

In partnership with



Dynamic Scale Measurement on the implementation status of youth employment policies in Ghana.



Scale Measurement

Date May 2025

SUMMARY ON THE SCALE MEASUREMENT TOOL

The scale measurement tool was designed by the Partnership for Economic Policy (PEP) in partnership with the Mastercard Foundation. It aims to assess the level of implementation of specific youth employment policies and programs (YEPs) while allowing comparability across countries. Focusing on transitional progress, the tool addresses three key questions: what the policy aims to achieve, what gaps exist from the design of the policies, and how constituents perceive the policy's implementation.

The tool categorizes the YEPs into six clusters: YEPs to enhance youth employability, YEPs to promote youth entrepreneurship, Policies to protect youth rights at work, Economy-wide enablement policies, other employment/ labor market policies targeting youth, and Policies targeting vulnerable groups.

To attribute a score to the implementation level of each YEP within a cluster, this measurement scale tool uses a qualitative assessment method, employing a combination of banding categories and a color-coded system. Therefore, each YEP can be assigned one of the following four scores:

- **A- Orange:** Policy in place and operational,
- **B- Dark grey:** Policy in place, but weakly operational,
- **C- Blue:** Policy in place but not operational,
- **D- Light Blue:** Policy does not exist (given that each research team may also point out some key policies that it believes are missing from the YEPs package implemented in a specific country).

A column that includes comments is appended to each score to provide supporting evidence for the rating, with regard to the level of YEP implementation compared to what would have been expected.

For the country teams that conducted the review in both Year 1 and Year 3 of this Initiative, the tool provides two scores for each YEP: one informing about the level of implementation in the first review (Year 1), and the other concerning the second review (Year 3). Each of these scores is supported by an explanatory comment.

So, having both the score in the first review and the second review, the scale measurement tool provides a dynamic assessment between Year 1 and Year 3 of the initiative. In the event there is a YEP that did not exist in the Year 1 review, a new row is inserted in the corresponding YEPs category to represent it.

In this regard, the tool also features qualitative reviews to showcase achievements and gaps and provide insights for recommendations, in order to improve the YEPs design and implementation.

For a comprehensive explanation of the methodological approach, refer to the annex section for additional details.

Disclaimer:

This Scale measurement was produced in the context of the *What Works for Youth Employment in Africa: A review of existing policies and empirical analysis* in partnership with the Mastercard Foundation. It was a three-year initiative that ran between 2021 and 2024 to create a knowledge base of youth employment and related social development policies to inform policy and practices. The views expressed do not necessarily represent those of the Foundation, its staff, or its Board of Directors."

Table 1: Summary Scale of the implementation of YEPs within Ghana

Policies and Programmes		Previous Score	Comments	Current Score	Change compared to the previous assessment
YEPs to enhance youth employability	National Service Scheme (NSS)	A	Program executed successfully over the years with minor set-backs	A	There is no significant change in this program from the last review. The program continues to be executed with minimal setbacks although numbers continue to rise.
	Nation Builder's Corps (NABCO)	B	Programme had major set-backs, particularly with regards to payment of beneficiaries	D	The Program has been discontinued
	Youth in Agriculture Program	A	Program running successfully with 80000 youth employed each year	A	A new development is program's been linkage to the second phase of 'Planting for Food and Jobs'-government's flagship program. This aims to address challenges faced by young farmers: offering training, 10 acres of developed land, input credits, and support services.
	Youth Employment Module of the Youth Employment Agency	A	Program ongoing with minor set-backs	A	Additional modules (youth in modern building, ICT and garment and apparel) have been introduced to reflect current demands. The Job Centre and Business Employment Assistance Programs have been operationalised to facilitate job search and salary support is also provided to businesses to enable them employ and retain employees.
YEPs to promote youth entrepreneurship	National Entrepreneurship and Innovation Program	C	Ongoing but has had set-backs in the release of funds at a point which halted its running for a whole year	A	NEIP has now expanded to cover policy direction for youth entrepreneurship development, training, incubation and acceleration for early-stage business startups, technical assistance, direct provision of financial support, and linking young entrepreneurs to markets as well as other business funding schemes.
	Youth in Agribusiness Program	A	Program ongoing without major set-backs	A	Not much has changed

	National Service Scheme (NSS) <ul style="list-style-type: none"> • Provision of grants for personnel who have completed the service 	C	This intervention has just started, and the scheme is still trying to raise funding to support beneficiaries. For now, there is limited funding available for its successful implementation.	C	Not much has changed in this regard. This component has still not yet taken off.
	YOU START	D		A	This is another entrepreneurial-focused program started in 2023, explicitly makes provision for women. The program provides a continuum of support services comprising of training, soft loans for startups and small businesses, starter packs tied to equipment acquisition for both individuals and groups and standardized loan packages at concessional rates for SMEs through financial institutions.

Policies to protect youth		D	No particular YEP implemented to cater to this although there are general policies available to protect workers right at work. Existing general policies are doing a good job to protect youth in the country	D	No major changes recorded
Economy-wide enablement policies	Functional with some problems	B	The overall policy environment is conducive as existing policies signal governments' willingness to promote the wellbeing of young people. However, compliance to policy guidelines and implementation of policies are rather weak. Major issues as processes are often not inclusive	B	The major change has been the economic crises that the country has faced which has resulted in high inflation rates, exchange rate depreciation and high interest rates have all resulted in reduced profits for businesses and hence their growth.
Other employment/ labor market policies targeting youth	Youth Employment Module of the Youth Employment Agency	A	Program ongoing without major set-backs	A	The program continues to be executed with minimal setbacks. Additional modules which reflect new demand in particular sectors have been introduced and operationalized. Other complementary services such as the Job Centre and the Artisan Directory and Business Employment Assistance Programs have been added to facilitate the transition of beneficiaries to gainful employment.
	Youth in Afforestation Program	B	Has had major set-backs in the payment of allowances to employees. (Employees not paid for over five months)	B	Challenges of non-payment of allowances still persist which has caused the number of beneficiaries to reduce significantly
	Recruitment in security services that target young people	D	Recruitment processes are not considered to be fully transparent and as such only young people with political connections are offered these positions.	D	No major changes recorded
Policies taking care of vulnerable groups	Incentives in the form of tax rebate given to private sector firms who employ persons with disabilities.	D	Although there such incentives in place there is no evidence of many private firms taking advantage of these, perhaps because of the cost involved in providing the appropriate infrastructure to accommodate persons with disabilities at work places. Ghana could consider implementing interventions to facilitate job search in the form of unemployment benefits.	B	A few of the YEPs have become more deliberate about catering to the needs of the vulnerable population, including women and persons with disabilities. Eg. Youth in Afforestation has now recruited to provide specific administrative services such as record keeping of seedlings distributed. Also, a considerable number of women now mostly occupy supervisory roles.

Note: NA = data/scoring not available. **A** represents that the Policy is in place and operational; **B** represents that the Policy is in place but weakly operational; **C** represents that the Policy is in place but not operational; and **D** represents that the Policy does not exist.