



Policy Options for Improving Informal Apprenticeship - Experiences From Ghana

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Johannesburg, 23 April 2013

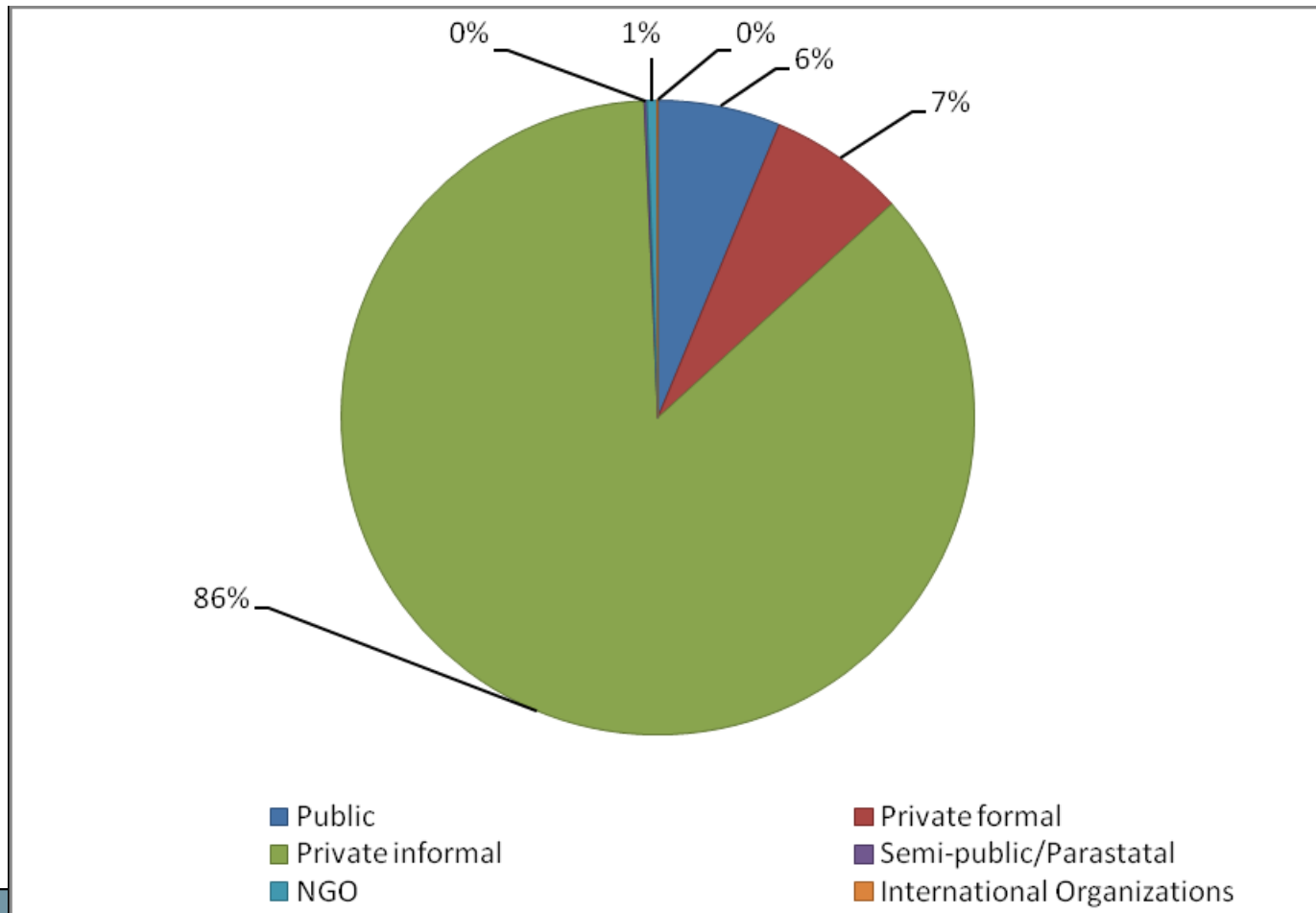


Statistics of Ghana



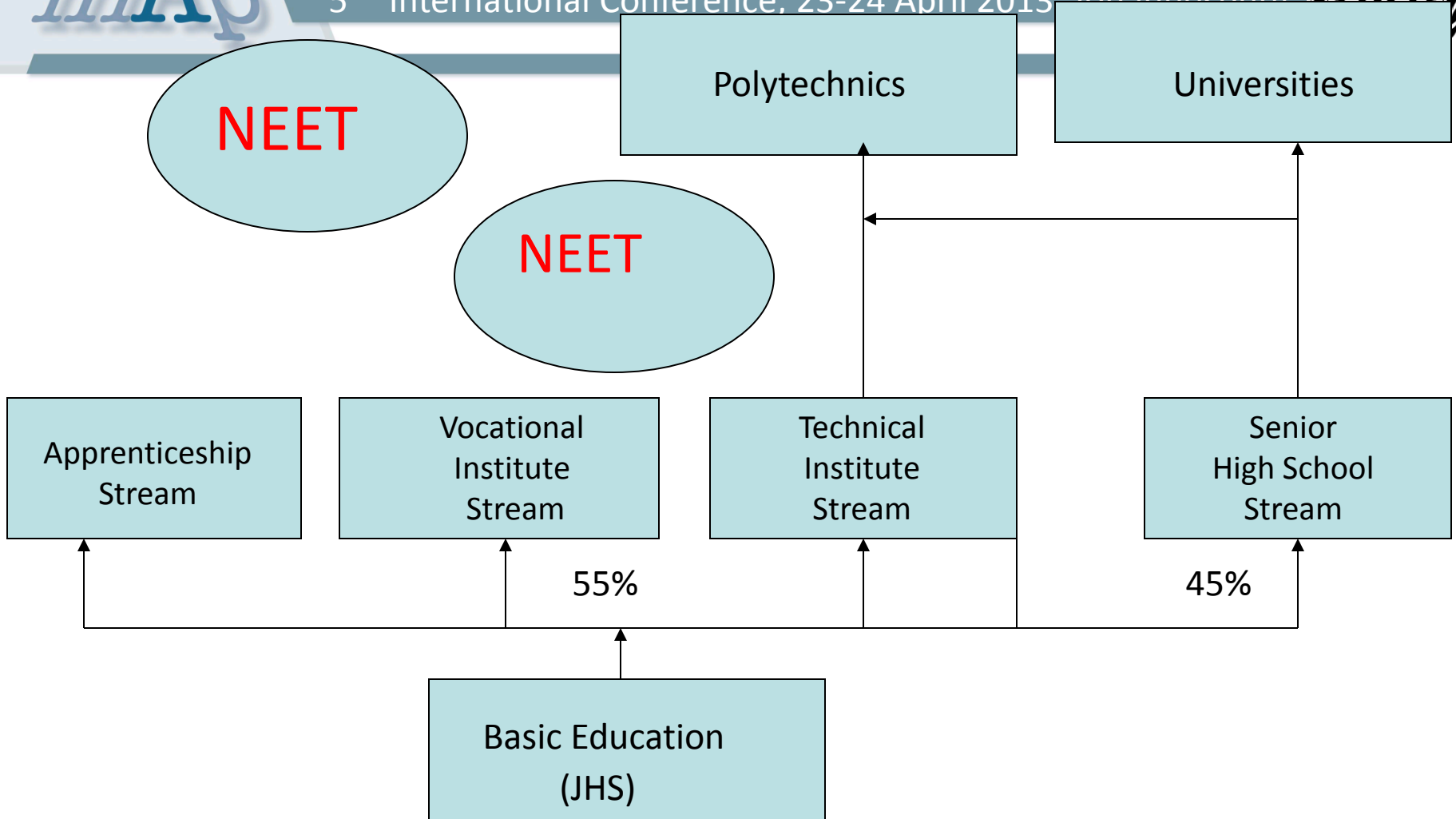
| | |
|-----------------------|------------------|
| Government | Executive |
| GDP | US\$16.7 billion |
| GDP per Capita | US\$700 |
| Education Exp % GDP | 10.1% |
| Population | 24.658 million |
| Average annual growth | |
| <i>Population</i> | 2.2 |
| <i>GDP</i> | 7.3% |
| <i>GDP per Capita</i> | 5.1% |
| % of GDP | |
| <i>Agriculture</i> | 33.5% |
| <i>Industry</i> | 25.3% |
| <i>Services</i> | 41.2% |
| Life expectancy | 56 years |
| Literacy Rate +15yrs | 65% |

