

COMMISSION FOR TECHNICAL

COMMISSION FOR TECHNICAL AND VOCATIONAL EDUCATION AND TRAINING



HOW LEARNING FROM OTHERS CAN BE INSTITUTIONALIZED: GHANA'S EXPERIENCE

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OUTLINE

- > The Commission for TVET
- > Areas adapted from international practices
- > Approaches used to embrace these practices
- > MyTVET Campaign
 - Success Factors
 - Challenging Moments
 - Recommendations



MANDATE OF THE COMMISSION

CTVET

COMMISSION FOR TECHNICAL

& VOCATIONAL EDUCATION & TRAINING



Goal:

Transforming

Ghana's Labour

Force to Enhance

Productivity and

Employment

AREAS ADOPTED FROM INTERNATIONAL PRACTICES



Policy Objectives

Governance and Management of TVET:

To provide a coherent legal and institutional framework for the TVET sector which is accountable and responsive to the demands of the private sector and other stakeholders.

Increased Access:

To ensure equitable access and promote gender mainstreaming in TVET

Improving quality:

To ensure quality assurance in TVET according to internationally accepted standards

TVET Financing:

To develop a sustainable source of Financing for TVET

Environmental Sustainability: To green TVET for environmental sustainability

- Establishment of Sector Skills Bodies
- Realignment of all TVET Institutions to MOE
- Strengthen the capacity of CTVET
- TVET Reporting
- Conduct Skills Gap Analysis/Audit
- Profiling and Needs Assessment of All TVET Institutions

Strategies

- Implementation of Recognition of Prior Learning
- Establishment of 32 State of the Art Institutions
- Enhancing the Perception of TVET
- Effective Implementation of the Competency Based Training Policy
- Progressive Adoption of a Modified Dual TVET System
- Establish a Skills Development Fund to support TVET financing
- To integrate Greening philosophies into the TVET curricula, workplace practices and communities.

APPROACHES USED TO EMBRACE THESE PRACTICES



>Engaging Stakeholders on the strategies to be adapted

Integrating these practices into Ghana's Strategic Plan for TVET Transformation (2018 - 2022)

Inclusion of Strategies in the Final Draft of the National TVET Policy 2025 to 2035

>Inclusion of these strategies in CTVET's Annual Workplans

ENHANCING THE PERCEPTION OF TVET: MY TVET CAMPAIGN

KEY ACTIVITIES

- Career guidance and counselling. (Manuals has been provided for 100 JHS and training provided for the G & C Coordinators).
- TVET Clubs in Junior High Schools.
- Skills Competitions.
- TVET ambassadors and role models.
- TVET roadshows.
- Radio, Newspaper and TV advertisements.
- Outdoor Advertising (MyTVET Billboards, brochures, flyers and posters).
- Women in TVET Conference





SUCCESS FACTORS



- >Having a clearly defined strategy with proper planning
- Commitment (managing the change process)
- Get the buy-in of key stakeholders
- Effective Communication (throughout the process)
- > Openness
- ≻Goodwill (Political)
- Strong leadership
- >Work with Data and be prepared for changes and adjustments

CHALLENGING MOMENTS



Getting Major Stakeholders on board

Inadequate financing and resources

Industry and Private Sector engagement

Managing diversity

Capacity challenges with some implementers

RECOMMENDATIONS



- >Promote Inclusivity at all levels in the institutions
- Adapt and integrate digital skills into training programs. Identify the digital gaps and work at it
- >Address the declining student numbers in TVET institutions
- >Address the changing skill demands of the labour market and emerging trends
- Address the perception that school-based vocational training may not be as highly valued as dual system training by the labour market.
- Find the right balance between theoretical knowledge and practical application since its essential for producing graduates who are well-equipped for the modern workplace.



THANK YOU