



Energy and Economic Growth

Applied Research Programme

CLOSING GAPS IN WOMEN'S EMPLOYMENT IN THE ENERGY SECTOR:

THE GHANA POWER COMPACT INTERNSHIP AND MENTORING PROGRAMS

4 February 2020



OUTLINE

1. Introduction

01

2. Gender Diversity Issues in the Energy Sector

02

3. Overview of the Ghana Power Compact Program

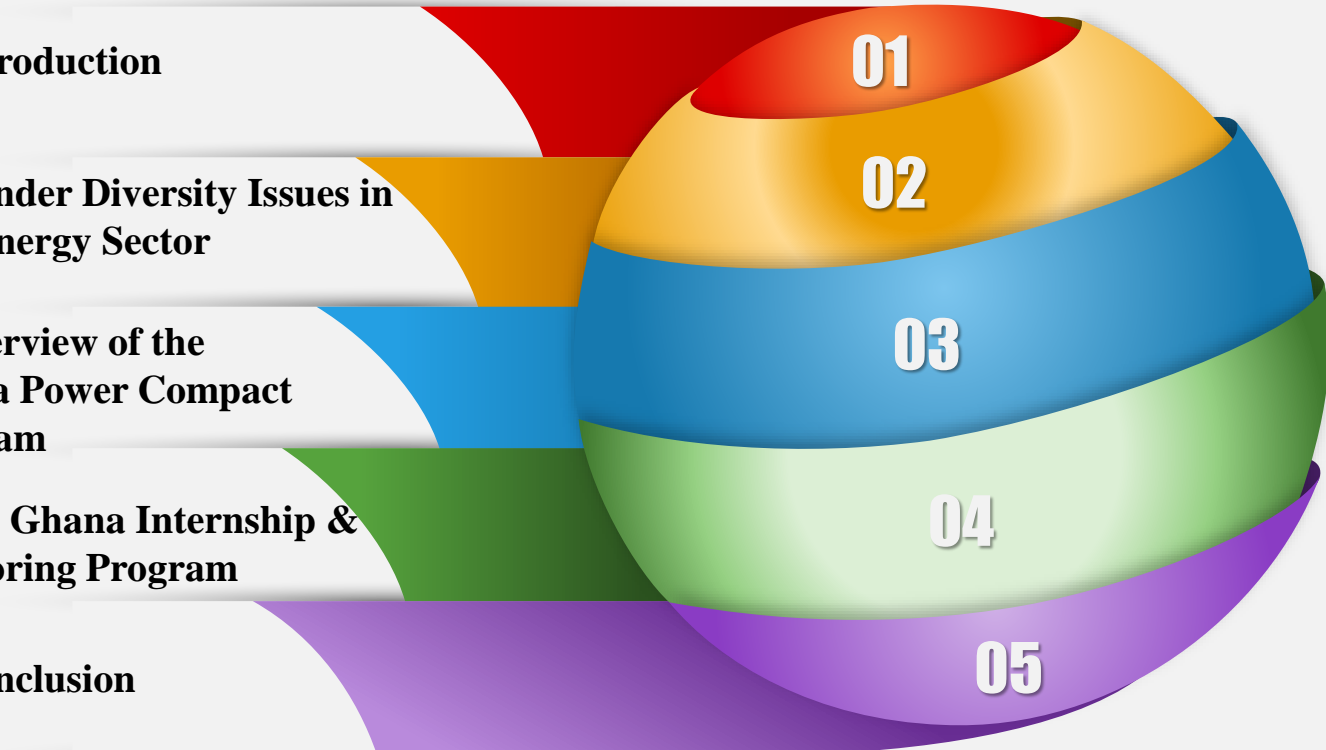
03

4. The Ghana Internship & Mentoring Program

04

5. Conclusion

05



Introduction

- Global recognition of benefits of increasing women's participation in employment and leadership in both public and private industries.

- Companies in the top quartile of
- in utility performance.

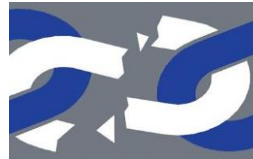


show improvement



- Yet progress with increasing women's employment and participation in the Energy Sector is slow.

- Power utility companies



women professionals.



GENDER DIVERSITY PROBLEMS IN THE ENERGY SECTOR

- **Present at all three major stages of a female employee's career cycle:**
 - **Entry-level stage** — the industry fails to attract highly qualified female talent
 - **Mid-Career stage:** The sector struggles to retain female employees
 - **Senior Level:** It fails to offer viable options to senior female employees looking for promotion opportunities.

THE GHANA POWER COMPACT

Reducing Poverty through Economic Growth

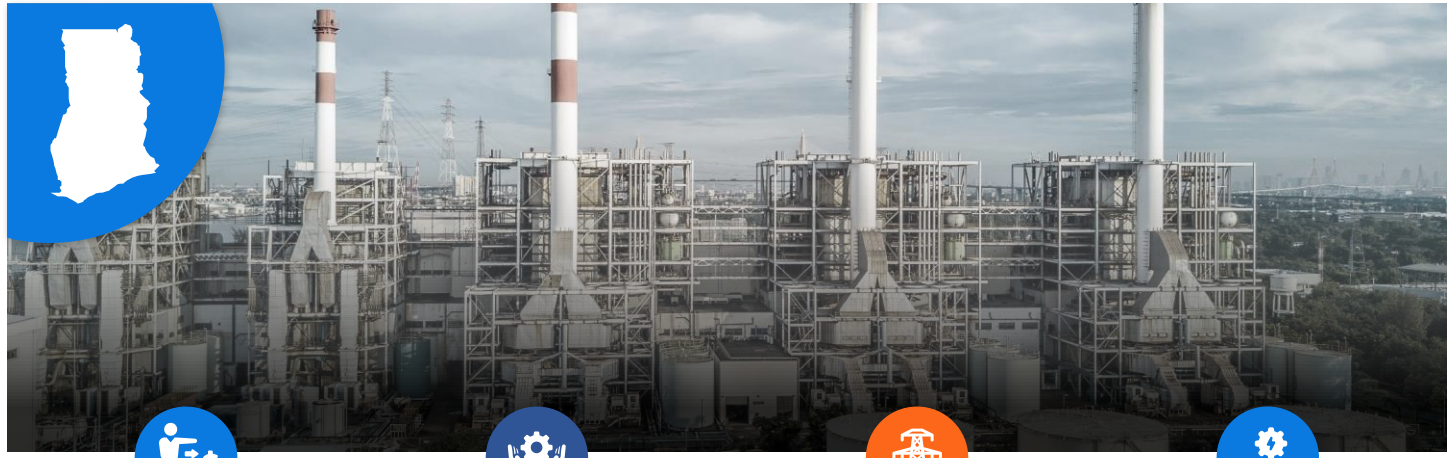
Objective 1: Increase private sector investment and the productivity and profitability of micro, small, medium, and large scale businesses

Objective 2: Increase employment opportunities for men and women

Objective 3: Raise earning potential from self-employment and improved social outcomes for men and women.

***Gender Inequality recognized as a constraint to economic growth**

The Ghana Power Compact Projects in 2020



**ECG
Financial &
Operational
Turnaround
("EFOT")
Project**



**Access
Project**



**Regulatory
Strengthening
& Capacity
Building
Project**



**Energy
Efficiency &
Demand Side
Management
("EEDSM")
Project**

THE GPCIMP AND THE COMPACT PROJECTS



**ECG Financial
& Operational Turnaround Project (EFOT)**



**Modernizing
Utility Operations**



**Institutionalizing Gender
Responsiveness in ECG (PDS)**

(two complementary programs to address challenges identified in the Energy Sector during Compact Development)



**Gender Audit/ GSI Policy/
Institutional Strengthening**

Creating an Enabling Environment – equal opportunities for women and men at the work place (retaining female staff)



Internship & Mentoring Program

(attract female STEM graduates to the Energy Sector)



THE GHANA COMPACT INTERNSHIP & MENTORING PROGRAM

The Ghana Internship and Mentoring Program is a program for young women in tertiary and technical institutions offering Science, Technology, Engineering and Mathematics (STEM) and Technical, Vocational, Education and Training (TVET) courses to have relevant information, knowledge and support to make career choices.

THE GHANA COMPACT INTERNSHIP & MENTORING PROGRAM

Objective:

To support female students pursuing STEM degree and diploma courses; and students in Technical and Vocational schools to gain practical skills relevant for the job market in the power sector through internship and mentoring.

Target:

600 interns placed in public/private industries/employers for **2 months internships** by the end of **2021** (2018 – 2021) and at least **200 National Service Personnel** by 2021.

Get-To-Energy Career Pathway Model*



* Center for Energy Workforce Development (CEWD 2017): Strategic *Recruiting, Hiring and Retaining Women Engineers in the Energy Industry*.
<http://cewd.org/documents/RecruitingHiringRetainingWomenEngineers-StrategicLinkagesGuide-Oct17.pdf>

PROGRAM ELEMENTS OF THE INTERNSHIP AND MENTORING PROGRAM

- ❑ Orientation Program**
- ❑ Capacity building Workshop on Leadership and other Soft-skills**
- ❑ Placement in public and private organizations**
- ❑ Practical and hands-on skills training under dedicated Supervisors**
- ❑ Mentoring sessions led by Professional Bodies and Associations**
- ❑ Monitoring visits by MiDA and Education institutions to assess Interns' progress and challenges at the workplace**

PROGRAM ELEMENTS OF THE INTERNSHIP AND MENTORING PROGRAM

- Intern Reflection and evaluation session and Closing ceremony of the Internship and Mentoring Programme
- Employers, Educational Institutions and Mentors Reflection Forum
- Bi-annual Group Mentoring session for GPCIMP alumni
- PILOT in 2018 – 50 Interns
- Main Program:
 - 2019 – 200;
 - 2020 - 200;
- National Service Personnel – 200.

RESULTS

- A well-equipped, empowered and confident Intern
- Exposed to her personality style to know her strengths and pitfalls
- Gained practical skills in technical fields gained through supervisors
- Gained leadership and other soft skills
- Personal grooming
- Partnered with a mentor to support her throughout program and beyond
- Coached in additional areas of their academic programs
- Conversant with the workplace environment and able to navigate challenges
- Network formed for future peer and mentor support
- Educational institutions and Employers get to know what is expected of each other
- Commitment of all stakeholders to improve Internships in Ghana.

GPCIMP: STEP TOWARDS EMPLOYMENT BEYOND INTERNSHIP

- **Enquiry on posting of graduates to the Energy Sector for National Service.**
- **Letters to other Energy organizations - GPCIMP for National Service**
- **Survey - GPCIMP graduates interest in placement in Energy organizations.**

GPCIMP: STEP TOWARDS EMPLOYMENT

- **ECG request:**
 - **names of GPCIMP graduates for consideration for employment when they are recruiting.**
 - **letter for Artisans to be trained at the ECG Training school leading to employment by ECG.**

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GPCIMP: STEP TOWARDS EMPLOYMENT

- **Monitoring Employment of GPCIMP Graduates (beyond National Service):**
 - **Survey:**
 - **Where GPCIMP are working and how they find the work place.**
 - **If not employed in an Energy Organization, whether they would like to work in the sector.**

CONCLUSION

- **Outlook is positive**
- **Continuous engagement with private and public organizations in the Energy Sector to employ the GPCIMP graduates.**
- **This will address some of the gender diversity problems at the entry level and contribute to women's employment in the Energy sector.**



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Thank you