

Ghanaian-German Cooperation:

AN OVERVIEW OF GERMAN COMMITMENT,
ACTIVITIES & STAKEHOLDERS IN THE
TECHNICAL & VOCATIONAL EDUCATION
TRAINING (TVET) SECTOR IN GHANA

Taking TVET in Ghana to the next level - an overview of the German commitment, activities and stakeholders in TVET

Vocational training is the cornerstone of sustainable economic development. But it is more than that, vocational education and training are an important part of people's personal development. By providing a secure livelihood and giving people confidence in their own abilities, vocational training gives people self-assurance to play their part in society. Education and training courses geared to the needs of the labor market enable people to find a job or create their own. They can earn an income, overcome poverty on their own and lead a decent life. Enterprises become more competitive as more skilled staff become available. This in turn creates a favorable framework for sustainable economic growth, which benefits all sectors of society.

This is why sustainable economic development, including technical and vocational education and training (TVET), is at the core of German engagement in Sub-Saharan Africa. Complying with Millennium Goal No. 2 and now Sustainable Development Goal No.4, many African countries have improved school enrollment and completion rates, especially for girls. However, many graduates still lack practical training that enables them to succeed in the professional world.

According to a study of the International Labor Organization, 61.4% of young workers in Sub Saharan Africa do not have the level of education to make them productive in their job. This is one of the reasons for the high long-term youth unemployment rate in Sub Saharan Africa which-according to the International Labor Organization - was at 48.1% in 2014.

Germany has a long-standing history and experience with TVET which dates back to the middle ages. During the industrial revolution in the 18th and 19th century as well as during the reconstruction era in Germany, we got to learn how important education - especially practical know-how - is to build the future of a country. Small and medium size enterprises rely on well-trained staff. Training of staff is an investment in the enterprise's and society's future.

Besides practical skills, trainees also need theoretical knowledge to understand the whole working process. Therefore, Germany developed the dual vocational training, where practical know-how from the companies is completed with theoretical-based classes at vocational schools.

The overall goal in Germany is to provide all graduates with the opportunity of a dual vocational training. In order to achieve this goal, a legal framework, the Vocational Educational Act ("Berufsbildungsgesetz"), regulates the role of the different actors in the vocational training process. The very low youth unemployment rate of only 7.2% in Germany (second lowest within the EU) proves the success of dual vocational training. In Germany, TVET is jointly organized by the industry and the government.

Germany is ready to share its experiences and support the development of the Technical and Vocational Education Training (TVET) Sector in Ghana. A key challenge in Ghana is the fact that around 86% of the Ghanaian Workforce is employed in the informal sector. Therefore, our approach in development cooperation in Ghana focuses on the informal sector, creating access to training in particular for master craft persons and apprentices in the traditional apprenticeship system. But German cooperation also works together with companies.

"Germany is ready to share its experience and support the development of the Technical and Vocational Education Training (TVET) Sector in Ghana."



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Training in electronics for young women

The Ghana Skills Development Initiative - A success story implemented by COTVET and GIZ



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Training in electronics for young women

To improve the employability of workers in selected trade areas of the informal sector, the Government of the Republic of Ghana and the Government of the Federal Republic of Germany initiated the Ghana Skills Development Initiative (GSDI), implemented by the Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH in cooperation with the Council of Technical Vocational Education and Training (COTVET) and other public and private sector stakeholders. Since 2012, the GSDI has been operating in Greater Accra, Volta and the Northern Region focusing on five trade areas, Automotive, Cosmetology, Electronics, Garment and Welding.

The developed Cooperative Apprenticeship Training (CAT) combines both workplace-based training as part of the traditional apprenticeship system and school-based training modules at selected TVET Training Providers. Occupational standards were developed with COTVET and Trade Associations, followed by corresponding Competency-Based Training (CBT) teaching and assessment materials.

In 2014 and 2015, a total of 16 Training Providers and 10 Trade Associations cooperated on the implementation of the CBT courses for 232 apprentices and 232 master craftpersons. In March 2016, 188 apprentices (81%) successfully

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passed their assessments and received their National Proficiency I certificate. This certificate provides the apprentices also the opportunity to continue with the subsequent qualification (Proficiency II) to eventually establish their own enterprises, train own apprentices, and contribute to the development of the formal labor market.

