

Funded by Global Affairs Canada and  
implemented by Alinea Foundation  
Ghana



In partnership with  
**Canada**



# WEE-NORTH



Empowering Women in Industrial  
Trades in Northern Ghana

# Potential of inclusive TVET training models to meet the needs of industry-driven green technologies: The case of WEE-North in Ghana

Learning Question: Is there a “natural” intersection between women in the trades and green technologies?





# INTRODUCTION

WEE-NORTH provides practical industrial trades training, entrepreneurship skills, and jobs for young women in Northern Ghana.

We have trained 2,066 young women (18-35 years) from October 2021- December 2024

## PROJECT

Enhanced economic empowerment, well-being and inclusive economic growth for women in Ghana through creating:

1 Improved enabling environment and reduced gender specific barriers for women's participation in economic growth



## GOALS

2 Enhanced access to decent work for women

3 Increased productivity, profitability and innovation of women owned businesses in the five Regions of Northern Ghana





## **WEE-North equips young women with the technical skills to:**

- take up opportunities for paid employment and entrepreneurship in higher-value work in construction and manufacturing
- break down gender stereotypes and barriers to working in the trades

### **through:**

- a comprehensive training and post-training program
- with an emphasis on jobs, skills, and support for the rest of their lives

# Typical WEE-North Recruit

A WEE-North recruit is a young woman between 18-35 from a rural community with a passion for industrial trades

Almost 50% of girls are between the ages of 18-22, in their early adulthood

63.5% of the trainees have been to secondary school or to a technical institute

All young women are highly vulnerable to forced or early marriage, unplanned pregnancy, migration to southern Ghana and exploitative work (head portering, illegal mining activity, sex work)

Coming from areas characterized by poverty, environmental degradation, and lack of basic services



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# Two-month intensive, practical and hands-on Competency-Based Training delivered through selected TVET partners in Northern Ghana:

**Partners:**  
Ministry of Education  
TVET Service  
Commission for TVET

1. 4 Technical Universities
2. 10 credited Technical Institutes
3. 6 private training centers
4. Empowerment training alongside trades training
5. Tool kits are provided at graduation
6. Trainees take the P1 exam from TVET Service before leaving the training program

## Key Competency Based Training programs:

- Welding
- Electrical installation
- Solar installation
- Bricklaying
- Tiling
- Plumbing and gas fitting
- Woodwork
- Small engine repair
- Painting and POP
- Air conditioning repair
- Agricultural Mechanisation
- Others as identified: vinyl flooring, artificial grass







## Attachments/ Internships

- One-month attachment with local industries close to the communities where the trainees live and selected industries in Southern Ghana
- **200+ industrial partners**





## After attachments

Join WEE- Groups:  
Branded,  
standardized,  
women's multi-trades  
associations across  
Northern Ghana which  
comprise the WEE-  
North Network

# 55 Districts in the 5 Regions of Northern Ghana





# WEE-North Network



All WEE-Groups form WEE-North Network:

- a registered, licensed association of female artisans in Northern Ghana
- with a constitution with rules for operating, Board of Directors, Executive
- had Annual General Meetings in March 2023 and March and December 2024
- Semi-annual meetings are held before the AGM at regional level

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# WEE-Groups – Women's Economic Empowerment Groups

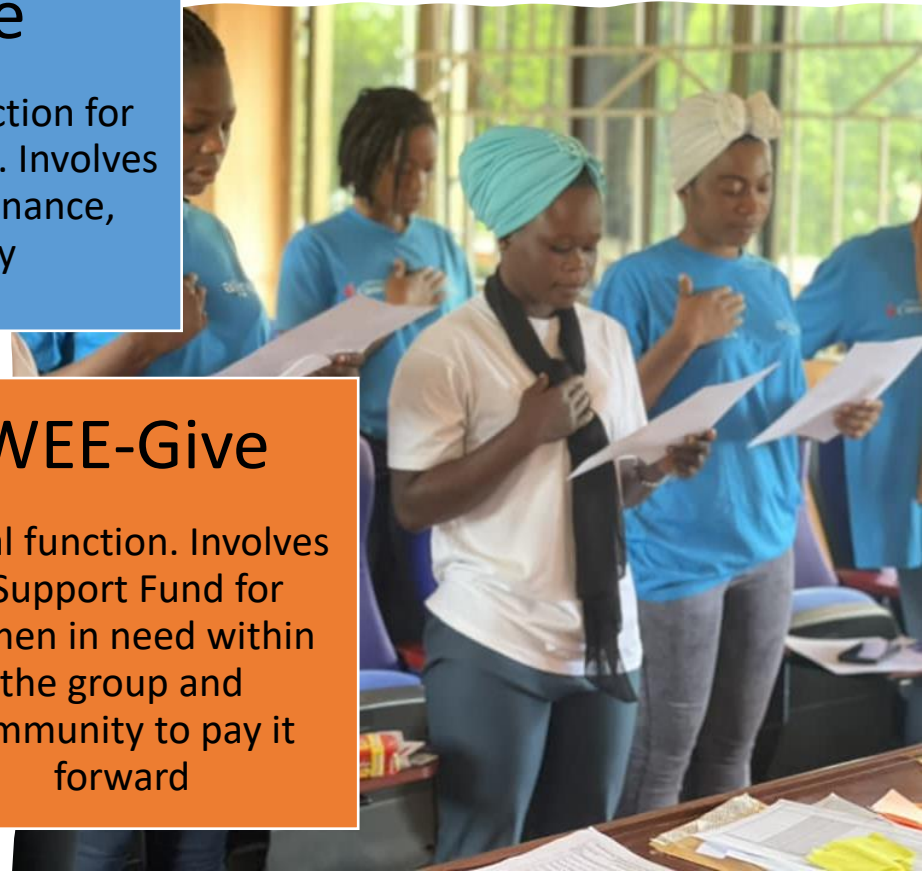


## WEE-Make

Business function. Promotes the services of WEE-North tradeswomen, arranges contracts for the groups

