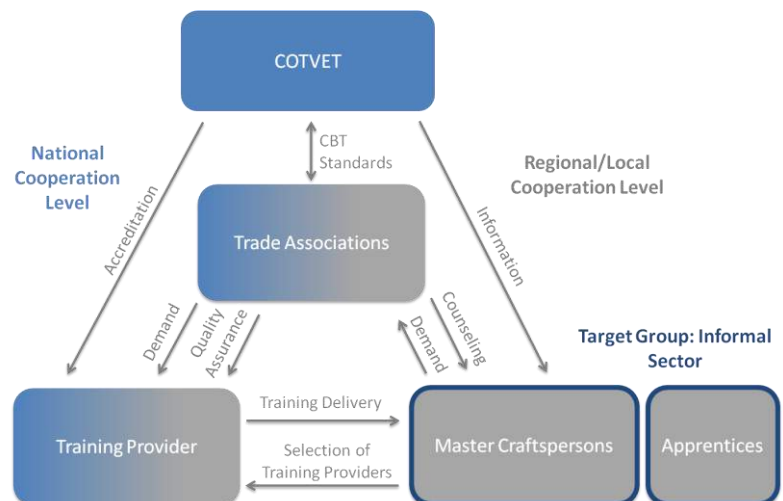
Federation of Professional Trade Associations of Ghana (FEPTAG), founded in 2012, is the umbrella organization of Trade Associations that coordinates and represents their interests towards other stakeholders in the CAT.

Trade Associations coordinate the traditional apprenticeship system with the Master Craftspersons. In the course of the CAT, they establish cooperation with Training Providers, authorizing them to train their members, including Master Craftspersons and Apprentices.

Training Providers represent the formal technical and vocational training system. In the CAT they offer CBT courses according to the occupational standards set by COTVET in the national Proficiency levels I and II.

Our Impact

- ✓ Implementation of the CAT in the Garment, Electronics, Automotive, Cosmetology and Welding sector in Greater Accra, Northern Region and Volta Region in Ghana.
- ✓ Establishment of cooperation between 16 Training Providers and 9 Trade Associations improved coordination structures of the TVET system.
- ✓ Registration of Training Providers with COTVET assures the quality of the implementation of the CBT approach and enables more schools to offer CBT courses.
- ✓ Development of occupational standards, assessment structures and learning materials based on CBT principles sets national standards for a modern and high quality technical and vocational training.
- ✓ Piloting of the modernized apprenticeship through training of 300 Apprentices in national Proficiency level I.



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