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Empirical review of youth employment policies (YEPs) and their impact in Ghana.

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Empirical Review of Youth Employment Policies (YEPs) and Their Impact in Ghana

The Partnership for Economic Policy is partnering with the Mastercard Foundation for a three-year initiative on “**What Works for Youth Employment in Africa**”. The initiative aims to provide evidence that can drive policy reform to increase youth employment in 10 African countries: Burkina Faso, Ethiopia, Ghana, Kenya, Niger, Nigeria, Rwanda, Senegal, South Africa and Uganda. The initiative aligns with the Mastercard Foundation’s Young Africa Works strategy that seeks to enable 30 million young Africans, particularly young women, to access dignified and fulfilling work by 2030. Teams of local researchers and policy stakeholders are carrying out gender-aware policy and impact reviews in each country. The resulting analysis and findings will build a body of knowledge on youth employment policy in Africa, and will be stored in a new online knowledge repository.

This policy paper was developed as part of the project supported in Ghana. For more information, please visit: www.pep-net.org/programs/youth-employment

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1. Policy context analysis

The population of Ghana is increasingly dominated by its youth. The 2021 Population and Housing Census Report shows that the youth account for a growing share of the population, increasing from 34.6% in 2000 to 38.2% in 2020.

Youth are more likely than other groups of working age to be unemployed. The unemployment rate for those aged 15-35 years is 19.7%, rising to 32.8% among those aged 15-24 years. This compares to an estimated national unemployment rate of 13.4%. There are also disparities within youth unemployment, with young women more likely to be unemployed than young men (with rates of 22.3% and 17.4%, respectively) and those in urban areas slightly more likely to be out of work (20.4%) than those in rural areas (18.7%) according to the housing and population census in 2021. The census also reveals that about 50% of Ghana's youth are engaged in agricultural activities, mainly in rural parts of the country (Ghana Statistical Service, 2021).

Despite Ghana's generally high levels of employment and labour force participation, the informal sector dominates the picture, accounting for 89% of employment. The reasons for this high proportion include poor education, low skills and limited formal employment opportunities. The informal employment sector in Ghana is also characterized by high levels of underemployment, with 25% of young people underemployed in this sector. Evidence from the Ghana Living Standard Survey (GLSS 7) in 2017 shows higher underemployment among youth, people with disabilities and women. Paid employment is also more common in urban centres and among young men than in the rural areas and among women (Ghana Statistical Service, 2018).

Data indicate that while almost 40% of non-disabled youth are employed in secure jobs, 31% of those who have disabilities are employed in work that is similarly secure. Employment vulnerability also varies by region. The Greater Accra region has the highest concentration of youth with both the most- and moderately- secure employment (48% and 41.8%, respectively), while the Northern region has the highest concentration of youth with the most vulnerable employment (43.8%). The percentage of youth engaged in vulnerable employment also differs by religious and ethnic backgrounds. The largest proportion of youth in vulnerable employment is found within the northern ethnic tribes (31.4%) and among Muslim youth (37%). Jobs with moderate security are most common among youth that belong to traditional religions and those with no religious affiliations. These are also jobs characterized by high levels of underemployment.

In addition to the limited opportunities for formal sector employment, the key factors that affect employment outcomes include the quality and coverage of education as well as demographic dynamics. While 56% of Ghana's youth have a basic education qualification, only around 33% have obtained a secondary qualification. Only about 10% have post-secondary or tertiary education. In all, 80% of youth with a disability have been educated up to the basic level, while just 12% and 5% have secondary, and post-secondary or tertiary education, respectively. In general, men have higher educational attainment than women: about 48% of young men have attained at least a senior secondary school education, compared to 39% of women.

Government responses to youth unemployment

Successive governments have implemented programmes to address youth unemployment in Ghana as part of their national development strategies. A multi-sectoral approach has been used at national and sub-national levels, reflecting the multi-dimensional nature of youth unemployment and the variety of solutions available to the Government.

Youth employment programmes (YEPs) are not only designed and implemented by the sector ministry that is responsible for employment matters (Ministry of Employment and Labour Relations, MELR) and its agencies, but also by all industry related sector ministries that act on government policy development frameworks. These have employment programming mainstreamed into their work, with sometimes a significant if not exclusive focus on youth. Some YEPs focus on a particular group of youth, such as those within a specific age range or location, specific skill sets or educational background, while other policies are more general in scope. As a result, there are multiple interventions and institutional arrangements that often overlap.

