

Ghana Factsheet

SCORE Programme Phase III

Sustaining Competitive and Responsible Enterprises (SCORE) is an ILO global programme that improves productivity and working conditions in small and medium enterprises (SMEs). The key intervention of the global programme is support for the implementation of SCORE Training, which combines practical classroom training with in-factory consulting. Managers and employees are trained together with a focus on improving workplace cooperation and the programme ensures that both men and women participate. SCORE Training demonstrates best international practice in the manufacturing and service sectors and helps SMEs to participate in global supply chains.

SCORE Training focuses on developing cooperative working relations resulting in shared benefits. The ILO is assisting government agencies, training providers, industry associations and trade unions in emerging economies in Africa, Asia and Latin America to offer SCORE Training to enterprises. The ultimate outcome for the SCORE Programme is to have national institutions independently providing SCORE Training to SMEs to improve working conditions, productivity, and competitiveness.

SCORE Training is made up of 5 core modules, delivered through a combination of classroom training and in-factory consultancy and led by industry experts. The consultancy visits are a unique element of the training methodology that ensures that classroom learning is put into action in the workplace.



Women constitute 25% of all staff who received SCORE Training in Ghana

SCORE GHANA

Partners:	Association of Ghanaian Industry (AGI), Ghana Employers Association (GEA), the Management Development and Productivity Institute (MDPI), SCORE Training Solutions Ghana (STSG), Sekondi-Takoradi Chamber of Commerce and Industry (STCCI) and Ghana Hotels Association (GHA)
Donors:	Government of Switzerland, State Secretariat for Economic Affairs (SECO) and Government of Norway, Norwegian Agency for Development Corporation (NORAD)
Ultimate Beneficiaries:	SCORE's ultimate beneficiaries are workers and managers in SMEs with high job creation potential and significant decent work deficits including gender discrimination. The targeted SMEs have approximately 20-300 workers.
Duration:	The SCORE programme in Ghana began in October, 2010. Phase III of the programme will run from November 2017 - October 2021
Sectors:	The SCORE Training packages have been adapted to manufacturing sectors in Ghana with plans to expand to the Hotel and Tourism Sector in SCORE Phase III.

About SCORE Ghana

When launched in 2011, SCORE Training was targeted toward SMEs from the manufacturing sector, largely in the Accra-Tema metropolitan area and to enterprises that serve domestic and regional markets with pharmaceutical, food and metal products. More recently, SCORE Training has been implemented among suppliers in the developing oil and gas sector and expanded to new regions in the Central, Western and Brong Ahafo Regions.

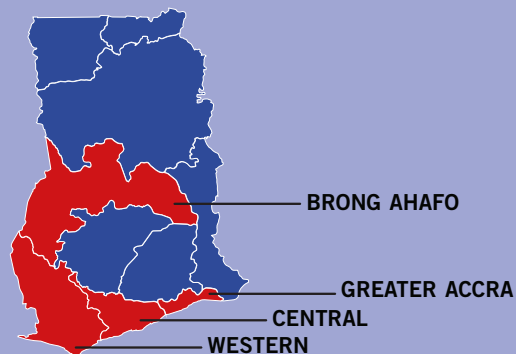
Through an ambition to mobilize national resources, SCORE Ghana established a collaboration with the Ministry of Trade and Industry (MoTI) through the Skills Development Fund (SDF). An MoU for funding support has been signed with the SDF which allows full cost recovery, and similar initiatives are being explored with Ecobank and Newmont Ahafo Gold.

SCORE Ghana has trained 125 constituents including government officials and policy makers from multiple ministries. These officials have helped increase the visibility of SCORE Training activities, while also generating interest from the private sector. Participants received training through policy and knowledge-sharing workshops, which also brought social partners closer to the project and increased awareness of SCORE Training values.

Nine certified consultants from Phase I formed SCORE Training Solutions Ghana (STSG), a not-for-profit association that continues to expand as new SCORE Trainers come on board. All trainers have been trained on gender mainstreaming and report based on sex-disaggregated data.

As of October 2017, 172 enterprises have participated in SCORE Training, 30% of which completed more than one module and with an overall satisfaction rate of 91%. In Phase II alone, 734 staff participated in the in-classroom training, of whom 68% were workers and 25% women. On average, enterprises cover 20% of the costs of Module 1 and 50% of Modules 2-5.

SCORE Training is taking place in Greater Accra, Central, Western and Brong Ahafo Regions. Some 6 enterprises in the Eastern Region close to the Greater Accra Region have taken advantage and also been trained.



Key improvements

Perftech



Following the completion of Module 5: Safety and Health at Work, an OSH Policy was put in place



A worker wears safety goggles and protective clothing

What's New in Phase III (2017 - 2021)

With a vision to increase national ownership and sustainability, SCORE Phase III will focus on strategic partnerships and capacity building. While strengthening the existing network of trainers, SCORE Training will also be increasingly incorporated into public training packages to deliver affordable access for SMEs.

Existing partners will be trained to embed SCORE Training into their SME service portfolio, as well as assisted in the development of strategic business plans, improved marketing and increased cost-recovery through SME fees.



SCORE Ghana and its implementing partners will also build on partnerships with lead buyers, multinationals and large national enterprises, to enable a more systematic application of SCORE Training in supply chains with their support and buy-in.