## WEE-Save

Savings and loans function for small trades businesses. Involves VSLA (PLAN), micro finance, financial literacy



## WEE-Train

Capacity building function for groups and individuals. Opportunities for further training in the trades, assessments, certification, entrepreneurship

## WEE-Lead

Advocacy function for groups and network. Promotes women in the trades and trades associations. Provides gender, SRHR, leadership and mentorship training.

## WEE-Give

Social function. Involves a Support Fund for women in need within the group and community to pay it forward

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# Performance Management System (PMS)

WEE-North developed a PMS to monitor and score the performance of WEE-Groups per the 5 facets of the group.

- There are 5 stages
  - ✓ **Platinum**
  - ✓ **Diamond**
  - ✓ **Gold**
  - ✓ **Silver**
  - ✓ **Red clay**



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# Transport Training Centre in Accra



SAVING  
LIVES  
CHANGING  
LIVES



SUPPORTED BY



TOYOTA TSUSHO

WEE-NORTH  
Empowering women in industrial  
Trade in Northern Ghana



World Food  
Programme



## INTRODUCTION TO AIR-CONDITIONING SERVICE AND MAINTENANCE TRAINING

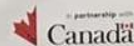


Monday - Friday  
**27TH - 31ST**  
May, 2024



**Dabokpa Technical  
Institute, Tamale**

alineia  
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# Agric Mechanization Specialized Training



## TRAINING TOPICS

- **Primary processing of cereal crops: maize grains, rice grains and soybean.**
- **Understanding wheel tractor controls, instruments and driving.**
- **Transportation and maintenance of cereal crops handling equipment.**
- **Operation and maintenance of cereal grains harvesting equipment.**











# Other WEE-North Network Structures

- 30 Women Trades Mentors
- 30 Network Trainers
- 12 Digitization Champions
- 5 Regional Media Teams
- 25 Monitoring and Evaluation Personnel
- 29 Service Centers



## WEE-GROUP MEETING

### OUR AGENDA FOR THE MEETING.

- \*when are we fixing sognayili problem (electricity)
- \*when are we starting clean up exercise?
- when are we going to district assembly to show ourselves?
- How to proceed our education with our trades

Guest : mr. David (  
from TATU)

Contact  
us:0593182822  
bayisha866@gmail.com

DATE : 22/06/2024  
TIME: 08:30AM SHARP



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**YENDI WEE - GROUP**  
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- Solar Power  
- Water Pumping  
- Security  
- Fire Alarm  
- Fire Extinguisher  
- Fire Escape  
- Fire Drill  
- Fire Alarm  
- Fire Extinguisher  
- Fire Escape  
- Fire Drill



# WEE-North and Green Technologies



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*Pm*  
PHOTOGRAPHY

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# Greenhouse Construction



agroking





Insert Tray  
[www.amoprogramme.org](http://www.amoprogramme.org)

AMO Programme – Wooden Toys for Early Childhood Development, Nkawkaw, Eastern Region of south Ghana

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## Boomers Bamboo Bicycles – Appah, Ashanti Region of South Ghana

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# Construction Green Technology in Kumbungu District of Northern Region, Ghana






# Bio-Digester Toilets – Damango, Savannah Region of northern Ghana





# Monitoring and Evaluation, Impact

**QUEEN  
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**Services**



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Motto: changing the face of the industry  
trade in northern Ghana and beyond

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**GRACIOUS ELECTRICAL ENGINEERING**  
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**0558059655**

**Services**

- SOLAR INSTALLATIONS
- CCTV INSTALLATIONS
- TROUBLE SHOOTING
- ENERGY COMMISSION CERTIFICATION
- DOMESTIC AND COMMERCIAL WIRING





# Measuring Impact

## WEE-North Monitoring, Evaluation, and Learning (MEL) System

### Data Collection Tools:

- **Tracer Cohort Surveys:** Track outcomes 12 months post-graduation (e.g., employment, decision-making, asset ownership).
- **Exit Surveys:** Measure satisfaction of trainees with training quality and applicability.
- **Attachment (WEL) Surveys:** Carried out at the end of trainees' 1-month industry attachment
- **Industry Perception Surveys:** Gauge industry attitudes toward hiring women in industrial trades.



# Outcomes

% of graduates employed in decent work. 38.5%

% of women with decision-making power and asset control. *Decision-making: 24.9% Influence: 80.4%*

*% of women with access to and control over assets (e.g., business equipment, land). 18.2%*

Degree of industry satisfaction with graduates' technical and professional skills. - *58.3% with Very Positive Attitudes 10 of 12 statements*



“CHANGING THE FACE OF INDUSTRIAL TRADES IN NORTHERN GHANA”



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