

GYG POSSIBLE ASSIGNMENTS FOR OUR STUDENT INTERNS

Organization: Ghana Youth Guide

Location: Northern Region, Tamale, Ghana

Duration of the internship: 10 or 21 weeks

No. of interns: 4 (2 Globus Interns and 2 Non-Globus Interns)

Description of the host organization:

Ghana Youth Guide, (GYG) is a non-political, independent, not-for-profit organization run by young people in northern Ghana. **Ghana Youth Guide (Limited by Guarantee)** is Registered with the Ghana Registrar Department with a Registration number: **CG037110524** under the companies **Act, 0219 (Act 992)**

The Organization is interested in world issues; empowering young people in the areas of youth participation in decision making process.

GYG is based in Tamale-Ghana, West Africa with 540 active members across the Northern Region. Our membership is open to all mindful human beings irrespective of tribe, gender, religion, and age. Apart from the staff, all other recruited members are volunteers.

GYG activities are run through; Education and Training, Governance/Leadership Development, Reproductive Health and Rights, Youth in Agriculture, Women Empowerment, Advocacy and Community Development, Education and Peace Building, Networking and Partnership, Entrepreneurship and Skills Developments.

The organizations carry out its activities through the following; Seminars/ Workshops, Conferences, Youth Speak Forums, Educational Campaigns, Leadership Training, Women in Governance, Poverty and Livelihood Empowerment, Field visits as well as data collection and validation.

GYG is one of the largest youth-run organizations in Ghana and beyond serving as a Multi - Sectorial community support group, and have been active across all the districts in northern region.

We primarily target young people, unskilled youth, persons living with disabilities and children (both in school /out school). We believe in the potential and power of the youth to make a difference and be agents of change in the society when empowered.

We equip and empower young people in northern Ghana to demand, advocate, lobby, and campaign for social justice.

Our vision: is to become a youth-based organization that creates a platform for young people to express themselves through empowerment and Advocacy in addressing socioeconomic issues.

Our mission: is educating young people and the youth to identify and solve socio economic programmes and take advantage of potential opportunities around them and also preparing them to meet the challenges of adolescence and adulthood through series of activities.

In early 2023, as part of our data collection efforts, GYG worked with 120 rural farmers in the Savelugu Municipality of the Northern Region. GYG conducted preliminary field research on the target groups, the field work revealed that patriarchal inheritance remains the primary means of accessing and acquiring farmland.

Through this patriarchal structure in the region, women face marginalization when it comes to acquiring land for agricultural production. This gender inequality impacts the long-term sustainability of women's livelihoods. Recognizing this issue, the intervention will prioritize the inclusion of women by aiming to have 60% female small-scale farmers in the main target group. Furthermore, it was found that a considerable number of small-scale farmers are PWD's who have limited access to support for their special needs.

The challenges of climate change and adaptation combined with economic and gender equity issues are the reasons for our current project intervention which focus on two deprived districts, Tolon and Savelugu, on strengthening Ghanaian Youth through Climate-Smart Agriculture and Civic Organizing.

In 2024 GYG empowered small scale farmers capacities on climate smart agriculture for social change.

The intervention on Strengthening Ghanaian Youth - through Climate Smart Agriculture and Civic Organizing target 50 young small-scale farmers in Tolon and Savelugu districts in Northern Ghana through capacity building and training on climate-smart agricultural practices. The primary target group consists of GYG 5 staff, 5 board, 10 volunteers as well as the 50 small-scale farmers, with a 60:40 female/male composition and including at least 12 Persons with Disabilities (PWDs). The project has had significant results as 80% of the target group gained new practical knowledge about climate change impacts and adaptation, guiding the target group (smallholder farmers) on CAS. Farmers adapting the use of climate-smart practices such as *low*,

minimum or no-tillage, intelligent water management and the use of certified seeds. Inclusion of local stakeholders' and their acceptance and support of the intervention.

For 16 years, GYG has worked on empowering young people through health, governance, education, and advocacy initiatives. GYG has addressed the lack of basic education access through conferences and capacity-building activities for over 5000 students. GYG has previous experience in working with small-scale farmers, such as having created a platform to train small-scale farmers and young people to acquire vocational skills and knowledge on income generation.

