



# Supporting Youth Employment through the Apprenticeship Model: A Case Study

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# YIEDIE Project Summary

- **Goal:** Create economic opportunities in Ghana's construction sector for nearly 24,000 disadvantaged youth ages 17-24
- Implemented by Global Communities in partnership with Mastercard Foundation
- Five years: 2015-2020
- Five cities: Accra, Kumasi, Sekondi-Takoradi, Ashaiman and Tema
- **Components:**
  - Skills training, support services and access to finance for youth to obtain employment or start their own businesses
  - Collaborate with sector stakeholders to improve the enabling environment for youth employment in construction



# Traditional vs Improved Apprenticeship

Agreement between master  
craftsperson and apprentice or parents



MOU between master and a TVET  
institution that places youth

Average duration of 3 years



6 months

\$40 - \$140 + supplies and uniforms



\$100 in TVET fees + practice  
materials and personal protective  
equipment

Skills assessment done by master  
trainer



Nationally-recognized proficiency  
certification

# Elements of the Model

- Curriculum development
- Identification of master craftspeople
- Youth placement
- Materials provision
- Entrepreneurship training
- Counseling sessions
- Certification



# Outcomes

- 16,020 youth (12,775 men and 3,245 women) trained by 1,787 master trainers
- One-year follow-up:
  - 66% had been employed or self-employed in the past 12 months
  - 27% had a business, 48% worked for others, 15% had multiple livelihoods
- 26% continued to work with the master craftspeople who trained them
- Master trainers continue to deliver condensed training and use the curriculum

Trade Area	Number of Youth Trained
Carpentry	506
Draftsmanship	183
Electrical technician	2,759
Fiberglass and aluminum fabrication	2,291
Interior decoration	2,931
Heavy machine operation	2,287
Masonry	1,122
Metal fabrication	1,721
Painting	578
Plaster of Paris design	77
Plumbing	421
Steel bending	292
Survey technical assistant	141
Tile laying	711
<b>Grand Total</b>	<b>16,020</b>

# Lessons Learned

- Six-month training period not sufficient for some trades
- Differing delivery of curriculum across workshops and cohorts
- Limits to increasing women's participation in non-traditional occupations



# Recommendations

- Site visits and performance assessments
- Pre-training assessments to allow customization
- Ensure proximity of apprentices to master craftspeople
- Gender-sensitivity and anti-harassment training





Thank you!

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