Further, a sectoral expansion is planned in collaboration with the GHA to reach out to SMEs in the services sector (hotels and tourism), with national funding mobilized through the Ghana Tourism Development Levy fund.

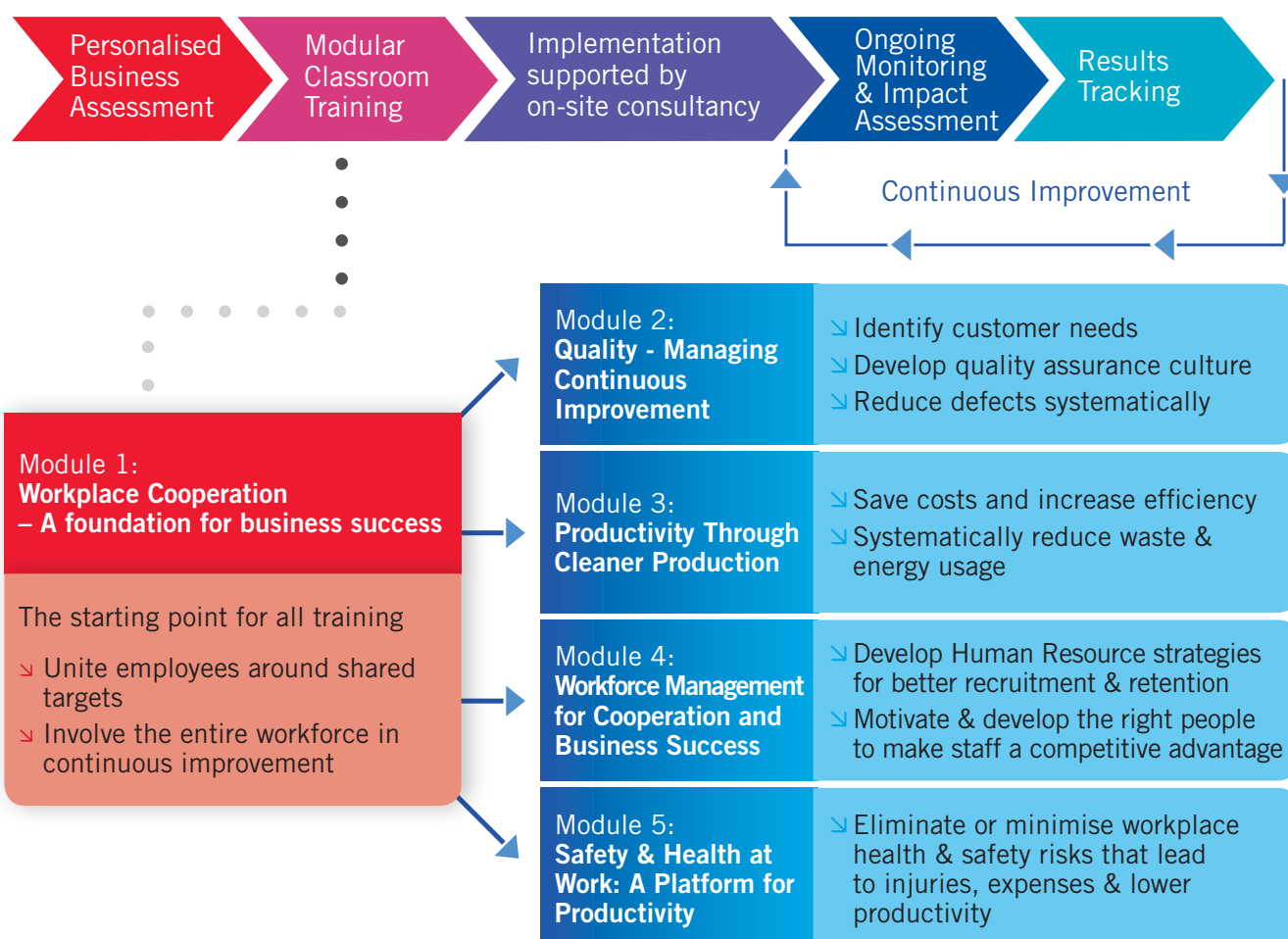
The SCORE National Tripartite Advisory Committee (NTAC) will continue to support project implementation at national level, simultaneously working with the ILO through capacity building programmes on issues of productivity and working conditions in SMEs. This will allow for valuable insight and influence on policy formulation for SME development.

30 trainers will be trained by the end of Phase III, enabling 80 SMEs to be trained independently from the ILO. Further, 40 hotels will participate in SCORE Training on improved workplace cooperation, customer satisfaction, maintenance, energy efficiency and occupational safety and health.

SCORE Training

Sustaining Competitive and Responsible Enterprises

Process & Modules



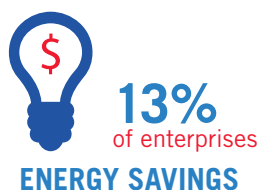
SCORE Training Results in Ghana

Since its inception in 2011, the SCORE Programme has achieved the following results in Ghana*

170
ENTERPRISES
trained across **Ghana**

Skills built of
1,070 **WORKERS AND MANAGERS**

More than **12,858**
EMPLOYEES have
benefited from
enterprise improvements



* Results to October 2017

For more information on the SCORE Programme or SCORE Training contact:

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TRADITIONAL PARTNERS



IMPLEMENTATION PARTNERS/ASSOCIATIONS

