

KNOWLEDGE AND SKILLS CENTRE GHANA

GENERAL INFORMATION

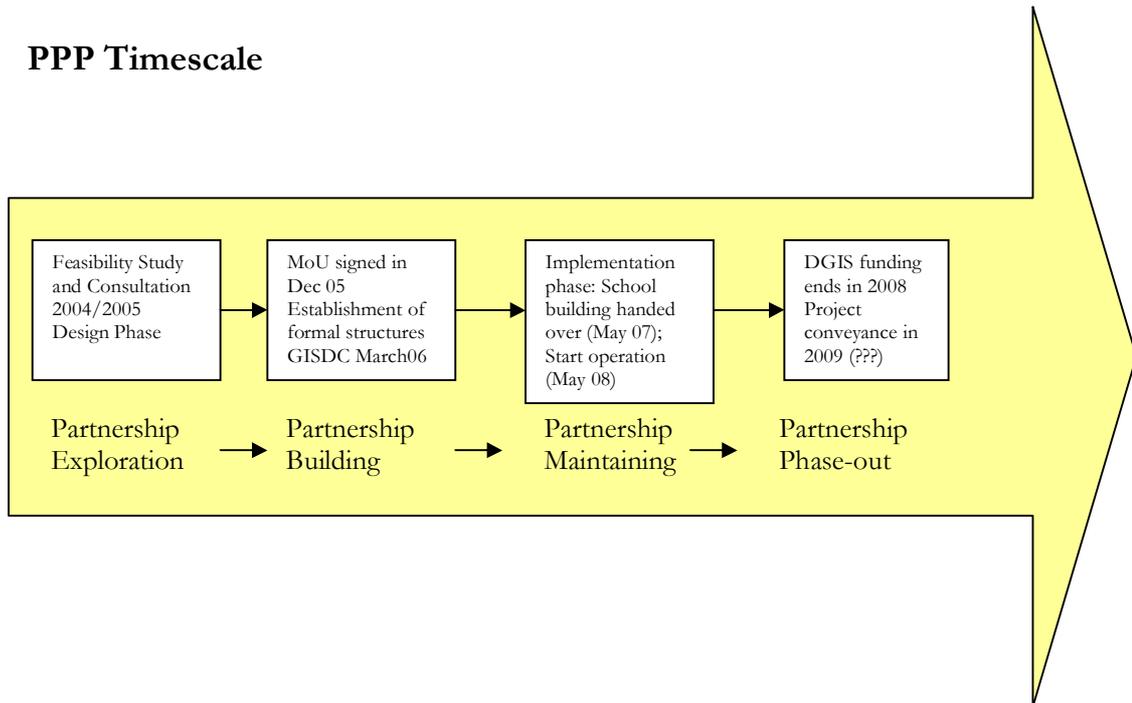
Purpose	Programme to develop sustainable local knowledge and skills centre (vocational training institute) that delivers well trained technicians for the Ghanaian private sector
Country	Ghana
Sector	Agriculture/Education
Contribution to MDG	#1 (poverty alleviation) #7 (environmental sustainability)
Time	October 2005 – September 2009

PARTNERSHIP BACKGROUND AND OBJECTIVE

Economies in African countries heavily depend on export of agro-industrial products. Production and processing of agro-industrial products are becoming more complex and knowledge-intensive. Local companies are often unable to compete on the international market due to a lack of skills of their labour force and low product quality. A big constraint for multinationals in the region is the lack of knowledge and skills of the local labour force. In West-Africa, there is a large demand for technical vocational education. Unfortunately, the existing educational system can not fill in the needs of the industries. For many years the technical and vocational education and training sector (e.g. in Ghana) has not received the requisite attention it deserves, to enable the sector to contribute effectively to the national human resource development.