From the desk review and primary data analysis, we find that the YEPs implemented in Ghana fit a broad spectrum from skills training to job placement matching, and from seed capital to subsidies. While some YEPs focus on a particular type of support, such as skills training or job placement, others combine various types of support. These include the youth employment modules of the Youth Employment Agency (YEA) and the National Entrepreneurship and Innovation Programme (NEIP), both of which combine skills training and seed capital.

These YEPs are not restricted to any single region in Ghana: their targeted beneficiaries are youth in every region. However, the nature of some YEPs restricts them to specific sectors. In addition, while the YEPs cater, in general, to young people aged 15-35 years, some target specific groups of youth, such as those in rural areas, tertiary and professional graduates, senior secondary school graduates and school dropouts. However, none of the YEPs considered in our research specifically target or provide quotas for groups of youth who are considered vulnerable or who have disabilities.

Despite all of these efforts by the Government, youth employment continues to face serious challenges. Section 2 explores policy options that could be implemented or improved to address these challenges. Section 3 then assesses these policies, using a multi-criteria evaluation framework. This assessment informs the recommendations set out in Section 4 to improve the youth employment situation in Ghana.

2. Description of policy options

Here we distinguish between a set of policy options that are currently being implemented by the Government (Section 2.1), and alternative policy options that could be implemented (Section 2.2).

2.1. Policy interventions that could be considered within the wider range of existing programmes implemented across sector ministries.

This Policy Paper focuses on four policy interventions selected from a wider range of existing programmes implemented across sector ministries; namely:

- the Youth Employment Agency's (YEA) youth employment modules
- the Nation Builders Corps (NABCo) launched in 2018
- the National Service Scheme (NSS), and
- the National Entrepreneurship and Innovation Programme (NEIP).

These four are considered here as the major options within a larger range of programmes because they are wider in scope and coverage and serve a relatively larger proportion and more categories of youth in Ghana than a number of other YEPs. In particular, these four YEPs cover various sectors and educational backgrounds and are more representative of the programme types that include skills training, job placement and seed capital as well as on-the-job training.

2.1a Youth Employment Agency (YEA) modules

The Youth Employment Agency (YEA) is a public sector employment institution that was established under the Youth Employment Act (Act 887 of 2015) and under the provisions in the Legal Instrument LI. 2231. YEA runs the Ghana youth employment modules, which cover entrepreneurship training, skills training and development, employment support services, apprenticeships, job placement, seed capital and subsidies to beneficiaries.

The main objective of these modules is to serve as a vehicle for job creation for Ghanaian youth, enabling them to gain employable skills, work experience and entrepreneurial skills, and facilitate their entry into the job market.

Since the introduction of the National Builders' Corps (NABCo), the modules have focused more on non-graduates. Some modules are designed specifically for men, women and young people with disabilities. YEA reviews and introduces new modules from time to time to meet emerging needs, based on the availability of financial resources. While YEA has extensive coverage (with operations in 139 districts), not all of the modules are implemented in every district, even though their management is expanding coverage to all regions.

YEA has not yet conducted tracer studies to track the employment status of beneficiaries after they have exited the programme. In addition, the programme is experiencing reduced financing.

2.1b Nation Builders' Corp (NABCo)

The Nation Builders' Corps (NABCo) was launched in 2018 as an on-the-job skills training programme to equip beneficiaries with the necessary skills for their development, while granting them an allowance of GHC 700 (around \$56) every month (NABCo, 2017; Donkor, 2014; Tsekpo, 2014). The main objective of the programme is to provide temporary employment that could lead to a permanent job in the future for young graduates in the public sector and improve their employability and skills.

This nationwide programme trains beneficiaries for three years to acquire employable skills in sectors such as oil and gas, agriculture, education and health. It targets tertiary level graduates who are unemployed (aged 18-35). To be eligible for this programme, an applicant must have a post-secondary diploma for their degree in any discipline, and must have completed their national service (Dadzie et al., 2020; Atiemo et al., 2020).

2.1c National Service Scheme (NSS)

Established in 1973, the National Service Scheme (NSS) is mandated to deploy graduates aged 18 and older from accredited tertiary and professional training institutions in Ghana to serve for one year in various economic sectors. The scheme offers short-term employment services and entrepreneurial training for participants through on-the-job training to bridge the gap between the classroom and the job market while instilling a sense of nationalism in participants (The Ghana National Service Scheme Act, 1980; Ampadu-Ameyaw et al., 2020; Dadzie et al., 2020).

