

PartnerAfrica project between Berufsförderungswerk der Bauindustrie NRW gGmbH (BFW), Accra Technical Training Centre (ATTC) and National Vocational Training Institute (NVTI)/Ghana TVET Service

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As part of the Marshall Plan with Africa and the G20 Compact with Africa investment partnership, the German Federal Ministry for Economic Cooperation and Development (BMZ) launched the Special Initiative on Training and Employment in 2019. The aim of the special initiative is to use innovative formats and flexible instruments to strengthen the conditions for private investment and to create more and better employment opportunities for the fast-growing young population in Africa. The special initiative is active in the following countries: Egypt, Ethiopia, Côte d'Ivoire, Ghana, Morocco, Rwanda, Senegal and Tunisia.

The Berufsförderungswerk der Bauindustrie NRW (BFW) participates in this initiative of the BMZ to strengthen private investments and for better employment opportunities in the construction sector of Ghana.

This is the starting point for the PartnerAfrica-project (PA project), which is intended to help promote business-oriented training and continuing education in the Ghanaian construction sector and thus strengthen small and medium-sized enterprises, promote jobs in the construction sector and increase the employability of local skilled workers. The PA-project is to start in the Greater Accra region as a pilot project and be extended to other regions, e.g. Ashanti and Central Province, as the project progresses. The project activities are also to be implemented with a focus on training and promoting the employment of women, who so far account for only about 2.5% of the workforce in the construction sector.

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## Target groups

- Youth and young adults
- Vocational and Education training centres as institutions, as well as their staff, in particular teachers and liaison officers
- Small and medium-sized enterprises

## Crafts

- Concrete Work
- Masonry
- Tiling
- Wood construction
- Etc. (e.g. Plumbing)

## Training location: Accra Technical Training Centre

Accra Technical Training Centre (ATTC) has been in existence since 1966 and is a large, state-run vocational training centre in Accra that already gears its courses to the needs of the private sector. Programs in a variety of disciplines are offered in seven departments. Of these, the following are relevant to the planned project: Building Construction, Construction Technician, as well as Refrigeration and Air Conditioning. In addition, in the context of the construction industry, course offerings already exist for electrical engineering, industrial maintenance, mechanical engineering, plumbing and gas systems technology, welding and fabrication technology, and architectural drafting. ATTC offers regular day or evening courses as well as pre-vocational courses, customized training for companies as well as certification of people from the informal sector. The centre employs a total of 137 teachers and 37 people as non-academic staff and trains approximately 1,000 trainees annually.

ATTC has carried out projects with international organizations in the past, including the Gesellschaft für Internationale Zusammenarbeit (GIZ) in the textile sector. The centre is financed primarily through government funding and, to a lesser extent, through projects and company contributions for the customized training courses. ATTC's strengths lie in its good reputation, experience with construction training, existing approaches with the business community, and **openness** to new approaches to vocational training. The weaknesses lie in the practical skills of the teachers and the inadequate equipment in the workshops for practical training.

## Training location: Pilot Training Institute

The Pilot Training Institute (PTI) is the first training institute established by the National Vocational Training Institute (NVTI) in 1970, after the enactment of the National Vocational Training Act, ACT 351. The institute was to provide both formal and informal training and retraining in employable skills to the youth and any other person desiring a skill.

PTI exists to provide competency – based vocational skills training through apprenticeship and retraining, including entrepreneurial skills to meet industrial demands, promoting self-employment in the formal sector and upgrade the skills and competences of the people in the informal sector to meet the acceptable standards.

The following programmes are being offered currently at the Institute: Building Construction, Building Draughtmanship, Carpentry and Joinery, Electronics, General Electrical Installations, Industrial Maintenance, Mechanical Engineering and Craft Practice, Refrigeration and Air-Conditioning, Welding and Fabrication.

Mathematics, English Language, Entrepreneurial Skills, ICT and/or Integrated Science are mandatory

NVTI was founded in 1968 and, as a network of 34 training centers, was the largest vocational training institution in Ghana since it became part of the newly established Ghana TVET Service in 2021. In terms of quality, equipment and working conditions, there are great differences between the training centers spread throughout the country.

NVTI offers training in 26 specialties at various levels from school-based apprenticeships to Certificate II.

As a state institution with central importance for the vocational training sector, NVTI has already carried out international cooperation projects, among others with GIZ and the Federal Institute for Vocational Education and Training/iMOVE.

## Impact

▶ **The participating vocational training centres in the Greater Accra region have created the preconditions for sustainable training in line with the requirements of the labour market and are testing concepts for their sustainable implementation.**

▶ **The quality of training and its practical relevance have been improved in existing TVET courses on selected construction trades at the vocational training centres involved.**

▶ **The participating vocational training centres are intensifying cooperation with Ghanaian and international companies in the construction sector and supporting them in meeting their shortage of skilled workers.**

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