

# **FINAL REPORT**



**NET ORGANISATION FOR YOUTH EMPOWERMENT AND  
DEVELOPMENT (NOYED-Ghana)**

## **YOUTH CENTER FOR ENTREPRENEURIAL EMPOWERMENT (Y-CEE PROJECT)**



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## ABSTRACT

On the 24<sup>th</sup> of March 2016, the Net Organization for Youth Empowerment and Development (NOYED-Ghana) signed a contract agreement with Empower: The Emerging Market Foundation Limited. The contract was to support the organization to scout for and train risk youth in welding and fabrication, entrepreneurship and business management, gender mainstreaming and active participation on decision making processes in the community.

With support from the District Assembly particularly the presiding member of Tamale metropolis and Chief of Kakpagyili, a training centre was built to meet the above purpose. The project was slated for 18 months. Another key mile stone was that, at the completion of the training, the trainees would be supported to set up themselves in their local communities to operate and earn decent income.

This report presents a summary of activities from the centre. The report begins with an introduction to some key issues that took place before the commencement of the training, the second section presents the successes chalked under each objective and last section looks at the general problems emanating from the implementation of the project and the technics adopted in overcoming these problems and success.

## INTRODUCTION

The Youth Centre for Entrepreneurial Empowerment (Y-CEE) Project saw the successful training of “at risk youth” (mostly school dropouts who hitherto would have been without any employable skills) in welding and fabrication. The project was undertaken with greater participation of the various community stakeholders such as the assembly persons, parents, chiefs and other opinion leaders.

It was partly also supported by Empower: The Emerging Market Foundation Limited through a grant scheme. The project among others sort to achieve the following objectives;

1. To provide skilled training to 15 youth in welding and fabrication in the Tamale metropolis and Sagnarigu district.
2. To provide both theoretical and practical business entrepreneurial training and business management to 15 youth.
3. To provide a platform for reorientation of the youth and adoption of gender sensitive and positive behaviour by the youth in the project districts.
4. To facilitate linkages between youth in the training centre and local government assemblies for financial solvency for growth of youthful initiatives.

Throughout the lifespan of the project, various activities were undertaken to ensure that the objectives of the project are achieved successfully.

## SKILLS TRAINING (WELDING AND FABRICATION)

Under this, the beneficiaries were taken through intensive training in welding and fabrication of various artefacts. This took them through measurement, cutting, joining, designing and fabrication. At completion and graduation, all the trainees could read numbers and take measures accurately. They can now convert from one unit of measurement to another with utmost precision taking guidance from the tape measure. They can fabricate and weld well. Some of the products they can do include containers for businesses, coal pots, gas stoves, gates, rakes, water tanks, burglar proves and other artefacts.

## NVTI PROFICIENCY EXAMINATION

The trainees, as part of the processes leading to their graduation, were registered with the National Vocational Training Institute (NVTI) to write the Proficiency I Examination. The examination gave the trainees the opportunity to exhibit their knowledge and skills in welding and fabrication.

A cutting list for the examination, indicating the various materials and shapes to cut in readiness for the examination, was also received in time and the trainees did the cutting under monitoring by the examiner from Tamale Technical University (TaTU).

The examination was held at the Y-CEE on the 19<sup>th</sup> and 20<sup>th</sup> September, 2017. All 13 trainees participated actively during the examination and produced very fine cooking stoves with attachments for roasting of meat and warming of meals as that was the question. They were also taken through oral questioning to test their ability to demonstrate verbally, what they know in welding and fabrication.

Around mid-January, 2018, the results were ready and all 13 candidates passed. This means the training centre scored 100% in its first NVTI Proficiency part I Examination.

## GENDER TRAINING

NOYED-Ghana Staff were trained on gender and a gender policy document was also developed to help shape the direction of the organisation. This document is the first to be produced on gender for the organisation. The training broadened the scope of the staff of the organisation on gender issues and how to systematically address gender within the organisational staffing and programming.

