

13. Type of financing²	Direct management through: - Grants Indirect management with a pillar assessed entity(ies) selected in accordance to criteria set out in section 4.4.2.
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1.2 Summary of the Action

The **EU-Ghana Pact for Skills** is a comprehensive programme that seeks to increase youth employment through reducing the persistent mismatch between the skills offered by training providers and the requirements of the private sector and improving employment services for an easier access to the job market. The programme thus aims to boost the creation of new careers in low-carbon and digital sectors.

Formal vocational training at the secondary and tertiary level suffers from a lack of infrastructure, limited market-oriented training, and inefficient labour market orientation. Digital and green jobs have enormous potential and could substantially contribute to reduce youth unemployment. The proposed action addresses these issues through a multi-level approach - macro, meso, and micro - to capacity development and promotes cooperation between the government, the private sector, the employment services and the training institutions for a smoother transition into future job markets.

The action's **overall objective** is to **boost decent employment for all with a special focus on digital and green sectors**.

The action has **four main outcomes (specific objectives)**:

- SO.1: Enhanced sustainable financing of TVET and policy coherence across skills-development programmes and environmental policies.
- SO.2: Increased relevance and availability of competency-based training (CBT)³ programmes to respond to labour market needs, including for digital and green transitions, and notably in regions of origin of migration.
- SO.3: Better transition of students in tertiary education into the job market, mainly in green and digital sectors, and notably in regions of origin of migration
- SO.4: Increased effectiveness of employment services to facilitate a smoother transition into the job market in Ghana and abroad, notably for potential and returning migrants.

To achieve the results of the action, the EU will partner with a wide range of stakeholders to: i) enhance the capacities of state actors to implement key TVET reforms; ii) boost TVET-industry cooperation by enhancing private sector participation in curriculum design and training (with a focus on the integration of green and digital skills in certain trades) iii) promote North-South cooperation through partnerships between European and Ghanaian universities and, iv) improve employment services for job seekers.

This action will address major skills-related challenges and constraints, and it will propose skills-development responses in the light of the growth of the green economy, rapid technological changes, and digitalisation. The action will also contribute in minimising major skill gaps and bottlenecks that prevent Ghana from achieving its full potential in decent employment creation.

A key element of the action will be the cooperation with the private sector in promoting digital and green employment skills. The main type of sectors that the action will prioritise will be chosen in close dialogue with the national stakeholders (including the private sector and other development partners). The choice will be guided by the National Green Job Strategy that has a clear focus on clean and renewable energy, waste management and recycling, agriculture and constructions. This action will consolidate and further strengthen the Sector Skills Bodies (SSBs) - established with previous support - and will develop effective collaboration with the EU chambers of commerce (including the Eurocham).

² Art. 27 NDICI

³ The Ghanaian Government defines competency-based Training (CBT) as follows: "CBT is an outcome-based, industry-driven education and training programme based on industry generated standards (occupational standards). These occupational standards are the basis upon which the programme (curriculum), assessment and learning materials are designed and developed." (COTVET 2012: Manual for CBT Curriculum/Material Development and Training Implementation.).