



## Information on the Apprenticeship Program Compassion4Humanity, Ghana

### Introduction

Compassion4Humanity (C4H) is a community-based organization, which has been supporting underprivileged children in rural communities of Ghana since 2004. The foundation, which is run by a group of enthusiastic Ghanaian volunteers, focuses not only on the support of these children, but also involves parents/guardians and the rest of the community in its projects.

In the past years C4H has done a lot in order to enhance the possibility for (young) children to go to school to learn how to read and write. In 2013 the **Compassionate Kids School** has been founded to enable street children and children from poor families to go to school. Libraries and computer rooms have been furnished and health and agricultural projects have been started. Because C4H has a positive impact on the local children in the community there has been a great involvement of the local community in these projects. The men have helped building classrooms and the women are preparing lunch for the children during school hours. The project of C4H has received support by different organizations, like Wings of Support and Biblionef. At the website [www.compassion4humanity.org](http://www.compassion4humanity.org) more information on C4H can be found.

### The Apprenticeship program

Many young adults in the community are unemployed. For that reason it is difficult for them to financially support themselves and their families. They do not have the financial means to start a vocational



education. Therefore their chances to get paid work stay limited.

C4H has started a program to select enthusiastic and talented young adults from this group in order to offer them a local vocational education. This can be done financially by matching these young adults with a sponsor. They can choose an education to their liking and which is needed in their community, like cosmetology, carpentry, ICT, etc. C4H offers a basic training program of 1 year and a follow-up training program of 1.5 years. The local situation often shows that in families where the financial means are limited boys will be able to go to school, but girls have to stay at home. For that reason C4H focuses on a high

participation of young women in this program.

In order to make this program a success C4H (in cooperation with the Ghana Education Office) applies the following rules:

1. The young adult is sufficiently talented and driven to study and to develop him/herself. Furthermore he/she and the family do not have enough financial means to be able to afford the education.
2. The parent/guardian supports the application completely and accepts to help paying the costs for transport and daily support during the entire period of study.
3. The student agrees with C4H to do everything in his/her power to finish the study within the intended duration. If the student does not put enough effort into the study the parent/guardian has to pay back the school fees.
4. The student accepts – if desired by the sponsor – to keep the sponsor informed on the progress of the study.
5. The student agrees on sharing learned skills with C4H and/or the community after finishing the education.

### Sponsoring

After the application is written, the future student and the parent/guardian are interviewed and approved, the future student will be matched with a sponsor. After this match C4H will look for an apprenticeship workplace suitable for the student. Only the cost of the school fees and the exam will be paid out of the sponsor money. All money you have donated will be used for the chosen student only. Your money does not come into the hands of the student. C4H will pay the tuition fees of the apprenticeship workplace in two terms. The student and his/her parent/guardian have to pay for all other costs. In 2014 C4H has set up a micro-credit program for the students to purchase the tools needed for their studies. This enables them to practice at home and start creating a client circle.

After the basic training program the student has enough skills to use at home to earn some income. If the student has the wish and potential to set up a small business he/she can enter the advanced level.

During the training period C4H will inform you two to three times a year on the progress of the student through email. Pictures of the student and the workplace will be included. If desired you also can contact the student directly through email or letter. Furthermore there is a possibility to visit C4H and to have personal contact with the sponsored student. In that case you can contact the program-director of C4H, Emmanuel Nkrumah, at [emmanuel@compassion4humanity.org](mailto:emmanuel@compassion4humanity.org).



### After graduation

After graduation C4H will assist in the application of a small loan to set up a business. C4H will ask the student to share their skills with the community, e.g. train other students in these skills.

### Payments

The average vocational education lasts approximately 2.5 years. The estimated costs for the education are €150.00 for the basic training and €250.00 for the advanced level. Both length and costs of an education might differ, depending on the type of study and the educational background and work experience of the student. If the sponsor money is not enough for the education the student has to find a way to earn some extra money to be able to study. If there is sponsor money left after the education this will be used to support setting up business. You will be informed on length and costs of the education. During the apprenticeship period C4H will not request extra contributions. It is up to you if an extra donation is given at the end of the apprenticeship period to support setting up business. C4H will supply you with clear information on the expenditure of the sponsor money.

Since the tuition fees have to be paid in 2 terms C4H would also like to receive the sponsor money in 1 or 2 payments. When C4H has received the money the student can start the study asap. Since July 2014 C4H works closely together with the Triodos Foundation and the [kalliope] fund in the Netherlands. This means for Dutch sponsors that the donations are tax deductible. The sponsor money can be sent to the following bank account;  
IBAN: NL06TRIO2205270583,  
BIC: TRIONL2U,  
of STF [kalliope], Zeist, the Netherlands, stating C4H Apprenticeship program.

Instead of sponsoring a student it is also possible to send a general donation to this program. This money will be used to support graduates in finding a job or setting up a small business.

### In conclusion

If you have any questions or remarks on this program please contact Mr. Iede Koffeman, coordinator for C4H in the Netherlands, by mail [iede@compassion4humanity.org](mailto:iede@compassion4humanity.org). The latest news of this program can be found at Facebook page **Compassion for Humanity Ghana**.