In the future, GSDI will be scaled up to additional regions and trades. The Delegation of the European Union to Ghana intends to contribute to this upscaling with additional funds. As part of an interlinked TVET approach of Ghanaian-German Development Cooperation, the developed courses will be implemented and financed through the support of the Ghana TVET Voucher Programme implemented by KfW (see KfW article below).

Furthermore, GSDI will also intensify its support to the development of Agricultural Technical Vocational Education and Training (ATVET).

Currently, a regional programme supporting the pan-African Comprehensive African Agriculture Development Programme (CAADP) assists the development of market-oriented vocational education and training courses (farming, entrepreneurial and commercial competencies) for young "agripreneurs". The target groups are young people, farmers and small-scale processors, employees and self-employed workers along selected value chains in the agricultural sector.

Germany also promotes partnerships with the private sector in vocational training for the

non-formal and formal sector.

Under the programme, Employment for Sustainable Development in Africa (E4D), GIZ in partnership with Asanko Gold, a Canadian mining company promotes short-term courses in construction related trades where graduates are prepared for self-employment on Proficiency I level.

In Northern Ghana, GIZ started a project offering non-formal vocational courses for female motorcycle mechanics and solar technicians under the same programme.

Another initiative to integrate more girls into technical sectors is a partnership project with SAMSUNG and the Korean International Cooperation Agency (KOICA) promoting Female Professionals in Electronics. The West-African Transport Academy project, a cooperation with Swedish bus and truck manufacturer Scania, Bosch, ZF and WABCO, trains heavy duty vehicle mechanics and operators under the BMZ funded develoPPP.de programme.

In another develoPPP.de project, GIZ in cooperation with German generics producer 1Apharma and local pharmaceutical manufacturer LaGray, developed and a new

vocational implemented training programme for pharmaceutical technicians needed in the industry to maintain and operate sensitive production equipment.

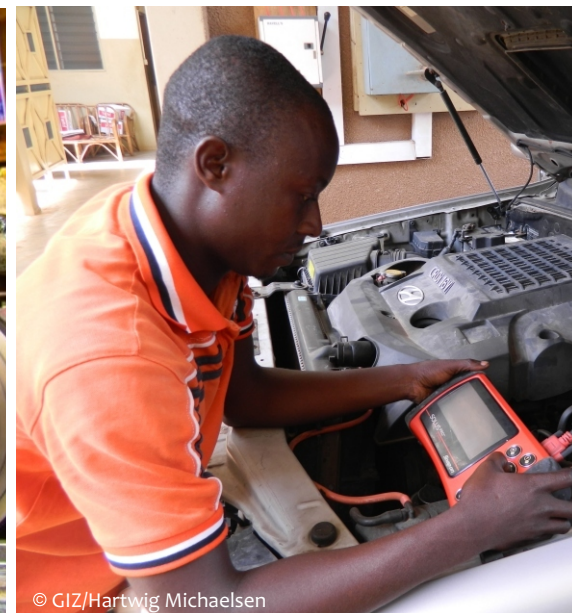
"In Northern Ghana, GIZ started a project offering non-formal vocational courses for female motorcycle mechanics and solar technicians."

15,000 Master Crafts Persons profiting from KFW Voucher programme



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Vocational training for apprentices in the informal sector



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Vocational training for auto mechanics

KfW Development Bank is supporting Ghana's Technical and Vocational Education Training (TVET) Sector with a € 20 million grant financed by the Federal Republic of Germany.

The Ghana TVET Voucher aims at increasing access of poorer parts of the population to technical and vocational training in line with labor market and private industry demands.

The project will finance vouchers for approximately 15,000 Master Crafts Persons, their employers and apprentices out of which at least 30% will be women while providing certain equipment to the selected training providers.

Through this demand oriented voucher system, targeted small and medium scale enterprises shall apply and receive vouchers to enable them to choose and attend

competency based training courses at certified public and private training providers.

As part of an interlinked TVET approach of Ghanaian-German Development Cooperation the courses have been developed through the support of the Ghana Skills Development Initiative implemented by GIZ (see GIZ article above).