With the aid of training manuals from the Empower resources base, the Gender training officer trains the beneficiaries at the Y-CEE systematically and uses 'The Gender-Equitable Men Scale (GEMS) or commonly known as 'GEM Scale' to assess the change in orientation of the trainees on gender issues. Applying the GEM Scale for the purpose of end of project evaluation revealed a minimum score of 76% and a maximum score of 96 % of 25 questions presented. With this, we can say we have significantly improved on the gender orientation of the trainees.

The gender trainings were usually done in the early hours of Thursday. The trainings were usually theoretical with some practicals only observed during trainees encounter with opposite sex and their experiences from home and community in relation to how they relate with the opposite sex. The training has successfully erased impression that certain household chores are meant for girls. The training is progressively linking the mind-set change, to conscious efforts and to practice gender sensitive behaviour. At the centre, household chores perceived to be for the females are now being done by them (male trainees). For example, sweeping, fetching water, washing of bowls used for food etc. at the centre.

The following anecdotes support the above claims:

- a. ***“I’m not married yet but I’m sure that if I finally marry, my wife will enjoy her stay with me since I will always help her in her works to keep our house moving.”*** -A trainee at Y-CEE.
- b. ***“Marriage in my view is like politics. The man should however understand that if you allow your wife a chance to have a say does not mean she wants to take over your powers”*** – A trainees at Y-CEE.
- c. ***“As we are preparing to leave this centre, I will continue to do all that I can to educate my mates on gender issues. Truly, women can do more than just being in the kitchen”*** A Trainee at Y-CEE.

## LITERACY AND NUMERACY TRAINING

Under the literacy and Numeracy, they were taken through basic reading and simple sentence constructions. Making spellings and responding to simple questions in English. On numeracy, basic additions, subtractions and multiplications were explored. Costing of items were also looked at in a simplified form for their absorption. At completion, the trainees are now able to read simple instructions, spell their names well and sign clearly. They can now prepare simple invoices and cost items for production. They can now sketch designs they intend fabricating with its corresponding measurements.

One of the trainees who remarked; ***“When I go to open an account at the bank, I will not use my thumb. I will sign.”*** – A trainee at the Y-CEE (Afa Alhassan).

Another one said, *“I’m just happy that I can now spell and write my name.”* – A trainee at the Y-CEE (Mahamudu).

### ACCESSING THE LOCAL MARKET THROUGH ASSEMBLY MEMBERS AND LOCAL AUTHORITIES

NOYED-Ghana and Y-CEE could not secure any contract directly from any of the assemblies. However, some of the assembly men who know the centre did some of their personal works and also referred several other persons to the centre to do their works. NOYED-Ghana has also taken invoices from the centre and attached to proposals towards the construction and donation of metallic dual desks to needy schools within the organisational operational areas. It is the hope of NOYED-Ghana that when some of these proposals go through, the centre will make small gains but most importantly, have create more opportunities for the continuous learning of the trainees.

### FINANCIAL EMPOWERMENT OF BENEFICIARIES

An effort was also made by NOYED-Ghana to find out from the trainees whether there has been any increment in their income starting from the time they joined the centre for training. The response that came was that, their focus was not on money making while they were at training. One of the trainees Mohammed remarked;

*“When we came we were told to put our focus on the training but not money making while in the center. I will graduate any moment from now and when I go out, I will start my shop and begin to make money.”*

Allowing the trainees to make money directly from the centre would have affected their graduation package. NOYED-Ghana mobilised the little revenue generated from the centre to support the purchase of the welding machines.

## SUCSESSES

The project has been a success, since most of the targets and objectives set have been achieved. The following successes are worth mentioning:

- Thirteen (13) candidates were presented to National Vocational Training Institute (NVTI) towards the Proficiency Practical's part One (1) examination. 100% pass was recorded as evident in the results attached.
- The trainees have been given certificates of completion and certificates from the NVTI. With these certificates they can apply for jobs with companies that need welders and fabricators. They can also upgrade themselves by writing the proficiency II examination. Also, they can start and operate their own shops.
- The trainees have all also been presented with welding machines so that their parents can support them open up their shops.
- The trainees have also been trained in budgeting, costing, pricing, literacy and gender related issues which are critical to their social well-being.

## OPPORTUNITIES

- Receiving an additional grant from Empower to continue running the centre a great opportunity that will consolidate the gains of NOYED-Ghana and the training centre.
- NOYED-Ghana has also received approval from Tools for Self-Reliance (TFSR-UK) on supply of tools to the next badge of graduating trainees from the centre. What this means is that by December 2018, TFSR-UK will send down tools and some welding machines to support the set up of the graduating trainees when they are to graduate.
- NOYED-Ghana is also using the centre to fabricate and donate metallic dual desks to needy schools to help address furniture problems and promote learning.
- NOYED-Ghana has also developed other concept notes on glass fabrication work and Batik-Tie and Die with the aim of securing additional funding and to expand the centre towards increasing the numbers of youth being trained.

- NOYED-Ghana has also acquired 2 plots of land towards gradually building a Vocational Training Institute. This is a broader and bigger dream of the Y-CEE project.

### **CHALLENGES**

- The centre being a social enterprise with key focus on training to provide livelihood to youth is not finding it easy in generating sufficient funds from the centre. The little that is generated is often put back in the form of materials and complementing payment of utilities for the continues running of the centre.

### **CONCLUSION**

The first phase of this project is a big success and NOYED-Ghana will continue to push to make it bigger. NOYED-Ghana calls on all to provide the needed support so that we can collectively put smiles on the faces of the future generation. Thanks to Empower, for the opportunity and trust in NOYED-Ghana.

## APPENDICES

## APPENDIX A: GEM SCALE STATEMENTS GUIDE

No	Statements/Questions	True (T)	False (F)	Don't Know
Topic: Exploring Gender Perspectives and Understanding				
1.	A woman's role is to take care of her home and Family			
2.	There are times when a girl/woman deserves to be beaten			
3.	Because women get pregnant that is why they cannot do some category of work.			
4.	A woman who associates a lot with men is a prostitute			
5.	Our culture has defined the role of women in society and it should remain as such.			
6.	Welding and fabrication is not too tedious and so women can also learn it and earn income from it.			
7.	Changing diapers, giving kids a bath & feeding kids and sweeping compounds are the responsibilities of women but not men.			
8.	A man who cooks, bath kids and support the wife in making errands is a good man			
9.	Commercial driving is the sole business for men.			
10.	The male members of the family should have the final word about decisions in the home			
11.	The various works that we do in our communities should be determined by one's ability but not sex.			
12.	Where women or girls serve as leaders, there are always problems.			
13.	Yam farms should only be owned and cultivated by men.			
14.	A woman who argues with men on issues is highly disrespectful women.			
15.	It is possible for boys and girls to be very close friends without any sexual relations			
16.	For us to develop and develop very well, we need to support women/ladies to also be economically productive.			
17.	To be manly, you need to be tough			
18.	If a boy/man gets a girl/woman pregnant, the child is the responsibility of both			

19.	The participation of the father is important in raising Children			
20.	It is alright for a man to beat his wife (boy to beat his girlfriend) if she is unfaithful			
21.	A man/boy should be outraged if a woman/girl asks him to use a condom			
22.	A boy/man can hit his girlfriend/wife if she won't have sex with him			
23.	A real man produces a male child			
24.	It is the boy/man who decides what type of sex to Have			
25.	It disgusts me when I see a man acting like a woman			
	Total Scores			
	Generating Anecdotes from youth: This can be done during informal discussions with the trainees either at the centre or during visits to their homes. Attention should be paid to record every detail of statements they make that have bearing on gender			
1				
2				

