

# Programme for Sustainable Economic Development (PSED)

Technical and Vocational Education and Training (TVET): Inclusive, Higher-Quality TVET for Decent Jobs

## The Challenge

In Ghana, existing training opportunities in the highly fragmented formal and informal Technical and Vocational Education and Training (TVET) landscape do not meet the population's increasing demand for professional services and the private sector's demand for qualified staff. This mismatch leads to youth unemployment on the one hand and to a lack of skilled labor on the other.

Traditional and non-formal training of apprentices in the informal sector play an important role making up for 80 to 90% of the overall TVET training offers in Ghana. However, due to insufficient training standards and lack of qualified master trainers, the traditional training usually does not prepare prospective job seekers adequately for gaining employment in the modern economy.

Since 2012, the Ghana Skills Development Initiative (GSDI) has been supporting the improvement of conditions for the acquisition of productive and decent work in Ghana through an inclusive, higher-quality TVET system that meets the needs of the labour market by improving the professional skills of young people in Ghana. It is a project commissioned by the German Federal Ministry for Economic Cooperation and Development (BMZ) with additional funding from the Swiss State Secretariat for Economic Affairs (SECO).



## Our Approach

The fourth phase of GSDI (GSDI IV) focuses more on a shift of interventions from the micro to the meso level with a stronger support on anchoring processes for the competency-based training model within the Ghanaian public institutions, the TVET system and the private sector.

This phase is expected to build on the successes of the third phase (GSDI III) which supported the Commission for TVET to register about 109 training providers and assisted to organize and implement new CBT-courses for apprentices, master craftspersons and artisans. The GSDI III project in cooperation with GTVP equally ensured that over 6,200 beneficiaries from the informal sector were able to receive CBT on the National proficiency level.

Programme name	Programme for Sustainable Economic Development (PSED), TVET Unit
Commissioned by	German Federal Ministry for Economic Cooperation and Development (BMZ)
Project region	Ghana (country-wide)
Lead executing agency	Ghana Ministry of Finance (MoF)
International Partner Organization	Swiss State Secretariat for Economic Affairs (SECO)
Implementing Partner	Commission for Technical and Vocational Education and Training (CTVET)
Duration	10/2019 – 09/2022

## Focal Areas

GSDI IV primarily aims to expand and anchor competence-based training in the Ghanaian TVET system through a stronger focus on capacity development for the Commission for TVET in the areas of TVET coordination, registration and accreditation, curriculum development, quality assurance and M&E. The Project concentrates on the implementation of two TVET policies which will support the delivery of Curriculum Based Training programs. They include:

### Implemented by:



### In cooperation with:





### Contact persons

#### Authors:

**Lea Lambrecht**

**TVET Project Leader**

(lea.lambrecht@giz.de)

**Detlev Axel Jahn**

**Head of Programme (PSSED)**

(Detlev.jahn@giz.de)

1. Recognition of Prior Learning (RPL); and
2. Certified Workplace Trainer (CWT) Modules.

Additionally, whereas two Sector Skills Bodies (SSBs) in the Agriculture and Construction Sectors have been made functional, four Curriculum Based Training (CBT) programs at National Certificate Level 1 and 2 have been developed and will be implemented in co-operation with public and private TVET stakeholders.

In collaboration with the Akenten Appiah-Menka University of Skills Training and Entrepreneurial Development (AAMUSTED), about 500 TVET facilitators will be trained in the use of CBT methodologies during the project period.

As part of ongoing support to the TVET sector, eSkills4Girls is working to establish a Sector Skills Body in ICT and support this Body to develop Sector Skills Strategies as well as develop a level 5 ICT curriculum to help in the progression of students in the NC I & NC II at the various institutions. This intervention is part of GSDI's support to the Commission for TVET in its effort to establish up to 22 Sector Skills Bodies in the country.

Also, Skills competitions and Image campaigns will continue to be organized and supported in order to improve the perception of TVET in the country and generate positive communication in the appropriate media.

Finally, the Project generally supports the organizational restructuring of the newly constituted Commission for TVET (CTVET) to enable it fulfill its new mandate.

## Relevance of the Interventions

GSDI IV concentrates on the development of a stronger collaboration with the Training Partners (TPs) and Enterprises as well as the

Sector Skills Bodies in the Agriculture, Construction and Manufacturing sectors with the ultimate aim of promoting a demand driven TVET system in the country. Additionally, technical and management staff of Member Enterprises and umbrella associations are also expected to directly benefit from the activities of the Project.

In order to meet its target groups' needs, the Project not only focuses on skills development through an increased access to new CBT courses, but equally lays emphasis on bridging the demand gap between the labor market and the available qualifications through the courses offered, as well as improve the quality and standards of the highly fragmented current TVET system. Additionally, it focuses on improving industry linkages as part of the CBT courses and supports image campaigns aimed at overcoming the negative perception of TVET in Ghana.

Graduates of courses supported by GSDI IV will receive a nationally recognized certificate according to the National TVET Qualifications Framework of Ghana which allows for the attainment of higher qualification and, thus, provide the possibility to eventually enter the formal labor market.



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Ghana Skills Development Initiative (GSDI)  
Blue Building 2 (Pine Square Building)  
No. 10 Agbaamo Street  
Airport Residential Area, Accra, Ghana  
Phone +233 302 760 448  
Fax +233 302 773106  
giz-ghana@giz.de  
www.giz.de/ghana

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@Stefano Raimondi; @Aduasi, @GIZ

#### Text

Lea Lambrecht (Project Team Leader)

David Babayara (Communications Officer)

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