Structure: GYG has a well-structured leadership and Management; with a governing body which is the highest decision-making body of the organization. The governing body consists of the board responsible for providing strategic oversight and policy guidance for the organization.

Management team: is headed by the Executive Director: (responsible for providing clear program direction and the day-to-day management of the programmes implementation. He coordinates and supervises project officers and consultants working

on the projects of the organization to ensure the project deliverable are achieved, and also mandated to consult the board of directors when it comes to the strategic decision about the direction of the organization),

Director of Finance & Administration: (responsible for overall financial administration and human resource management of the organization).

Project Officers: (responsible for managing projects effectively in line with GYG Programmes objectives, budget and timeframe laid down in the project documents, as well as ensuring accurate and timely reporting of activities for reports).

Our volunteers/members: (works closely with the organization especially when it comes to making valuable decision for the smooth running of GYG).

Our staffs are very committed and have been volunteering their time, energy, and their expertise to support the organization growth since its establishment through voluntary bases.

Network: We create and enter into strategic partnerships with some institutions, movements, and networks for joint actions and campaigns.

These include; Ghana Education Service, DIB (Former Danish International Human Settlement Service) Denmark, Civil Society in Development (CISU) Demark, Ghana

Federation of Disability, National Youth Authority, Action Aid Global Platform Ghana, Activista Ghana, National, Commission for Civic Education, Ghana Forestry Commission, Domestic Violence and Victim Support Unit under Ghana Police Service, Commission on Human Rights And Administrative Justice, Planned Parenthood Association in Ghana, Samakose Enterprising Development, Savannah Women Integrated Development Agency, Ghana Youth Icons, Sedavrp Ghana, Young Urban Women's Movements, Face Ghana, Marie Stopes Ghana, International Institute of Inspiration Economy (United Arab Emirate), Civil Society and Institutional Foundation (CSIF), Yefl Ghana, as well as some local media houses.

Main tasks and responsibilities:

GYG have planned some tasks for our interns to execute during their stay in Ghana with GYG.

Administrative Tasks:

Report Writing: Interns will assist GYG in some instances in writing reports on project activities, outcomes, and impact assessments. This includes compiling data, drafting sections, and editing reports.

Filling and Organizing Activities Data: Interns will help GYG to manage and update project data, ensuring records are accurate and easily accessible. This involves using tools like spreadsheets or project management software.

Conducting Research: GYG will facilitate our interns to engage with local communities to gather information on climate action, social cohesion, and project impact as well as their research school related work. This includes designing simple surveys, conducting interviews, and analyzing findings.

Financial Record Keeping: Interns will assist GYG in tracking expenses, documenting receipts, and maintaining financial logs for project activities.

Field Visits for Project Monitoring and Coordination:

Interns will participate in GYG visits to:

1. Local Partner Organizations: Meet with partners to discuss project progress, challenges, and collaboration opportunities.
2. Schools: Engage with students (Green Clubs) and teachers on climate action, environmental education, and project activities.
3. Participating in GYG community dialogues, durbars, and sensitization meetings.
4. GYG Project Sites: Monitor project implementation, document success stories, and identify areas for improvement for future interventions.

General Tasks: GYG plan to expose our interns to some youth exchange programmes both internal administrative works and external by engaging our interns for a short period of time and work together on a common project within the organization and other organizations who share similar aims and aspirations

such as ours. This will provide opportunities for both parties to participate in activities like intercultural events, farming, sporting and artistic events, theatre arts, workshops/meetings, trainings, field visits, meeting with the locals as well as community outreach programmes.

GYG will provide an internship that offers the student the opportunity to gain experience with work relevant for the internship objectives.

GYG also intends to develop partnership with our interns for future collaborations: We want to use these medium to strengthen the relationship between our organization, our partner and intends as well as both countries when it comes to youth exchange programs which we believe will give a chance for both individuals (interns, partner, staff, volunteers, communities, homes and families as well as our organizations to promote youth activism when it comes development at the local, regional, national and international levels. This will also strengthen our partnership when it comes to community connections by way of sharing our values for social change.

