

Programme overview: VocATE is a much-needed programme¹ which supports people in Lawra District, in Upper West Region, Ghana, who have few employment opportunities or training opportunities available to them to be able to train as an apprentice in their chosen vocation. ATE implements this programme by: pairing motivated apprentices with skilled small business owners; providing financial support with fees and equipment; setting out clear agreements between all parties; and supervising the three-year apprenticeship process. Upon completion the business owners delivering training receive a small thank you grant towards their business and apprentices have the option to be fast-tracked onto ATE's BizATE (small business development) programme in order to set up a small business on their own.

Selection and launch: Following the apprenticeship application process which was open to all to apply, whatever age or gender, ATE carried out a rigorous selection process which included home visits and discussions with the applicants' family. Applications were also encouraged from small business owners interested and willing to take on an apprentice to train in their own trade. Surprisingly, only young women applied as apprentices. Ten were selected and paired with ten business women to deliver their vocational training. All attended an initial workshop in July 2016 setting out the expectations of each party (the apprentice, the trainer, and ATE), agreements were signed and witnessed by family and in August, ATE covered apprenticeship fees, provided uniforms and equipment in order to begin in September.

Monitoring and supervision: ATE has developed a robust monitoring process which is currently being trialled and proving to work effectively. This consists of a Monthly Monitoring Form and Skills Tracker completed at monthly monitoring visits by VocATE Project Assistant, Ernest Tampouri, and information shared within the ATE team through an online impact tracker. ATE monitors both the training and learning relationship and the acquisition of vocational skills. Where issues have been raised through the monitoring process, ATE has made interventions to ensure the smooth, effective running of the apprenticeships.



VocATE Project Assistant, Ernest with apprentice Millicent, her trainer, Chief Exec, Sarah and Dowine Project Assistant, Edith

¹ See 'ATE Apprenticeship Feasibility Report – March 2016': <http://ateghana.org/wp-content/uploads/2016/09/ATE-Apprenticeship-Feasability-Report-1.pdf>

Case studies:

In the four short months since the launch of the VocATE apprenticeships, the programme has been a fantastic learning experience which ATE has been excited to deliver. The majority of the ten placements have been going smoothly but the socio-economic position, roles within family and support-needs of young women within the Lawra community has required a greater degree of pastoral care within this programme than within the wider BizATE initiative. Two of the ten young apprentices enrolled onto the VocATE programme in September 2016 have dropped out due to pregnancy and family commitments, which caused one of them to move too far from her placement to continue. ATE is in the process of recruiting another apprentice into her place. (See below for descriptions of two smooth-running placements and two which have required ATE intervention to progress).



Beatrice Dertuure

Beatrice, is a bright 28 year old, from Tuori in Lawra District, and is undertaking her apprenticeship to become a seamstress with Sheila Naamwinyelle at 'Naamwinyelle Enterprise'. Beatrice is at the workshop every day and is never absent. She has a fantastic work ethic and is really engaged in her tasks as she learns and practices her new skills. She is living with her family who are very supportive of her training.



Janet Sakuu Kuubere

Janet is 30 years old, with a young child, and is training to be a seamstress at 'Theresa Fashion Room' with Theresa Hienbe. Theresa is a small business owner who was supported by ATE to grow her small enterprise which has become successful and sustainable enough for her to take on Janet as an apprentice. Janet is very punctual, learns fast, and is motivated to work without supervision. There is an extremely effective relationship between the apprentice and trainer as Theresa engages Janet in challenging tasks and Janet welcomes the training.



Esther Mohammed

Esther is 27 years old and training to be a seamstress with Georgina Bongnikuu, the owner of 'Sweet Mother Dressmaking'. Her apprenticeship has not run smoothly and has required intervention from ATE. Esther is married with 2 children. Recently her husband was fired and things have become very difficult for the family. Esther was absent from her placement during an ATE monthly monitoring visit and her trainer, Georgina said that Esther has a poor attitude to her work and leaves without informing her. ATE staff visited her at home where she explained that her sewing machine was broken and she didn't have the money to repair it. She also explained that she was

being bullied by the Senior apprentice, whom her trainer often referred her to when she needed help. In response, ATE paid for Esther's sewing machine to be fixed by one of our ATE-supported small business owners and mediated the situation within her placement with her trainer and senior apprentice. Recent monitoring visits have assessed the situation to be much improved, the working relationships are going well and Esther is enjoying her apprenticeship.



Lawrencia Nyefaa

Lawrencia, just 16 years old, was enrolled onto the VocATE programme to train as a hairdresser in January 2017 (4 months behind the others). She replaced an apprentice at 'Naamwinmaalti Salon' who left when she fell pregnant. Shortly into her placement, Lawrencia became very ill. ATE Chief Executive, Sarah Gardner, visited Lawrencia at home where she lives with her uncle. Lawrencia was being treated with just alcohol and salt and had not been sent to hospital

despite the seriousness of her condition as she had no health insurance. ATE arranged and paid for her health insurance, and VocATE Project Assistant, Ernest took her to hospital and ATE paid for her treatment (as it takes one month for the health insurance to become active). Lawrencia is now fully recovered, back to her hairdressing placement and making good progress in learning her trade.

Profile pic	Apprentice name	Age	Vocation	Name of trainer	Name of business	Start date	Skills progress %
	Beatrice Dertuure	28	Seamstress	Sheila Naamwinyelle	Naamwinyelle Ent.	Sep-16	44%
	Esther Mohammed	27	Seamstress	Georgina Bongnikuu	Sweet Mother Dressmaking	Sep-16	20%
	Janet Sakuum Kuubere	30	Seamstress	Theresa Hienbe	Theresa Fashion Room	Sep-16	42%
	Millicent Sopiimeh	22	Seamstress	Sheila Puowelleh	Sister Akos Dressmaking	Sep-16	47%
	Christina Dery	21	Seamstress	Janet Dery	Korle-bu fashion	Sep-16	29%
	Evelyn Tapegnu	18	Seamstress	Koyiri Suweba	Suweba Fashion	Sep-16	42%
	Janet Kuupkeng	18	Hairdressing	Joyce Ziem	God is in Control	Sep-16	66%
	Lawrencia Nyefaa	16	Hairdressinging	Joyce Naakyelle	Naamwinmaalti Salon	Jan-17	11%
	Patricia Pokum	28	Weaver	Grace Munya	Praise Jesus Weaving Centre	Sep-16	10%