

GREENING TVET CAPACITY BUILDING WORKSHOP



Seen in the picture above is the Director of GQAA, Dr. Makuku together with the Ghana TVET Service Deputy Director General, Affi E. Agbenyo, the Ghana TVET Service Regional Director for Volta Region, Engr. Christian Agordah, the International Labor Organization team and the participants at the capacity building workshop

As the global climate crisis intensifies and industries shift toward more sustainable practices, the demand for green jobs and skills has never been greater (ILO, 2018). Across Africa, this shift presents both a challenge and an opportunity to equip young people with the knowledge and competencies they need to build careers that not only sustain livelihoods but also protect the planet for future generations (African Development Bank (AfDB), 2016).

In response to this challenge, the Ghana TVET Service, in collaboration with the International Labour Organization (ILO), organized a transformative Capacity Building Workshop on Greening Jobs and Skills for TVET Staff from June 2 to 5, 2025, in Ho, Volta Region. Engaged to facilitate this capacity building workshop was Dr. Violet Makuku, the Director of the Global Quality Assurance Association (GQAA). Her role as a facilitator was not just timely, but also vital. The purpose of the workshop was clear: to strengthen the capacity of the Ghana TVET Service and Pre-Tertiary TVET institutions' staff to become champions of sustainability in their institutions and to empower learners to thrive in emerging green economies.

Greening TVET is not just about adding environmental concepts to school timetables; it's about embedding sustainability intentionally, systematically, and in alignment with established quality frameworks. As a quality assurance specialist, Dr. Makuku introduced a methodical, organized, and holistic way of addressing greening TVET, not just tackling one part of it, but considering

how all the parts connect to create a whole system that works with Quality Assurance at the centre. She guided participants to see that integrating green skills and jobs' sustainability into TVET systems is not a once-off activity, but a continuous journey that requires clear standards, accountability, and measurable outcomes.



Dr. Violet Makuku in action at the capacity building workshop

Throughout the three days, Dr. Makuku took participants on a deep, engaging, and practical learning journey. She began with an introduction to Greening TVET, outlining why TVET institutions must lead in driving sustainable change. She explained that greening is not a luxury but a necessity for relevance in the 21st century. Participants were then introduced to the concepts and types of green skills, which include technical skills such as renewable energy installation, generic skills such as communication and collaboration, and transformative skills like leadership, ethics, and a commitment to sustainability.

In her session on climate change, sustainability, and the green economy, Dr. Makuku drew strong connections between global climate challenges and local realities, making it clear that TVET must prepare young people not just to find green jobs, but to create green jobs and enterprises.

Dr. Makuku also emphasized the importance of curriculum greening approaches, guiding participants on how to conduct curriculum audits and reviews to integrate green skills into teaching and learning. In the session on teaching methods for green skills, she introduced learner-centred techniques that foster innovation, critical thinking, and active participation. This was further supported by her guidance on assessing green competencies, helping educators design assessments that truly measure what learners know, can do, and value regarding sustainability.

One of the standout moments of the workshop was the group activity where participants developed greening lesson plans tailored to their specific trades. These were later presented, showcasing the creative and practical application of the training. Dr. Makuku also introduced participants to the green



Participants engage in group discussions before their presentations.

campus practices, encouraging institutions to walk the talk by embedding sustainability into their everyday operations. In her closing session, she encouraged participants to think about green innovation and entrepreneurship, urging them to prepare learners not only to work in green sectors but to lead them.

Beyond the content of her sessions, Dr. Makuku's contributions underscored a powerful truth that **Quality assurance is central to greening TVET**. Without clear policies, structured systems, regular reviews, and measurable targets, greening initiatives risk being ad hoc and unsustainable. Dr. Makuku helped participants to see that a quality culture where continuous improvement is embedded in the DNA of TVET institutions is the key to long-term success in green skills and green jobs.

The importance of this workshop cannot be overstated. According to the International Labour Organization (ILO), an estimated 24 million new green jobs could be created globally by 2030 if countries transition to greener economies. In Africa, about 10 million young people enter the workforce each year, but many lack the skills needed to take advantage of these opportunities. The African Development Bank (AfDB) warned that without deliberate reforms in education and training, Africa risks falling behind in this green transition.



The Deputy General for Ghana TVET Services, Affi E. Agbenyo addressing the participants

Together, we can build an Africa that is greener, smarter, and fully prepared for the challenges and opportunities of the future. **THINK GREEN, LIVE GREEN, PROMOTE GREENING!**

REMEMBER, QUALITY STARTS WITH YOU! QUALITY IS IN YOUR HANDS!

Citations

1. ILO REPORT: World Employment & Social Outlook 2018: Greening with jobs
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