



Technical Vocational Education & Training

Our people are our greatest asset

At Golden Star we know our people are our greatest asset. Our people bring their talents to our operations and as a team, we commit to engaging with mutual respect, honesty, and transparency. A key part of the role our leaders play is in the development of their teams, both professionally and behaviourally. Training, education, and professional development, lead to enhanced competency, and ultimately productivity, pride and ownership.



Vocational Education and Training (TVET) Partnership

In early 2016 under a partnership between the Government of Ghana and Global Affairs Canada, Master trainers from Saskatchewan Polytechnic undertook a program of technical and vocational training needs assessments throughout Ghana.

This program of assessment led to the development of an industry supported project to assist in the upgrading of trades skills available to industry, and in November 2016, Golden Star indicated its support for the initiative that would provide sustainable industry outcomes.



Golden Star team members during trade skills upgrade training

Key aspects of the partnership, amongst others, include:

- Engagement on adoption of industry recognised standards for trade skills;
- Collaboration on design of industry relevant curriculum and programs;
- Establishment of advisory committees and trade advisory boards;
- Inspection of trade training facilities;
- Provision of input on suitability to industry training needs; and
- Integration and leveraging of existing industry trade skills training programs through pilot upgrader programs.

Following the formation of the partnership group, further local facilitation occurred through the support of the NGO, Western Regional Coastal Foundation, and combined Government, industry and TVET expert led teams critically assessed available trades training facilities in the country to determine suitability for use.



Preparing oxy acetylene cylinder for welding practical

Upgrading Capacity and Skills

In July 2017, the first of the pilot upgrader programs commenced under a partnership project between the Government of Ghana Ministry of Energy, the Kikam Technical Institute, Western Regional Coastal Foundation, Sakpolytech and Golden Star Resources. The program includes an 8 week long program for beginners and 4 week program for intermediate level for a total of 20 welders from the company's operations in Wassa, Prestea and Bogoso.

Four technical trainers were present, including the Master trainer from Sakpolytech. A key element of the pilot program was the 'train-the-trainer' aspects of the program for the Government of Ghana to further enhance technical trade skill delivery. TVET instructors from Kikam Technical Institute also participated to enable them to run the future upgrader projects in support of industry.

In all nine (9) employees of Golden Star Resources participated in this first pilot upgrader program focussed on engineering trades, namely a two week intensive competency based program on welding. As the program is competency based, it requires participants to demonstrate a sound understanding of both theory and practical aspects at each stage, before they progress to the next session, making the program both competitive and demanding of full commitment for success. Ultimately successful participants will obtain Nationally recognised certification for their new skills and capacity.



Master Trainer, Ron Nickel, shows Golden Star engineering team members new techniques

What Has Been The Impact?

Who better to ask than the Golden Star team members who were participants?

“I want to thank the company for such an opportunity for us to enlighten our knowledge and skills. In fact we thought we were welders but having gone through this training, I have deduced that there were so many things that I was lacking. Both the theory and practical aspect of the training has given me so much and I believe with this, it will increase our productivity towards work especially with underground works. I am happy to have more knowledge on the type of electrode to be used for the right type of job.

We had no headache over food or where or where to sleep because the company assisted us and I once again say a big thank you to the management. I assure them of my best support to the betterment of the company” . Akwasi Bannor, Blastman at Prestea.





“I thank my leaders for selecting me to enrich myself with more knowledge and skills. I have been a welder for so many years but with the training held, I have noticed that there was more to learn especially the right electrode for the right job. I have also been exposed to the modern way of welding for which I am very happy. We used to weld things the old way that we were taught, but now I know how to weld to prevent early leakages and welding to ensure that materials last longer.

I encourage the company to enrich us more with such trainings so that we can also help by doing things the effective and efficient way”. **Amos Ghunney, Prestea Shaft welder.**

“The training is educative and I have really benefited so much from it. There were many things I wasn’t aware of but now I am privileged to have them at my fingertips because I will be able to weld anywhere around the world.

I am grateful and appreciate management for such intentions and I encourage them to do more of such to make us equivalent to modern way of doing things”. **Emmanuel Mensah, Welder/Fabricator at Prestea.**



“I am happy about Golden star’s intention of training its employees to get a standard knowledge and skills about their work. I appreciate and thank management for the great impact they are making in our lives because the old way of welding wasn’t helping us as individuals and the company as well. We wasted time doing things but with the new exposure, I am able to weld safely, fast and independently.

There were new things to learn, such as Mig welding, and new technologies to use, and I must say it was great having the experience. This training has enhanced my knowledge and skills as a person and great positive impact on the company at large.” **William Davis, Welder (Civil) at Bogoso.**

Why is this important to Golden Star?

“The main idea behind the project is a rapid up skilling of our current engineering and trades workforce. We realize that we are only as good as our people performing the work, and at the same time, many of our team has not had the opportunity to update their skills for many years. As a result there were skill gaps as people had not had to use certain skills or had never been officially trained in certain aspects of the work.



We believe that investing in our people, and in the people that will train our personnel, will create a distinct advantage, not only for our team but for the industry more broadly.

The main objective is to standardize skills and knowledge across the trades, i.e. welding, electrical, mechanical. Having each specific tradesperson have the same platform of knowledge as their colleagues is an important part of creating a diversified and capable work force. This creates an even point for each tradesperson to excel from and gives the company assurance that each trade / engineer has the required base skills and knowledge to meet our operational and future needs.” **Morgan Lekstrom, Electrical Superintendent Prestea.**

“Golden Star provided this training for its employees to be well equipped with enough knowledge and skills to enhance their productivity.

I am glad that the trainees will also have additional exposure to the safety aspects of the program for their work. They will acquire confidence, knowledge and skills for themselves and the company’s productivity as well. For Golden Star this is critical, we need our teams to be safe and at the same time, produce high quality work that ensures our mine shafts and facilities will last for a long time.



Ghana will also be benefiting, as there will be a time when the Ghanaians trained will be able to share their knowledge and skills with others and the Technical Institutes will be able to run these programs fully in-house.

*I want to thank Golden Star for their commitment in ensuring the success of this program and to the trainees I say that, ‘to whom much is given, much is expected from him’ and so I encourage them to commit themselves to apply the acquired knowledge and skills in their day to day activities because success will come to you as an individual, the company and Ghana at large”. **Eric Ebow Yankson, Training and Development Coordinator.***

A Step Further in Golden Star’s Employee Development Agenda



“Golden Star believes that organizations “compete through people” and the commitment and visibility management gives to the development of its teams is evidence of this.

Management’s commitment to this training initiative goes beyond the immediate benefits to the company of enhanced performance leading to improved productivity. It also demonstrates GSR’s support and contribution towards the WRCF’s initiative on technical and vocational skills development for the extractive industries in the Region and Ghana as a whole.

*The trainees are very grateful to Management for this commitment towards their career development - during the debriefing session trainees recounted to me how much they had learned and their commitment to ensuring their development will bring an outcome that all will be proud of”. **Frank Odei Akuffo, Group Talent Management Coordinator.***

The Future

At present further sessions of welding training are already scheduled for this year. Following the success of the engineering – welding trade pilot upgrader, our minds have already turned to the advancement of a similar program for electrical trades. Watch this space to hear more in the future!



“I am yet to go for the training from 9th October – 3rd November 2017 but from my past experience, it will be excellent to have the additional training. I am so excited about the upcoming training because it will builds up my capacity and enhance the science knowledge about our work.

We are most grateful to the company for the training and I know our new exposure will help us to be productive to the success of the company.”
Emmanuel Asare, Welder and Fabricator, Bogoso.