All selected training providers meet defined quality standards of the Council for Technical and Vocational Education and Training (COTVET). According to

the demands of the Ghanaian economy five trades have been selected for the first phase of the project:

- * Building construction (welding)
- * Automotive repair,
- * Consumer electronics,
- * Garment/tailoring/dress making
- * Beauty/cosmetics (Cosmetology).

Trade Associations play a major role in this programme to ensure relevance and quality of the training. The pilot regions for the first phase of the project phase are Greater Accra, Volta and Northern Region.

"The Ghana TVET Voucher aims at increasing access of poorer parts of the population to technical and vocational training in line with labor market and private industry demands."

Cooperation of "Sparkassenstiftung" and Ghana Co-Operative Credit Union Association in vocational training

Our highly motivated trainer team – the key to our success



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Our highly motivated trainer team is well educated in modern training methods and knows how to cope with different training situations. All trainers are certified by CUA and SBFIC and receive further education on a regular basis in order to adapt to new needs.

The idea of savings (susu) – Ama became in small steps an entrepreneur



© Sparkassenstiftung

Our trainings don't stop at the training centre. Ama learnt from the staff from the credit unions about the importance of savings. They provided her with a savings box and she uses susu every day. Now she has her own small shop. Congratulations, Ama!

Since 1992, "Sparkassenstiftung für internationale Kooperation" (Savings Banks Foundation for international Cooperation-SBFIC) has been supporting financial institutions in developing, emerging and transition countries promoting economic and social development by offering needs-oriented services and enable permanent access to financial products.

Vocational education has become a crucial element in many projects. On behalf of the German Government, we are advising and supporting the Ghana Co-Operative Credit Union Association (CUA) with its Training Centre (CUTraC) including hotel operations and restaurant in Kasoa. Credit Unions are playing an important role for the reputation of Ghana's financial sector.

Therefore we want to strengthen the Co-operative Credit Union System in Ghana and their respective associations through need-based, affordable and successful vocational education measures. CUTraC provides specialized training programmes for 5.000 employees and board members of different credit unions. Trainings like member care, Board of Directors training or staff performance management as well specialized vocational training for potential employees and many more are carried out by a team of 30 highly specialized trainers.

CUTraC continually works to become a more sustainable and professional place-open for trainings and vocational education for everyone! Please contact CUA and CUTraC for more information.

AHK: The German vocational training scheme - In Germany, the industry gets the vast majority of its skilled professionals from the dual training system not from universities. The impact of the dual training in Germany is one of the lowest youth un-employment rate in the world and an easygoing entrance in professional skilled jobs. What is the success story about?

The dual training system - The German dual training system may be the oldest public private partnership in the world. German companies recruit their own trainees and provide them with a three year contract. Within these three years the student is trained on the job by so called masters inside the company. The three years training are split into theoretical and practical sections / periods. Three months work in the company is followed by three months education in a public TVET school. Nevertheless, it is not the Government that determines the curricula of the schools and is responsible for the (final) exams, it is the companies. The apprentices that underwent the dual training scheme are well trained and easily integrated into the professional business, which is of great value for German industry. Graduates from the dual vocational training scheme are highly regarded in the German society and the only way to get a qualified job in the formal sector.

The German chamber Network - The vocational / dual training system in Germany is being implemented by the Chambers of Commerce and Industry. The different Chambers define the curricula and exams for all professions. The German Chamber Network in Germany is based on compulsory membership for all entrepreneurs in the industrial and trading sectors and craftsmanship. The German Chamber system has been built up through centuries by the idea of self-governance of the industry and running its own training scheme in cooperation with the government.



German Foreign Bilateral Chambers (AHK) - The German Foreign Bilateral Chambers (AHK) and its global network is promoting the dual training scheme abroad. In several countries the AHK's have established a network with local companies and training centers. The companies choose their students and send them partly to these training centers. This has been implemented in countries such as South Africa, Nigeria, Portugal, Thailand and Brazil. The leading force were always the companies / private sector in collaboration with the AHK's. The Delegation of German Industry and Commerce as the German Chamber representation in Ghana is ready to respond to the demand of the private sector and engage in a similar project in Ghana.



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