2.1d National Entrepreneurship and Innovation Programme (NEIP)

The National Entrepreneurship and Innovation Programme (NEIP) is an entrepreneurial training programme that aims to provide integrated national support through training for start-ups and small-scale businesses. Specifically, the NEIP seeks to provide business support services, incubators for start-ups, and funding for young businesses to support their establishment and expansion in several sectors. These include: media; agribusiness; food and beverages; green and ecological businesses; logistics; fashion; real estate and construction; marketing and communication; business and professional services; sports, tourism and recreation; information and communication technology; manufacturing and industrial processing; and sanitation and waste management (Dadzie et al., 2020; NEIP, 2022)

2.2. Alternative policy options

In addition to the four YEPs mentioned above, which have been implemented over the years to promote youth employment, three other policy options are currently under implementation or consideration; namely:

- An Integrated Green Jobs Programme
- Consolidated Youth Employment Programmes
- Sector-based and harmonized youth employment programmes

These three policies are considered as emerging avenues to tackle the challenges to youth employment in Ghana.

2.2a An Integrated Green Jobs Programme

The emerging green and circular economy offers enormous opportunities that can be harnessed to create sustainable jobs for youth. Under the provisions of the Paris Agreement on Climate Change, parties are expected to implement measures that promote the achievement of its objectives. This means that countries across the globe must implement

interventions that can transform their economies while making a paradigm shift towards non carbon-emitting development. Ghana's Revised National Intended Contribution provides the framework for the implementation of climate-friendly interventions. As a result, interventions across many sectors aim to tap into sustainable and environmentally friendly actions for national development.

A National Green Jobs Strategy aims to promote inter-sectoral linkages for the creation of green jobs across all sectors, including agriculture, construction, manufacturing, energy, transportation, waste management and recycling, tourism, and more. These sectors and sub-sectors have viable value chains that can be harnessed for job creation if the right structures and investments are put in place.

Through the development of green skills in technical and vocational education and training (TVET), the Strategy seeks to support the development of business enterprises that are sustainable and inherently safe for the environment. The Ministry of Local Government and Rural Development is collaborating with the Netherlands Development Organisation (SNV) in the implementation of the GrEEen Project. The Project's Opportunities for Youth Employment (OYE) mode has enabled the Ministry to train and place many youth into environmentally friendly internships at district level. SNV has also trained thousands of youth and has helped some of them to develop their entrepreneurship skills and establish their own businesses.

The OYE model is designed to enrol youth, train them, identify their entrepreneurship potential and support them to develop their businesses through incubation and financial inclusion services. These enterprises cut across the agriculture, energy, services and water, sanitation and health (WASH) sectors. According to anecdotal evidence from the Monitoring and Evaluation Report by the MELR, the implementation of the Integrated Green Job Programme has generated evidence and lessons on the application of green technologies and its effectiveness for job creation and sustainable development.

2.2b Consolidated Youth Employment Programmes

Ghana's current YEPs are highly fragmented and poorly coordinated across the sectors. As a result, it is difficult to assess their impact in terms of their efficiency or effectiveness in addressing youth unemployment. One alternative option would be to harmonize, rationalize, consolidate and coordinate all YEPs under one common administrative structure. This is likely to enhance their coordination, eliminate waste and improve their efficiency, as well as the evaluation of their impact on youth employment. It is also likely to eliminate the proliferation of youth employment offices at the national and sub-national levels. The main disadvantage of this option, however, is the potential for a turf war among the sectors.

The fragmentation of YEPs across sectors has come up in various evaluation reports, including a study by Dadzie et al. (2020) and the current study, and there have been repeated calls for their consolidation. Programme fragmentation has often resulted in duplication, cost ineffectiveness, the waste of state budget resources, over-interference and weak referrals among programmes. The consolidation of all YEPs would result in strong referral linkages across programmes. Given that YEPs have often been used as a political tool, this policy option would require a strong political commitment at all levels if it is to be effective.

2.2c Sector-based and harmonized youth employment programmes

This option is envisaged to support the harmonization of YEPs at sector level so that all programmes with a common focus are managed by a common administrative structure. For example, all YEPs focused on entrepreneurship development and training would be grouped under that focus and managed by one structure. This is likely to reduce the fragmentation of structures at the national and sub-national levels, as well as operating costs.