Employment sector of the employed persons aged 15 years and older

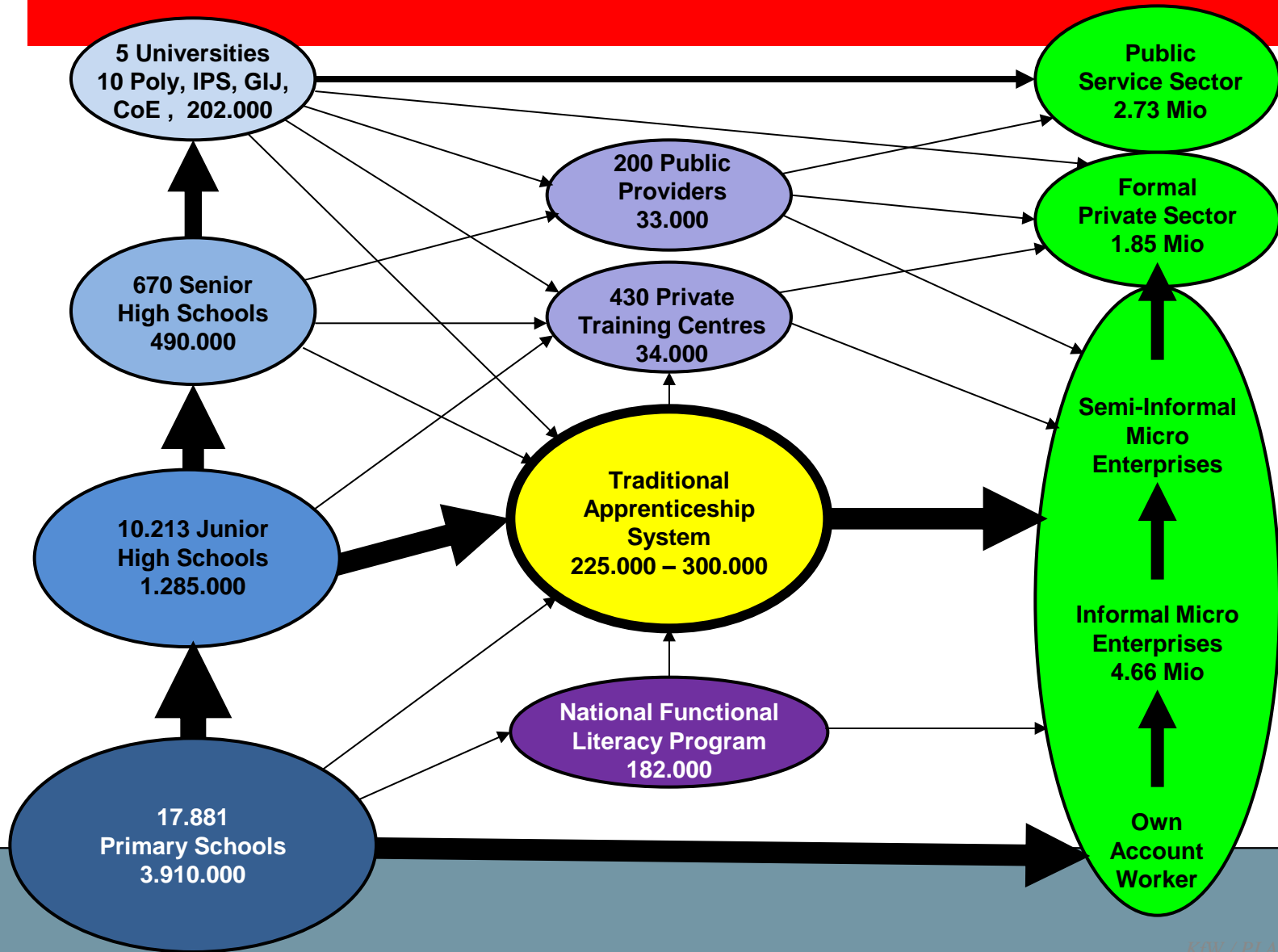


Transition from JHS to SHS

| Indicator/Year | 2006/2007 | 2007/2008 | 2008/2009 | 2009/2010 |
|----------------------|------------------|----------------|-----------|-----------|
| Total Enrolment JHS | 1,170,801 | 1,224,964 | 1,285,577 | 1,301,940 |
| Total Enrolment SHS | 485,742 | 454,681 | 490,334 | 537,332 |
| Early Leavers | 685,059 | 770,783 | 795,243 | 764,608 |
| % Early Leavers | 59% | 63% | 62% | 59% |
| Source: Ghana | Education | Service | | |