In order to overcome the discrepancy of 'supply and demand' of qualified graduates, the *Ghana Industrial Skills Development Centre* (GISDC) started in December 2005 as a public-private partnership between a dozen corporations situated in the industrial township of Tema in Ghana, Tema Technical Institute (TTI), the Ghana Ministry of Education and Sports and the Netherlands Ministry of Foreign Affairs. The overall project goal is to stimulate social-economic development by creating solid and sustainable knowledge and skills programs in the African agro-industrial sector that empowers small business and the local workforce in large companies. Aim of the PPP is to enhance the availability within the Ghanaian market of engineers and technicians with skills learnt working with modern automated processing machinery. The Ghana Industrial Skills Development Centre (a private, not-for-profit, training institution) will act as a centre of excellence, providing relevant post-primary vocational training programmes to students and employees based on the demands of the private sector partners in Ghana. This institute will develop a new curriculum, buy appropriate equipment and recruit well educated teachers that are able to fill in this gap. Cooperation with TTI will lead to the set up of a private unit within TTI serving specific technical training needs of the industries. The strategic purpose of the PPP is to increase local employment on a vocational level by improving the knowledge and skills of the local labour force in line with the demands of the private sector. To this end, the Ghana Industrial Skills Development Centre establishes a self-sustaining mechanism to provide and finance adequate vocational training combining public and private resources. The knowledge and skills centre model might be replicated in other West African countries.

PPP Timescale



PARTNERS INVOLVED

The PPP is constituted by private sector entities, a local training institute and the public sector (DGIS and the Ghanaian Ministry for Education, Science and Skills). Associate partners include Sunsia Ltd (Consultancy/Advice) and Scottish Qualification Authority (educational partner) and Association of Ghana Industries (Ghanaian branch organisation). The project is coordinated by VLISCO and is implemented by Tema Technical Institute. The total project budget is € 1.083.000.

Partner	Partner description and motivation	Contribution to project
Vlisco B.V.	Vlisco produces and designs fabrics. Vlisco's daughter company, Tex Styles Ghana, faced continuous problem to find and retain well-trained technical employees in Ghana. Vlisco started a feasibility study in May 04 which demonstrated the need for a technical and vocational educational training centre in Ghana.	<ul style="list-style-type: none"> • Project Management • Full-time PPP project manager • Financial contribution as private partner
Ghanaian Ministry of Education, Science and Skills (MOESS)	The Government of Ghana is represented by the MOESS, which is one of the main ministries with responsibility for vocational training.	<ul style="list-style-type: none"> • In kind contribution to the project (comprising 25 years use of land without any charge) • Facilitate the approval of the education (?) • Member of GSIDC
Tema Technical Insitute	Institution within the Ghanaian public sector. Strategic decision to expand its profile. Sees the project as 'stepping stone' towards quality enhancement	<ul style="list-style-type: none"> • Creation of a separate unit within its organisation (Tema Industrial Skills Development Centre)
DGIS/Royal Dutch Embassy Accra	The Dutch government aims to stimulate sustainable development. It put emphasis on benefits of vocational training for local SMEs.	<ul style="list-style-type: none"> • Monitoring the program on the PPP criteria • Financial contribution: 50% of project costs (€ 453.000)

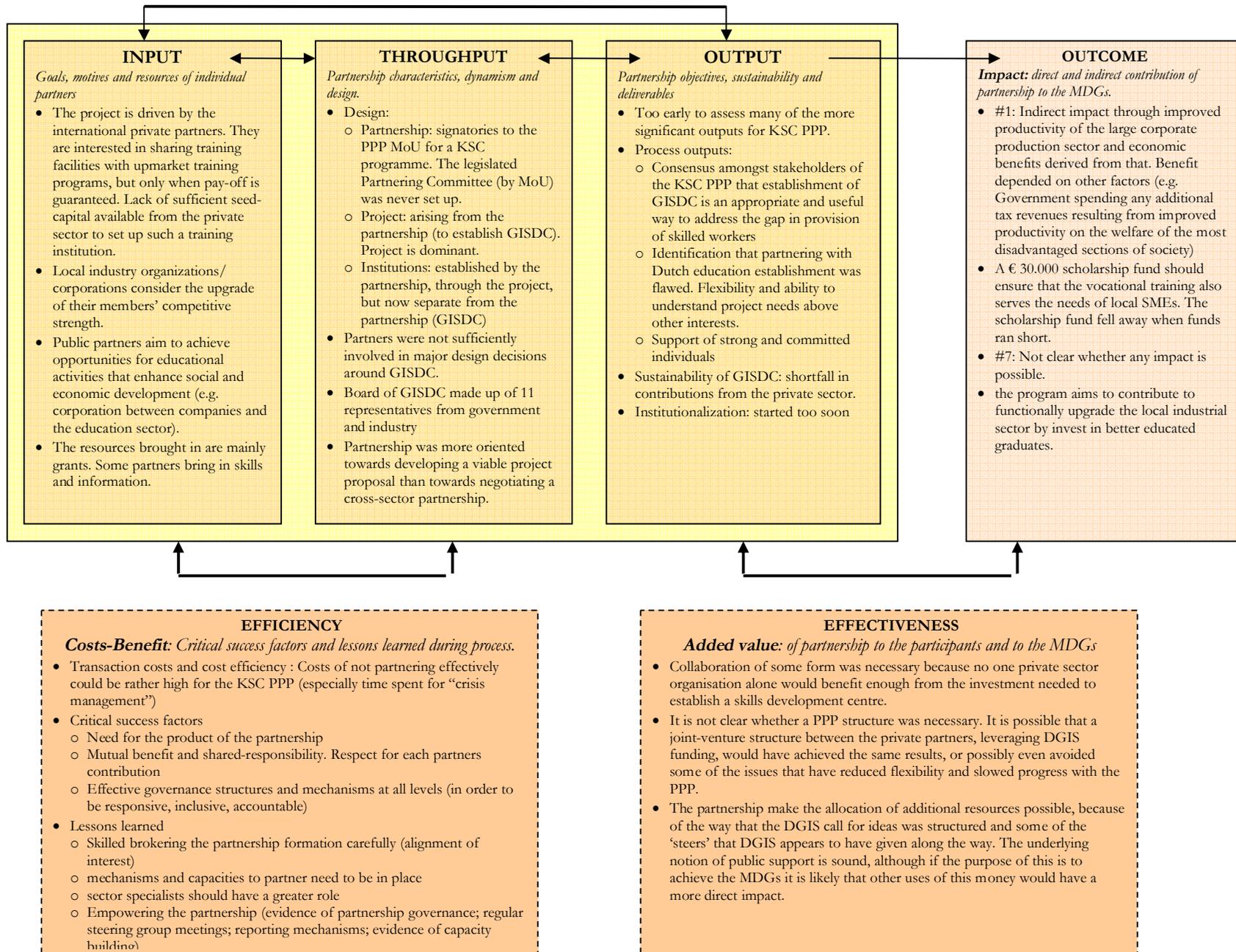
Draft Factsheet 15-07-08

		<ul style="list-style-type: none"> • Direct contract (not drawing on project funds) of PWC services for capacity building
SUNISA	Consultancy Company. Building on a concept that SUNISA had developed for a multi-country project	<ul style="list-style-type: none"> • Not involved in implementation
Accra Brewery Ltd.; Fan Milk Ltd.; Guinness Ghana Breweries Ltd.; Nestle Ghana Ltd.; Nexans Kabelmetal (Ghana) Ltd; Tex Styles Ghana Ltd; Wienco	There is a great need among the industrial sector in Ghana for well trained and practically skilled workers, who are able to solve their technical problems in the field of maintenance and repair of modern machinery.	<ul style="list-style-type: none"> • Financial contribution: 50% of project costs (€435.000) (exploration, set up and implementation costs for 3 years) • Ensure that curriculum is in line with their requirements