In the absence of one consolidated youth employment programme characterized by strong referrals across all YEPs, sector-based YEPs can provide this coordination through sector-based coordination structures to enhance the coordination of programmes within a particular sector.

This option is a watered-down version of the fully consolidated approach discussed above. Rather than having one centralized coordination mechanism or structure, sector-based coordination structures may be established to ensure effective coordination and strong referrals among programmes within that sector.

This option has been implemented to some extent and with varied success (linked to the level of commitment of the sectors). Despite the absence of evaluation evidence on the effectiveness of sector-based coordination mechanisms, anecdotal evidence suggests that they have significant success if they have the logistical and political support they need to function. This support includes a dedicated and qualified staff, a budget line with substantial funds, limited political interference and strong administrative capacity.

Methodology

The selected programmes were evaluated using desk reviews of technical reports, annual progress reports of relevant ministries and government agencies, as well as scientific literature (journal articles). To supplement these materials, the project team also collected a set of nationally-representative quantitative data, complemented by qualitative data.

A total of fifty-two (52) individual interviews and twelve (12) distinct focus group discussions (FGDs) were conducted across the seven (7) selected programs in four regions: Greater Accra, Ashanti, Bono, and Northern regions - reflecting the different ecological zones of Ghana. Out of the fifty-two interview participants, eight (8) were key Informants, including the Directors of the programs (or of the institutions responsible for the programs' implementation), as well as representatives of relevant civil society organizations and NGOs. Focus group discussions were conducted with beneficiaries of the selected programmes.

The descriptive statistics on youth labour market and education outcomes are largely based on the Ghana Living Standard Survey (GLSS 7) and the Ghana Demographic and Health Survey (GDHS, 2013) which are both nationally representative quantitative data. We also relied on recent youth unemployment data and other labour market outcomes from the 2021 Population and Housing Census Report.

3. Evaluation of policy options

3.1 Evaluation of four existing policy interventions

The following framework assesses the extent to which the four main YEPs considered in this policy paper provide solutions to the youth employment problem we face in Ghana. As shown in Table 1, we use a colour scheme to indicate the degree to which each YEP has performed in relation to key criteria. We consider seven main evaluation criteria: effectiveness; governance and fairness (i.e. existence of annual reports, tracer studies or impact evaluations); unintended effects; equity; cost implications; feasibility; and acceptability. Deep green indicates positive and desirable attributes while the lighter shade of green represents medium-level satisfaction. The brown colour suggests less desirable attributes.

Table 1: Evaluation of key existing policy interventions

Evaluation criteria for decision-makers	Option 1 Youth Employment Agency (YEA - various modules)	Option 2 Nation Builders' Corps (NABCo)	Option 3 National Service Scheme (NSS)	Option 4 National Entrepreneurship and Innovation Programme (NEIP)
Effectiveness	High	Medium	High	Medium
Governance	Low	Medium	Medium	Medium
Unintended effects	Medium	Medium	Medium	High
Equity effects *	High	High	High	Medium
Cost implications**	Medium	Medium	Medium	Medium
Feasibility (technical, legal, funding source)	High	Medium	High	High
Acceptability (political risk, etc.)	High	Medium	High	Medium

* Where we have affirmative action – persons with disabilities, minorities or vulnerable groups, etc.

** Cost implications – high, medium, low

Key to Table 1

	Effectiveness, governance, equity, feasibility, acceptability	Cost	Unintended effects
Low	Low	High	Negative
Medium	Medium	Medium	Neutral
High	High	Low /affordable	Positive

Through our analysis, for example, we consider the YEA modules to be effective in reaching a large number of young people. As a result of their design and scope, they have been able to reach female beneficiaries as well as people with disabilities. However, the module

programme has several cost implications and, given the huge costs involved, beneficiaries are rarely paid on time.

Similarly, NABCo is considered to be fairly effective and equitable, but has significant cost implications, particularly as there are no clear exit strategies in place for the beneficiaries. In addition, the programme rides on a political campaign promise, and is not universally accepted by all politicians.

