



Enhancing agricultural skills in Ghana

Project implemented from: April 2022 to Dec. 2024
Sector: Agriculture
Agency: British Council



Opportunity

Ghana is actively developing **agricultural value chains** to ensure food security, job creation, and wealth generation in its most vulnerable regions. The country's agricultural and agro-processing sectors are growing significantly thanks to initiatives such as the **Savannah Zone Agricultural Productivity Improvement Programme (SAPIP)**, supported by the African Development Bank, and the One District One Factory (1D1F) initiative, established in partnership with the private sector.

These market dynamics underpin the need for more **skilled technical staff** to improve **productivity** in **commercial farming**.

VET Toolbox closely collaborates with SAPIP and 1D1F to develop **tailored training** for youth that responds directly to **private sector needs**.

Through sectoral public-private partnerships and targeted skills development, the project addresses current demands while supporting the growth of emerging companies and contributing to **decent job creation** in the sector. At the same time, it is building upon government investment programmes and laying the foundations for future **investments** in Ghana's dynamic agricultural and agro-processing sectors.



Achievements

VET Toolbox collaborates with public and private partners to create a conducive environment for local job creation in the agriculture and agro-processing sectors. So far, the project has succeeded in:

- Developing **three distinct curricula** in Agronomy, Farm Enterprise Management, and Tractor Operation Maintenance and Management, in collaboration with training providers and private farms.
- Pioneering **work-based learning (WBL)** in the sector through collaboration between commercial farms and training providers to provide **inclusive employment** for graduates.
- Enhancing dialogue between the sector's actors through a sustainable multi-level **Public-Private Dialogue (PPD)**, aiming to formalise and streamline sector-specific VET in response to investments and labour market dynamics:
 - The **National Advisory Board** includes key public and

private stakeholders, such as the EU Delegation, Ministry of Labour and Employment Relationship, the National Commission for TVET (CTVET), ASSB, Ghana TVET Service, Ghana Federation of Disability Organisations and International Labour Organisation. They advise on the project, offer strategic steering and promote knowledge exchange.

- The **Agriculture Sector Skills Body (ASSB)**, set up with the support of the CTVET, represents private sector interests, playing a pivotal role in policymaking. It facilitates the PPD mechanism and coordinates and validates project implementation, including WBL.
- The **Technical Working Group (TWG)** includes private companies, government institutions, youth organisations, disability associations, and incubation hubs. It actively contributes to project implementation, e.g. through curriculum development, training delivery, trainee selection, private-sector engagement, and policy development.

Key targets



200 people trained

140 graduates employed



Partners' contributions

Private partners

- More than **200 (emerging) commercial farms** have been consulted on curriculum development and future employment opportunities, of which 40 members are participating in the project through the provision of WBL.

Public partners

- The **CTVET** is the main regulatory body for TVET and plays an essential role in shaping the TVET policy in Ghana. It contributes to the funding of sector skills bodies, such as the ASSB, and is made up of different TVET organisations, agencies, VET providers and private sector actors. It has played a key role in the creation and accreditation of the three curricula developed through VET Toolbox.
- The **SAPIP Secretariat** engages and coordinates the commercial farms the project is working with.
- The **1D1F Secretariat** is a government initiative that provides technical support services to new factories, supporting their human capital development.
- The **Ghana TVET Service** oversees the smooth functioning of all TVET schools in Ghana and offers direct support to the six VTIs involved in the project.
- The **Northern Development Authority (NDA)** represents the various local authorities in the project zone and has the mandate to promote social and economic development in the north of Ghana, including the Savannah Zone.

VET providers

- Tamale Technical University, Damongo Agricultural College, Nalerigu Technical Institute, Gratis Technical Institute, Tibzaa PTY Ltd and Dabokpa Technical Institute Tamale are the **six Vocational Training Institutes (VTIs)** offering the training courses developed by the project. They work in close collaboration with the agro-industry players to offer WBL placements which allow trainees to develop valuable skills that correspond with employers' needs.
- **Gratis Foundation** (an agency under the **Ministry of Trade and Industry**) is a training provider that provides technological support to MSMEs in Ghana. They contribute to the project as a member of the TWG.
- **Gower College UK** is offering mentoring support to the VTIs and other project partners to share experience, lessons learned and best practices. This includes topics such as sustainable funding mechanisms and employer engagement.





Key success factors

- An effective and sustainable **multi-level dialogue mechanism** has allowed for the involvement of all key players to ensure that training delivered in the agricultural sector is demand-led and fit-for-purpose.
- For the first time in Ghana, a **formalised system for delivering WBL** has been implemented through VET Toolbox. It benefitted from a huge commitment from the private sector contributing to skills development and from the endorsement of governmental VTIs.
- Private sector farms are selected based on their capacity to provide employment to graduates, thereby **guaranteeing maximum employment opportunities** at the local level. In addition, support to graduates starting their own businesses is ensured by capitalising on synergies with the SAPIP project.



Upscaling and sustainability

- The **multi-layered PPD platform**, with its pioneered ASSB, serves as a good example of sector-specific skills development that attracts **private-sector investment** and can easily be **transferred to other sectors** in the country.
- **Curricula** developed by VET Toolbox will be pitched to the National TVET Qualification Framework for **accreditation**, ensuring a sustainable offer of accredited short-term training by VTIs.
- **Formalisation of WBL** between the private sector and VTIs contributes to improving the competency-based VET offer in Ghana. It serves as the **blueprint** for CTVE to facilitate practical skills acquisition for young people through a WBL approach, increasing their employability.



VET Toolbox is a programme developing opportunity-driven skills development initiatives aligned with investments' needs, supporting the private sector with local job creation. For additional information, please visit www.vettoolbox.eu.

A partnership project

Co-funded by
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