

EXPRESSION OF INTEREST (EOI)
SOLICITING EXPRESSION OF INTEREST (EOI) FROM INDUSTRIES TO UNDERTAKE SKILL-BASED TRAINING
ACCELERATING CHANGE THROUGH INNOVATION IN AGRICULTURAL TVET (ACTIVATE)

WORK PACKAGE	INDUSTRY LED APPROACH TO SKILL-BASED TRAINING
LOCATION	NATIONWIDE
DURATION OF CONTRACT	JUNE 2026 – DECEMBER 2026
REPORTS TO	PROJECT DIRECTOR
APPLICATION DEADLINE	JUNE 15TH, 2026

1. WUSC BACKGROUND

WUSC (World University Service of Canada) is a Canadian International Development Organization focused on improving education, economic opportunities, and empowerment for disadvantaged youth, particularly young women and refugees. With a vision of enabling all youth to thrive, WUSC works as a systems-level convener, engaging civil society, private sector, academia, and youth to drive lasting change. Operating in over 25 countries with an annual budget of **\$45m CAD**, WUSC has worked in Ghana since 1997, partnering with government and development actors to promote youth employment, especially through TVET and business environment programs.

2. BACKGROUND AND INTRODUCTION

The ACTIVATE Project, a collaboration between WUSC and the Mastercard Foundation, aims to improve Ghana's Agricultural Technical and Vocational Education and Training (ATVET) system over five years. With a focus on enhancing youth resilience and economic growth in agriculture, the project addresses challenges such as skill mismatches, low employability, and limited inclusivity of women and persons with disabilities. The project targets the delivery of skill-based training to 52,000 participants through non-formal and informal training programs.

This Terms of Reference (ToR) seeks to solicit Expressions of Interest (Eoi) from industries (including SMEs) that are well positioned to undertake skill-based training in line with the ACTIVATE project's objectives. The goal is to establish partnerships with industries capable of providing industry-specific, hands-on training primarily for **young women**, including Persons with Disabilities (PWDs), Refugees and Displaced Persons (RDPs). The target project **MUST** be within the ages of **15 – 35** years of age.

The focus will be on sectors that are critical to economic growth and youth employment, including **poultry, oil palm, cashew, mango, vegetables, mechanization, fabrication and maintenance, renewable energy, agro processing, handicraft (e.g., basket weaving, leather works, etc.)**, and other high-demand industries. Through these partnerships, the **ACTIVATE Project** aims to bridge the skills gap, enhance employability, and foster entrepreneurial potential among youth in these key sectors. Short skill/competency-based courses **must** demonstrate evidence of addressing a specific skill gap within the agricultural and related sectors. Additionally, these courses should be designed to position learners for either **waged employment** or **self-employment** upon completion.

3. OBJECTIVES

The **primary objective** of the activate project is to engage industries that are capable of providing industry specific, high-quality training programs. These programs are designed to equip young learners with relevant, in demand skills that will enhance their employability and entrepreneurial potential.

The **secondary objectives** include building long-term partnerships between the ACTIVATE project and key industry stakeholders. Additionally, the project aims to ensure that the training programs align with the interests of young people and current market demands and the priorities of participating industries. This will help ensure that industry partners have a vested interest in the quality and relevance of the training they provide enhancing the employability and entrepreneurial potential of the trainees. Finally, the project seeks to create a sustainable model for training and employing young people in critical sectors of the Ghanaian economy.

4. SCOPE OF WORK

Industries expressing interest will be required to:

- Provide industry-led, hands-on training in specific skills/trade areas
- Co-design training programs that align with the competency-based standards of the activate project.
- Offer mentorship and supervision to trainees.
- Collaborate with the ACTIVATE Project to develop sustainability plans to ensure long-term capacity for skills development in the industry.
- Facilitate job placement and/or entrepreneurship opportunities for successful trainees.

5. ELIGIBILITY CRITERIA

Industries wishing to submit an EOI must meet the following criteria:

- a) **Capacity for training:** Must have a structured training system or the capacity to implement one.
- b) **Relevance to market demand:** Training offered must address specific industry needs with demonstrated demand for skills that aligns with the project sectors.
- c) **Industry recognition:** Must be recognized as a credible leader in its field with a proven record of accomplishment of successful training programs.
- d) **Alignment of youth interest:** Must demonstrate a clear understanding of the interests, aspirations, and needs of young people. Proposed training programs should be designed to align with these interests in order to enhance engagement, relevance, and the likelihood of successful outcomes. Preference will be given to industries that can show how their training offerings are youth-centered and responsive to current trends, demands, and career pathways that appeal to young learners.
- e) **Commitment to inclusivity:** Must ensure equal training opportunities for both young men and women, including persons with disabilities and other marginalized groups. This includes providing a flexible reporting timetable to accommodate household responsibilities, offering on-site healthcare support for nursing mothers, ensuring facilities are accessible for persons with disabilities, and demonstrating a willingness to work with individuals who may lack identification documents because of their legal (or lack thereof) status.
- f) **Infrastructure and resources:** Must have adequate resources (training facilities, equipment, and tools) to deliver quality training.
- g) **Community-Level Training:** The training partner must mobilize prospective learners from the target communities, establish training centres within the communities, and deliver the training directly at the community level to enhance accessibility, participation, and practical learning.