The NSS emerges as by far the most effective tool in engaging youth work and serving as a good programme in terms of the transition from education to work. Its effectiveness is rated high. This is because many youth benefit from the programme as a result of its focus, design and implementation. It also performs fairly well on cost implications because it is financed largely by the Government and appears to be financially sustainable (although there is still room for improvement). The acceptability of the NSS is also high because it is not used to achieve any specific political promises.

While the NEIP is considered to perform satisfactorily in terms of effectiveness, equity and feasibility, its performance on cost is rather weak. There is no clear funding source for the programme and, as a result, beneficiaries are not guaranteed their grants every year.

It is important to note that all four of these programmes have performed poorly on governance. Our study revealed that these YEPs follow the selection process as indicated in the design phase. However, the selection of beneficiaries for some programmes is not transparent. Interviews with beneficiaries and programme directors suggest that selection is, in some cases, influenced by politicians, traditional leaders and people with power or political connections. This makes it difficult to achieve fairness in the implementation of these programmes.

Not all programmes have tracer studies or rigorous impact evaluations as evidence for their effectiveness. In addition, very few have publicly available annual reports detailing budgetary allocations and expenditure, beneficiaries, challenges encountered or unintended effects.

The study also reveals that the majority of the YEPs face financial challenges and have no exit strategies. Our interviews showed that, as a result of financial constraints, most YEPs are not able to implement their programmes as intended.

The NEIP, for example, is structured so that beneficiaries receive both training and seed grants. However, due to financial constraints, participants in a particular year only received training and not seed funding. In other programmes, beneficiaries' payments are often delayed. In addition, there is no clear-cut strategy for the transition of the beneficiaries who have completed a programme into decent jobs.

3.2 Evaluation of three alternative policy options

We also evaluated a set of three alternative policy options. This set of options builds on selected policies to address youth employment challenges that are under implementation or consideration by the Government of Ghana. For this assessment exercise, we adopted a framework analysis that considers the performance of each policy option on six key

assessment criteria: effectiveness; efficiency; unintended effects; equity; cost implications; and funding and sustainability. The framework analysis is shown in Table 2.

The first option – Integrated Green Job programmes – is fast becoming a more effective and efficient tool for the creation of sustainable jobs for young people than other traditional and conventional programme options. They have many advantages. Anecdotal evidence from MELR suggests, green jobs are more productive and safer for the environment. They are also desirable for their inherent self-sustenance once the required initial investments have been made. While green job programmes require a large initial capital investment, this initial capital outlay translates into lower costs in the long run.

Options 2 and 3 are not actual programmes, but they are systems that could be put in place, through policy, to make existing programmes more effective and efficient in achieving their objectives. Option 2 – a consolidation of all YEPs – would create a common centre for the implementation of all programmes, regardless of sector. Having a unified and centralized mechanism for the design and implementation of YEPs will go a long way to ensure that the programmes are more effective in achieving their goals.

Table 2: Evaluation of alternative policy options

Evaluation criteria for decision-makers	Option 1 Integrated Green Jobs Programmes	Option 2 Consolidated Youth Employment Programmes	Option 3 Sector-Based Youth Employment Programmes
Effectiveness			
Efficiency			
Unintended effects (positive, negative)			
Equity effects (youth, gender, etc.)*			
Cost implications**			
Funding and sustainability			

* Where we have affirmative action – persons with disabilities, minorities or vulnerable groups, etc.

** Cost implications – high, medium, low

We also found several duplications in the YEPs considered. For example, two or more YEPs offer entrepreneurship and skills training. This suggests a duplication of interventions that could be linked to the politicization of their design and implementation. Given the sensitive nature of youth unemployment in Ghana, governments have often used YEPs as a political tool to bolster their popularity or to garner votes during elections. As such, there is no incentive to strengthen existing YEPs to achieve specific goals. Instead, politicians create programmes that are similar to those that already exist for political reasons.

One consolidated system will ensure increased effectiveness from the design, implementation, and monitoring perspectives. Option 3 offers similar advantages, as it considers the coordination of YEPS at the sectoral level. Under both Options 2 and 3, efficiency is likely to be enhanced by improved coordination and synergistic approaches to the management of YEPs.

Overall, this coordinated approach both at the national and sectoral level has the potential to drive down the per-unit cost of implementing and managing YEPs. However, these options may require high initial capital outlay, given the legal reviews required to put such coordinated systems in place (although Option 3 may have lower cost implications than Option 2). The unintended effects of policy options 2 and 3 may include moderate to long policy lags -- again because of the administrative and legal reviews that are required.

