

EXPRESSION OF INTEREST

CONSULTANCY FOR THE DESIGN AND IMPLEMENTATION
OF AN AI FOR PROFESSIONALS TRAINING PROGRAM

CONSULTANCY FIRM REQUIRED

The Private Sector and Innovation Support (PSInno) programme aims to strengthen Ghana’s private sector competitiveness and innovation capacity by supporting the development and adoption of digital and technology-driven solutions across the digital and agri-business ecosystems. The programme contributes to inclusive economic transformation by enabling startups, SMEs, public institutions, and intermediary organisations to innovate, improve productivity, and create sustainable employment opportunities, with particular attention to young people, women, and actors in northern Ghana.

The project works across three interconnected areas: strengthening innovation ecosystems and institutional capacities; supporting agric SMEs and startups to develop and test technology-based products, services, and business models; and expanding digital competencies to improve employability and economic participation. Through targeted interventions, PSInno promotes science-to-business collaboration, technology transfer, and the introduction of innovation support mechanisms that connect research institutions, industry, and markets.

The objective of this consultancy is to design and implement an AI for Professionals Programme that delivers measurable employment and income outcomes for Ghanaians across the skills spectrum: from those with foundational digital literacy to technical professionals seeking AI specialization, through strategic, AI-enabled career pathways that complement existing digital skills initiatives in Ghana’s ecosystem.

The programme will:

- Assess the digital skills ecosystem to identify gaps, opportunities, and areas where this programme can add unique value without duplicating existing efforts
- Identify and validate high-potential AI-enabled employment pathways that serve multiple skill levels: entry pathways for those with basic digital literacy, and specialization pathways for technical professionals
- Design and deliver practical, short-cycle (maximum 3 months) training programmes per pathway with emphasis on employment outcomes (new jobs, promotions, income increases), not just skill acquisition
- Integrate real work experience, income-generating opportunities, and employer linkages throughout the training period
- Track and demonstrate measurable outcomes across beneficiary segments
- Position the programme strategically to serve as:
Employment acceleration for foundational participants
Career advancement enabler for employed professionals
Competitive edge provider for technical specialists

The contractor is responsible for providing the following services:

- Conducting comprehensive ecosystem assessment and labour market analysis to identify four high-potential AI-enabled employment pathways (including mandatory AI for Creatives pathway) that complement existing digital skills initiatives
- Designing and delivering 3-month practical programmes for each pathway serving 120-150 total participants, with emphasis on work experience integration (70-80% practice) and portfolio development rather than classroom instruction
- Recruiting participants ensuring demographic targets (women, Northern Ghana, persons with disabilities) across multiple segments including entry-level job seekers, employed professionals seeking advancement, and technical specialists
- Building and managing partnerships with employers per employment-focused pathway and facilitating connections to freelance platforms, with sustained support for job placement and income generation
- Tracking and verifying employment outcomes over 6 months including new employment, freelance income, career advancement, and income increases, with evidence collection and verification protocols
- Producing comprehensive reports including ecosystem analysis, labour market research, pathway frameworks, programme designs, monthly progress reports, impact case studies, and final evaluation report with verified employment and income data

Experience and Qualifications of the Consultancy firm:

- Business registration, VAT Registration, SSNIT Registration.
- Proven experience implementing employment-oriented skills development programmes with documented job placement and income generation outcomes
- Demonstrated track record in designing and delivering technology training or digital skills programmes with specialized pathways
- Experience building partnerships with employers, platforms, or industry actors for job placement, work experience, or income generation opportunities
- Substantial experience delivering employment or skills programmes in Ghana or comparable West African contexts with understanding of local labour markets and career dynamics

Interested consultancy firms with proven experience in this area of work are kindly requested to express their interest for the above-mentioned project.

How to apply

Please submit an expression of interest with the following **3 sets** of documents

a. Official letter expressing interest, including the following.

- ❖ Company profile
- ❖ Valid Tax Clearance Certificate
- ❖ Valid SSNIT Clearance Certificate
- ❖ Business Registration Certificate
- ❖ Declaration of Business Ownership by General Manager (3) (Inclusion of Form A for Sole Proprietorship or Form 3 for Limited Liability)
- ❖ VAT Registration Certificate
- ❖ other relevant supporting documents

b. Technical Proposal & CV/portfolio of the consultants (indicating the relevant experience and qualifications) – Two (2) Copies

c. Financial Proposal – Two (2) Copies

NOTE: NOTE:

ALL PROSPECTIVE BIDDERS ARE REQUIRED TO PERFORM THEIR TAX OBLIGATIONS IN GHANA.

THE CURRENCY OF YOUR OFFER SHOULD BE IN GHANA CEDIS

Kindly visit the link for Terms of Reference and other documents to be used in preparing your Technical and Financial Proposals

Link- <https://www.giz.de/en/regions/africa/ghana/tenders>

The (a. Expression of Interest including required documents), (b. technical proposals + CV) (c. Financial Proposals) mentioned above should be sealed in Three (3) Separate Envelopes and enclosed in one Bigger envelop, marked as “7000011098/ G-018082-001/ Consultancy for the Design and Implementation of an AI for Professionals Training Program”

Submit to the following address:

The Procurement Unit,
GIZ Ghana Country Office
No. 7 Volta Street, Airport Residential Area, Accra
P.O. Box KA 9698,
Accra

To All Bidders:

- ❖ Bids must be submitted at the GIZ Ghana Country Office Reception.
- ❖ The deadline for submission is **15th June 2026** until **11:59 PM**.
- ❖ Documents should be submitted as early as possible before the deadline.
- ❖ Should the reception be closed, documents might exceptionally be dropped off at the guard’s booth.
- ❖ The guards need to be told by the person submitting the documents that they are submitting tender documents.
- ❖ Always send a receipt with your documents stating the **Tender Number**.

This receipt will be signed by the receptionist or a guard (in case of exceptional drop-off at the guard’s booth) to provide the bidder with proof of submission.

Please note that participating in a GIZ tendering process is free of charge for bidders.

At no phase of the process is the bidder required to make any payment to GIZ or to one of its employees.

Kindly Note by sending in your offer, you are agreeing to the **GIZ General Terms** and giving us consent to process your company data.

ONLY SHORTLISTED FIRMS WILL BE CONTACTED