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Federal Ministry
for Economic Affairs
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AHK

Delegation der Deutschen Wirtschaft
in Ghana
Delegation of German Industry and
Commerce in Ghana

on the basis of a decision
by the German Bundestag

APPRENTICES FROM GHANA FOR GERMAN COMPANIES

A program of the Delegation of German Industry and
Commerce in Ghana (AHK Ghana) in cooperation
with the Senior Expert Service (SES)

SENIOR
EXPERT
SERVICE

SES

FUTURE THROUGH EXPERIENCE

OUR RANGE

We have developed a service package that meets your specific needs and can be accessed modularly as needed:

Tender & Selection

- ★ Advertising and publicizing your vacancy in Ghana on our various social media channels, our website, and at conferences and job fairs.
- ★ Selection of the 6 best candidates through interviews in our office.
- ★ 1-day candidate assessment: Ready to live and work in Germany?
- ★ Shortlist of the 3 best candidates and first virtual meetings/interviews with you.

Preparation in Ghana

- ★ German course at the Goethe Institute in Accra, optionally up to level B1.
- ★ 1-week course “Living and Working in Germany”, prepared and conducted by our Ghanaian staff with very good knowledge of German (working) culture.
- ★ Family/parent visit to the candidate to anchor the decision to live and work in Germany in the candidate’s family.
- ★ Interim evaluation with you after 2 months: “Go or No”: You make the final decision!
- ★ Virtual introductory meeting with you and your future colleague, prepared and moderated by us.



PACKAGE

03

Departure

- ★ Visa advice and assistance in compiling all necessary documents.
- ★ Applying for a visa appointment and preparing the candidate for the interview.
- ★ Packing suitcases for Germany.
- ★ After arrival: Integration mentoring by the Senior Expert Service (SES).

ARRIVING WELL IN GERMANY

A key component of the successful integration of young people from Ghana is the support provided by mentors from the Senior Expert Service (SES). This is especially true during the first few months in their new place of residence and work.

SES mentors see themselves as welcome guides. They provide assistance in all situations with practical tips and valuable contacts – crucial support for navigating what is initially a completely unfamiliar environment.

SES's offerings are based on the organization's many years of experience with coaching programs, from which several thousand trainees benefit every year.



Godwin Kofi Quarshie from Accra with Claus Munkwitz from SES in Stuttgart.

VOCATIONAL TRAINING IN GHANA

Vocational training in Ghana is only partially comparable to the dual training system in Germany in terms of content and scope. Much of the knowledge is acquired in the informal sector; however, there are also a number of public and private training institutes that focus on specific professions (electrical engineering, plumbing, hotel management, air conditioning, automotive maintenance, etc.) and provide solid expertise that can serve as a good foundation for further training in Germany.

The Delegation of German Industry and Commerce in Ghana is currently collaborating with several training institutions from which suitable candidates can be recruited for German companies. The experience has been very positive:

“Our future trainee from Ghana didn't just sit around during his internship; he started working right away. We rarely have such positive experiences with German interns. Rashidu is a stroke of luck for us. We've never experienced such motivation in this form before.”

**Benjamin Wagner, Managing Director of
the Engineering Company for Energy
Technology NRW mbH, Bochum**

“We had a very positive experience with our young colleague from Ghana. He has the right attitude, and his German skills are also good. Important issues were finding housing and assistance with integration, both of which we resolved with the help of the Senior Expert Service. The Chamber of Skilled Crafts and the AHK Ghana also provided us with tremendous support. Godwin is now part of our team.”

**Tobias Janiak, Managing Director of Autohaus
Gayer GmbH, Vaihingen an der Enz**



YOU ARE LOOKING FOR YOUNG, MOTIVATED APPRENTICES

- ★ Who are ready to get involved, e.g. in the areas of construction, plumbing, solar technology?
- ★ Who are willing to integrate into German (corporate) culture?
- ★ Who want to come to Germany with a B1 language level and initial industry-specific knowledge?
- ★ Who bring a breath of fresh air into your business with African joie de vivre?

WE OFFER

- ★ The selection of a suitable candidate for your training position – selected based on initial professional competence and intercultural sensitivity.
- ★ Support with language preparation already in Ghana by the Goethe Institute.
- ★ Intensive intercultural training and preparation for Germany.
- ★ Support in the visa process.
- ★ Personal support of the candidate in Germany in cooperation with the Senior Expert Service (SES).



SKILLED LABOUR SHORTAGE IN GERMANY

More and more companies in Germany are complaining about a shortage of suitable trainees and skilled workers. Due to foreseeable demographic developments, the situation is unlikely to ease in the coming years.

As part of the global network of German Chambers of Commerce Abroad (AHK), the Delegation of German Industry in Ghana, together with numerous other AHKs, has launched initiatives to help German companies recruit skilled workers. On behalf of the Federal Ministry for Economic Affairs and Climate Protection, we work closely with key players in German foreign trade promotion.

As the primary contact for German businesses on the ground in Ghana, we have been active in West Africa for over 14 years. We know the market, have access to the most important economic and political players, and possess the necessary intercultural competence. This is especially important when selecting suitable candidates for your company.

Do you have anymore questions?

Or would you like to get started right away?

Get in touch – our team is happy to discuss your needs with you:



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