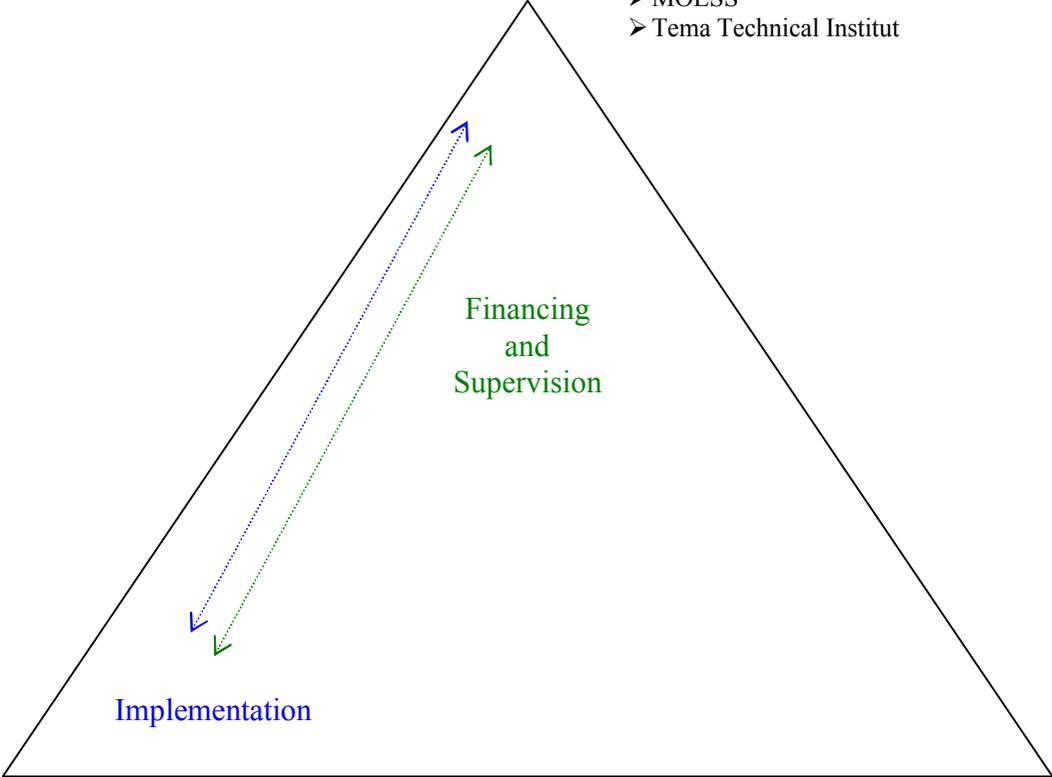
ACTIVITIES AND RESULTS

The results of the PPP in relation to the objectives are:

Activities	Results	Status February 2008
Launch of GISDC (as a private, not-for profit training institute with minority public sector representation on its governing board)	<ul style="list-style-type: none"> • Decision making mechanism (Project Steering Committee) is established • School building is handed over • Relevant equipment is purchased 	<p>Formal structures established in March 06</p> <p>School building handed over May 2007</p>
Develop and assess curriculum	<ul style="list-style-type: none"> • curriculum which is based on needs of Ghana's industries/SMEs is developed • Quality standards and relevance of programme is maintained/improved • Status of GISDC within Ghana's educational system is clarified 	
Transfer to regular pre-tertiary programs	<ul style="list-style-type: none"> • Operating procedures and administrative systems are developed. • Staff is recruited, contracted and trained • Students are recruited for various courses • Scholarship facility is established • GISDC is formally opened • 60 pupils per year (from 2008 on) obtain a certificate 	Not yet
Assess impact of GISDC	<ul style="list-style-type: none"> • Skills, knowledge and attitudes of graduates meet needs of industries/SMEs • Spin-off GISDC to vocational education at large in Ghana 	Not yet feasible



- Public Partner:**
- DGIS
 - RNE
 - MOESS
 - Tema Technical Institut



- Private Partners:**
- Vlisco
 - SUNISA
 - Industrial sector in Ghana