**APPENDIX B: STATEMENT GUIDE FOR ASSESSING TRAINEES ON FINANCIAL LITERACY  
BUSINESS**

No	Statements/Questions	True (T)	False (F)	Don't Know
Topic: Financial Literacy /Business management				
1.	You need to be an adult before you can start a business.			
2.	An entrepreneur is a person who sets up a business or businesses, taking on financial risks in the hope of profit.			
3.	You do not need to have any qualities before you can be an entrepreneur.			
4.	Once you start a business you should make profit			
5.	Being greedy, Strong, respecting time, insulting people, showing off you temper are key qualities a business man should have.			
6.	To do business and succeed well, you need to identify and associate with those who are experienced and can advise you in line with your business.			
7.	Having good relationship, passion for the work, determination, self-motivated, open minded, discipline and being creative are but some of the key qualities we need to have to start businesses.			
8.	Decision making, financing, loneliness, dealing with unknown, setting rules and building the right team are some of the challenges entrepreneurs face.			
9.	Businesses will not grow if we build partnerships.			
10.	In setting up a business, the location does not necessarily matter.			
11.	An additional money, especially the difference between the amount earned and the amount spent in buying, operating, or producing something is called profit.			
12.	To determine your profit, you only take into account the cost of the materials and production. Cost of transport and sales are not factored in.			
13.	When the cost of production is more than the selling price you make very good profit.			
14.	You don't necessarily have to be a literate to document and keep sales/business records			

15.	Banks and financial institutions exist only for the rich in society.			
16.	For business to grow, you need to keep saving only the principal while spending the profit			
17.	The Village Saving and Loans concept is introduced only to assist women in rural areas.			
18.	It's not often advisable to take a loan and start a new business.			
19.	Digging pits to hide your money or giving it out to friends to keep for you is the best way of keeping money.			
20.	It's not uncommon for businesses to operate at a loss, especially those still finding their feet.			
21.	In doing business, you need to respect the rule that the customer is always right.			
22.	How we present ourselves can also attract people to do business with us.			
23.	..... refers to the way a business communicates and interacts with the public to gain and retain customers.			
24.	In managing customers, you don't try to resolve all their problems.			
25.	It is necessary for a business to cultivate good customer relations to attract and keep a loyal base of customers.			
	Total Scores			

## APPENDIX C: STATEMENT GUIDE FOR ASSESSING TRAINEES ON LITERACY AND NUMERACY SKILLS

NOTE: Scale definition: 3: High (able to read well), 2: Low (Not very smooth) & 1: Poor(Unable to read)

No	Statements/Questions	3	2	1
Topic: Literacy /Numeracy Skill				
1.	What is your name? My name is .....			
2.	Read ABCD....			
3.	Which area do you come from? I come from .....			
4.	Abukari is my friend and I do almost everything with him.			
5.	My father is a farmer and my mother is a trader.			
6.	The village I come from is not far from Tamale town.			
7.	My friend is you friend and your friend is my friend too.			
8.	July, October, January, May, April, February, September, December, June, March, August and November			
9.	I want to become a welder and a fabricator in the future.			
10.	Life is not easy but we need to keep trying. God will help us through.			
11.	NOYED-Ghana is helping me to become a responsible person in the future.			
	<b>Say the following in Dagbani (Local dialect)</b>			
12.	I support my parents to take care of our family.			
13.	I dropped out of school because I could not pay my fees.			
14.	We need men to support women so that we can both develop.			
15.	I thank EMpower and NOYED-Ghana for the opportunity given me to develop myself.			
	<b>Numerals</b>			
16. C	Count the Arabic numerals: Eg 123.....			
17.	Write down the following numbers: 8, 56, 105, 143, 173, 290,			
18.	Add the following numbers: $20+31+42=$			
19.	Perform the following subtractions: $230-54-21=$			
20.	Perform this division: $50/10, 45/3, 100/3$			
21.	Perform the following multiplications: $5*4*5=$			
22.	Sulemana has 45 mangos. He gave 7 each to his 3 friends. How many will be left?			
23.	Adam added 41 balls to Zakaria's 63 balls. Adam later came for 17 balls. How many will remain?			
24.	Mention the following amounts in Dagbani (local dialect) 50Ghc, 160Ghc, 1200Ghc			
25.	Write the following amounts: 246Ghc, 573Ghc, 42Ghc.			