We shall also form a Sports Development Committee: This committee will be chaired by the Executive Director of GYG and four (4) other members of the executive committee. The committee will be the social basket of GYG/Interns where various kinds of games will be organized to promote peace, unity, reconciliation and development among members of GYG/Interns and our project operational areas.

Project specific tasks: *our interns will be given the opportunity to work directly with our staff specifically when it comes to our projects been executed/implemented at the time of their presence. Interns will engage in projects mobilization, data collection, field visit, as well as education and training.*

Work hours:

Our interns are required to be available to work freely for at least 3 hrs. a day and 15 hrs. per week during their internship with GYG.

GYG interns require at least English language, IT expertise, soft skills etc.

Fluent in English Language, Team work, Communication skills, Willingness to learn and network, soft skills/basic computer skills and knowledge (Microsoft, power-point, excel), Knowledge campaign communication.

GYG interns should be able to:

- Motivated to work with sustainability and SDGs in the internship at a national/local NGO and preferably also subsequently on the education
- Motivated to work with their professional field in another culture/country
- Can work independently and potentially be proactive in seeking out work assignments

- Willing to participate in the daily life of the workplace / willing to participate on an equal footing with other employees in the organisation
- Willing to collaborate with other interns, and share an internship with several others.
- Will participate in GYG/DIB online meetings to discuss project progress
- Will contribute actively to prepare/participate in (at least) 3 of GYG staff meetings.
- Willing to share their learning and internship on GYG's SoMe platforms.

✦ **Partnership Development:** GYG want to use these medium to strengthen the relationship between Ghana and Denmark when it comes to youth exchange programs which we believe will give a chance for both individuals (interns/GYG staff/volunteers), our communities/homes/families as well as our organizations to promote youth activism when it comes development at the local, regional, national and international levels. This will also strengthen our partnership when it comes to community connections by way of sharing our values for social change.

✦ **Youth Exchange Programmes:** GYG will expose our interns to some of our youth exchange programmes both internal and external by engaging our interns for a short period of time and work together on a common project with other organizations who share similar aims and aspirations such as ours. This will provide opportunities for both parties to participate in activities like intercultural events, farming, sporting and artistic events, theatre arts, workshops, trainings, field visits, meeting with the locals as well as community outreach programmes.

✦ **Educational Trips:** GYG will plan internal/external trips by exposing our interns to the tourist attraction sites in the region/outside the region and all sectors of our development. Northern/Savana Region is home to Mole National Park, a popular tourist attraction hub, rich in culture and tradition, as well as Red Clay (Savannah Centre for Contemporary Art) which is an artist-run project exhibition and resear.

The Northern region sits conveniently among the loveliest regions in the country. Our interns will be treated to a nice time in travelling with GYG staff and volunteers throughout the round trips. This will be done in collaboration between GYG and our Interns from Denmark.

Our student interns should be prepared for the below experiences:

Pre-departure Briefing: Share Ghanaian culture, local norms, and project context.

Logistics: Arrange accommodation, transportation, and necessary permits.

Mentorship: Assigning GYG staff/volunteers to guide our interns.

Safety: Provide safety guidelines and emergency contact numbers.

GYG shall involve our interns in our ongoing projects (e.g., climate-smart agriculture, community resilience).

We shall organize cultural nights, local tours, and community visits to foster cross-cultural learning.

Workshops: GYG through our staff and volunteers will offer training on Ghanaian languages (Dagbani), climate action, and project management.

Evaluation and Feedback:

- Regular check-ins to assess progress, address challenges, and gather feedback.
- Encourage interns to reflect on their experience and share recommendations.

GYG believe that with the above information, our interns will get a hands-on, enriching experience.

Flagship Programs and Project:

- ✚ GYG will engage our student interns in some of our youth flagship programs and projects including our sports development program where interns will get the opportunity on weekly bases to engage with our sport team (Oxford Fc) to play games and also get the change to mentor the young female soccer players.
- ✚ This will be the social basket of GYG/Interns where various kinds of games will be organized to promote peace, unity and development among members of GYG/Interns and our soccer players.
- ✚ GYG while interning at our organization will get the opportunity to come up with his or her own project design which will be facilitated by GYG with the intern and will be implemented with his or her choice of community.

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