Pathways from Education to Employment in Ghana



Youth Unemployment Issues

- Unemployment refers to the share of the labor force that is without work but available for and seeking employment. (Total 8.2%)
- Youth unemployment refers to the share of the labor force ages 15-24 without work but available for and seeking employment. (15.9%) (Source: World Development Indicator Database (2012))
- 250,000 of youth enter the Ghanaian job market every year (Source ISSER)

Government 's Response

- COTVET Board formed a sub committee (National Apprenticeship Committee in 2010) as the policy formulation and supervisory body of an apprenticeship program targeted at graduates from JHS who could not get admission to SHS mainly due to access.
(Recommendation of NERIC 2004)
- The Committee is to advise the Board on and how to do all things necessary for the maintenance of a credible, effective and efficient apprenticeship



Implementation

- Formation of District Task Force (Reps from District Education office, District Administration and specific trade area)
- Bringing the program to the public domain through local radios, newspapers and visits to religious bodies
- Choice of pilot trade areas in consultation with the National Development Planning Commission and Local Trade Associations (auto mechanics, cosmetology, electronics and garment making)
- Training of 1000 master craftpersons in traditional CBT delivery and pedagogies to train 5000 apprentices

Master Craftpersons Trained per Trade Area and Gender (COTVET 2011 Annual Report)

| Trade Area | No of Females | No of Male | Total |
|-----------------------------|---------------|------------|--------------|
| Auto Mechanics | 0 | 250 | 250 |
| Cosmetology (Hair Dressing) | 265 | 5 | 270 |
| Electronics | 2 | 283 | 285 |
| Dress making | 220 | 40 | 260 |
| Total | 487 | 558 | 1,045 |

Alignment with the National TVET Qualifications Framework

- The training and its assessment are aligned with the NTVETQF so that the graduates can obtain certificates at the 2nd (Proficiency 2) and 3rd (Certificate 1) levels of the NTVETQF.
- To be able to succeed at these levels, the graduates have to demonstrate a broad knowledge base incorporating some technical concepts, demonstrate knowledge of the theoretical basis of practical skills and also demonstrate basic numeracy, literacy and IT skills. As a result, occupational standards, unit specifications and learning materials are developed specifically by the Industrial Training Committees for the various trade areas for this program to ensure quality and relevance of the training.

Interview and Selection of Apprentices

| REGION | FEMALE | MALE | TOTAL |
|---------------|--------------|--------------|--------------|
| Ashanti | 660 | 240 | 1,000 |
| Brong Ahafo | 350 | 100 | 450 |
| Central | 275 | 155 | 430 |
| Western | 280 | 90 | 370 |
| Eastern | 210 | 200 | 410 |
| Volta | 300 | 150 | 450 |
| Northern | 280 | 140 | 420 |
| Upper East | 250 | 100 | 350 |
| Upper West | 120 | 80 | 200 |
| Greater Accra | 650 | 370 | 1,020 |
| Total | 3,225 | 1,725 | 5,000 |

Evaluation

- The Council has signed a Memorandum of Partnership with Innovations for Poverty Actions (IPA), a United States-based non-profit organization that specializes in creating, evaluating, and replicating innovative solutions to development problems, for IPA to undertake an independent evaluation of the program with its impact and to disseminate the findings. The results will be ready for dissemination towards the latter part of 2013.

Challenges

- Lack of awareness of the program to the target group in the rural areas;
- The program is targeted to JHS graduates who could not get access to SHS, however it did not state when the person graduated, as a result people who graduated from JHS about 10 years ago also applied;
- The duration of the program seems too short (one year), as most apprenticeship take place for an average period of three years;
- Over subscribing of some trade areas (cosmetology and dress making);
- Proximity of training places to where the apprentices live;
- Identification of committed master craft persons to undergo training for the program implementation;
- Lack of commitment from the District Assembly authorities and the District Education offices.