Both Options 2 and 3 offer the opportunity to generate equity effects in the implementation of programmes. Greater coordination in the design and implementation of YEPs would allow for quotas to cater to the needs of vulnerable groups, including youth with disabilities and female beneficiaries. The consolidation of existing programmes is also likely to eliminate waste and duplication. This, in turn, is likely to reduce operational costs, thereby enhancing financial sustainability.

4. Conclusions and recommendations

Various governments have dedicated large amounts of resources to addressing Ghana's youth employment challenge, designing and implementing interventions across various economic sectors. Despite huge investment in these programmes, however, there is little to no empirical evidence on their effectiveness. This study has, therefore, attempted to bridge this gap by reviewing public YEPs that have been implemented over the years and documenting the programmatic gaps, implementation hurdles and political economy issues that plague their successful design and implementation in Ghana.

The study has relied on desk reviews complemented by primary data collected through individual interviews with various stakeholders and focus group discussions with beneficiaries of YEPs in four of Ghana's regions.

Our evaluations have revealed the following issues:

- Weak adherence to programme design during implementation
- The duplication of programmes across sectors as a result of politicization of the design and implementation of YEPs
- A lack of coordination of YEPs in their design, implementation and management, leading to large inefficiencies.
- A lack of robust impact evaluations to ascertain the impact of the YEPs
- A lack of exit strategies for most YEPs to ensure that beneficiaries have sustained employment
- A lack of financial resources, which constrains the ability of programme managers to implement YEPs as designed.

Based on the findings, we make four key recommendations.

- First, there is a need to consider other policy options, such as the Integrated Green Jobs programme, which have the potential to provide sustainable and equitable jobs for young people. Although such programmes may require large initial costs, in the long run they are self-sustaining and are considered to be less costly. According to the monitoring and evaluation report of the MELR (MELR, 2022), Ghana's integrated green job strategy has the potential to create decent and sustainable jobs for youth by leveraging green technologies. Collaboration with the Netherlands Development Organisation (SNV) on the implementation of this strategy provides initial evidence about its effectiveness.
- Second, there is a need to centralize the design and implementation of YEPs under one ministry. This will help to minimize programme duplication and strengthen coordination among various youth-related agencies and units. If, for example, all YEPs came under the supervision of the MELR, all YEPs could be properly streamlined so that agencies are tasked with a specific type of programme for increased efficiency. This would address the current situation of limited oversight powers, with programmes controlled by various desks within the Presidency. This could be achieved by creating a consolidated youth programme centre that oversees all youth-related programmes. This will go a long way towards enhancing programme efficiency and cost effectiveness. A coordination structure could also be considered on a sectoral basis, which would ensure the enhanced effectiveness of YEPs in Ghana. The Government may consider starting with the sector-based harmonization of YEPs, consolidating all YEPs at the sectoral level. The implementation of this approach could be a stepping stone to the full centralization of YEPs under one ministry.
- Third, given the major resources that are often spent on the design and implementation of YEPs, efforts should be made to improve their governance structures. For example, all programme administrators should be required to publish their annual reports, providing details of budgetary allocation and expenditure. The MELR should ensure that all agencies adhere to this. There is also a need to evaluate the impact of YEPs. This could be achieved by working closely with academia to evaluate their impact through the use of robust techniques. Periodic tracer studies are also recommended for the constant tracking of the effectiveness of YEPs. The examination of their impact is critical for the efficient use of resources in the design and implementation of YEPs in the future.
- Finally, it is critical to consider exit strategies for beneficiaries during the design stage of YEPs. Every YEP should be structured in a way that ensures a clear path for beneficiaries to transition into decent jobs once they have benefited from the programme. In other words, the design of YEPs should ensure that the solutions they proffer are long-lasting.

As an immediate first step, the Government could consider starting with the sector-based harmonization of YEPs to consolidate all YEPs at sector level, given the legislative changes that may be required to institutionalize the full consolidation of YEP design, implementation and coordination. This could be accompanied by policy evaluations to ascertain the impact of these YEPs. The implementation of these evaluations could, in turn, be a stepping stone towards the centralization of the design and implementation of all YEPs under one ministry. In

addition, the MELR may consider requesting annual reports to be made available on the progress made and challenges encountered in the implementation of the various YEPs that are underway in Ghana today.

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