- h) **Environmental sustainability:** Must have or commit to implementing environmental sustainability practices and willing to incorporate environmental sustainability principles and climate resilience into training programs.
- i) **Retention of trainees:** The industry must have the capacity to retain at least 80% of trainees after each training cohort. Additionally, the industry should be willing to support the deployment of trainees to other sister industries where appropriate.
- j) **Co-investment:** The industry must have the capacity to co-invest (**at least 60%**) in the training program. This could include financial contributions or in-kind support to cover the cost of training and other essential services needed to facilitate an effective learning environment and transition to work.
- k) **Willingness to commit:** Must be willing to sign a partnership agreement outlining roles, responsibilities, and expectations.
- l) **Learner Enterprise Sustainability:** The industry partner **MUST** demonstrate a vested interest in the final products or services offered by learners upon successful completion of the training, including supporting their transition into sustainable employment, enterprise development, or market engagement.
- m) **Post-training support:** Must provide aftercare support to graduates, including job placement, mentorship, and entrepreneurship assistance.

6. EXPECTED DELIVERABLES

- A detailed training program outline for each skill area.
- Identification of resources required for the training, including personnel equipment and materials.
- A clear sustainability plan outlining the continuity of training beyond the initial partnership phase.
- Industry's plan for providing mentorship, networking, and career support for graduates.

7. SELECTION PROCESS

- a) **STAGE 1:** Submission of Expression of Interest (EOI) by interested industries based on the criteria set forth in this TOR.
- b) **STAGE 2:** Evaluation of EOIs based on the provided data, including an assessment of the industry's capacity, alignment with project objectives, and commitment to inclusivity and sustainability.
- c) **STAGE 3:** Industries that meet the minimum criteria will be invited to the next stage for due diligence (DD), where further details regarding the training program, infrastructure, and financial commitments will be discussed.
- d) **STAGE 4:** Contracting and commencement of training programs.

8. SUBMISSION INSTRUCTIONS

Industries are invited to submit their EOIs by completing the Expression of Interest (EOI) template below (**annex i**).

The proposed start date for the first training cohort is **1st June, 2026**. Applications will be reviewed on a rolling basis, so early submissions are encouraged. **Kindly submit your application to the link below by 28th May 2026:**

WUSC is committed to equity, inclusion, and sustainable development. We uphold values of responsibility, respect, and professional excellence, and maintain a strict zero-tolerance policy against all forms of harassment and abuse.

ANNEX 1

SECTION A: TRAINING PARTNER INFORMATION

Item	Details
Name of Training Partner	
Contact Person	
Position	
Telephone Number	
Email Address	
Office Address	
Region(s) of Operation	
District(s) of Operation	
Type of Industry/SME (e.g., Sole Proprietorship; Private Company Limited by Shares; Company Limited by Guarantee; Partnership; etc.)	

SECTION B: BRIEF DESCRIPTION TRADE/COURSE AREA BACKGROUND *(Not more than 200 words)*

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SECTION C: BRIEF DESCRIPTION OF THE SKILL-BASED COURSE

Item	Details
Course Title	
Training Duration	
Number of Training Centers	
Proposed Training Centers	
Number of Learners	
Main Competence to be acquired	
Certification Approach (if any)	

SECTION D: PROSPECTS OF THE SKILL-BASED COURSE

List the opportunities (jobs) likely to be generated through the training:

#	Prospects/Opportunities

SECTION F: DETAILED TRAINING SESSIONS

Session #	Session Title	Key Topic to be Covered	Training Materials/ Consumables Required	Skills (knowledge & attitude) to be Acquired	Duration	Delivery Method

SECTION G: INSTRUCTORS PROFILE AND SESSION ASSIGNMENT

Instructor Name	Qualification/ Expertise	Years of Experience	Session(s) to be Handled (<i>Ref. Session # in Table above</i>)	Contact Details) (phone #)

SECTION H: TRAINING PARTNER CONTRIBUTION TO TRAINING AND TRANSITION TO WORK

a) Basic Structures Required (if applicable)

[illegible]

b) Basic Tools and Equipment Required for the Trade Area

[illegible]

c) List of PPEs and/or Transition Package for learners

[illegible]

SECTION I: TRAINING COST (e.g., training materials/consumables, instructor fees, etc.)

Item	Describe the Purpose	Quantity (A)	Unit Cost (GHS) (B)	Estimated Cost (GHS) (AxB)

SECTION J: ENTREPRENEURSHIP AREAS RELEVANT TO LEARNERS

Kindly indicate entrepreneurship areas that will be introduced to learners:

<i>Contribution Area</i>	Applicable (Yes/No)

SECTION k: AFTER-CARE SUPPORT (POST-TRAINING SUPPORT)

<i>Support Area</i>	Description of Support

SECTION L: RELEVANCE TO MARKET DEMAND

KEY QUESTIONS	RESPONSES TO BE PROVIDED BY THE INDUSTRY
Describe the skills gap in your industry or similar industries that this training initiative aims to address	
How does your industry plan to integrate the graduates of the training into your workforce or other industries?	

SECTION M: EXPECTED TRANSITION-TO-WORK OUTCOMES

<i>Outcome Area</i>	Target Number
Learners transitioned into self-employment	
Learners employed in poultry enterprises	
Learner groups/cooperatives formed	
Poultry enterprises established	
Learners linked to markets	

SECTION N: KEY IMPLEMENTATION CHALLENGES AND MITIGATION MEASURES

<i>Challenge</i>	Proposed Mitigation Measure

Section O: REFERENCES AND VERIFICATION

KEY QUESTIONS	RESPONSES TO BE PROVIDED BY THE INDUSTRY
Provide at least two (2) contact details of references that the project can use to verify the information provided.	

Section P: DECLARATION

I hereby declare that the information provided above is true and accurate to the best of my knowledge	Name:
	Signature:
	Date: