



Golden Star Learning & Earning Program

Enhancing Local Value Retention

Golden Star's host communities are not unique in the challenges they face around youth unemployment and skill and capacity shortage to secure gainful employment.

To provide leadership in this regard, Golden Star inaugurated the Golden Star Skills Training and Employable Program (GSSTEP) in 2009. Since that time Golden Star have sponsored over 600 community youth to obtain trade skills in masonry, carpentry, commercial cookery and other skills, and all trainees also receive start up tools to set up their own businesses.



GSSTEP trainees at Mampon Project Site

In reviewing the sustainability of the program, an opportunity for improvement was recognized. More of the trainees would succeed in converting their acquired skills into new business development, if they had complementary 'work experience' to support the qualifications they had gained. Recognising this opportunity, Golden Star designed a 'post-GSSTEP' on-the-job learning program piloted under the banner Golden Star Learning and Earning Program (GSLEP).

The inaugural GSLEP pilot was conducted in the second quarter of 2018 with the objective to empower participating youth to acquire basic market-oriented vocational livelihood and entrepreneurial skills, leading to successful employment, including self-employment, in the host community.

Under the GSLEP program, trainees transition from traineeship into a form of On-the-job instruction, and therefore earn a daily income to serve as motivational support and transition their preparation into craftsmanship.

The maiden group of GSLEP trainees have excelled and proven the value of the enhanced concept having successfully constructed a first floor, 8 unit classroom block extension for the Prestea Senior High Technical School!



Inspection of masonry work during on the job training inspection

The trainees, 14 masonry, 7 carpentry and 2 commercial cookery, completed this tremendous effort in just 5 months, with the support of their supervisors and mentors.

Further proving the applicability of this concept and the need for these skills in the community, Golden Star was thrilled to receive expressions of interest from the host communities in projects for the team. Even the Chief of Mbease Nsuta himself, approached the company with keen interest in the project and future opportunities for the maiden GSLEP team!



Completed second story extension for the Prestea Secondary Technical School

In discussion with Mr. Robert Gyamfi, Golden Star's Community Manager, the interest from the communities fits well with the company's expected evolution of GSLEP, *"GLSEP is a staging ground to transition our GSSTEP participants from training, to learning, to earning. We will be working to develop a pathway for these youth to move from this platform to small business ownership and entrepreneurship, along the lines of how we have facilitated the development of LOCOMs (Local Contractors In Mining Services)."*

Let's see what this opportunity has meant to the GSLEP participants:



Maxwell Essel, Trainee

“I use to be involved in galamsey, but when I heard Golden star was looking for youth to train and looking at the risk involved in the informal mining, I decided to join. The skills I have learnt are more important than the galamsey which can collapse at any time and leave me jobless. It has really helped me and also my future, even though it was not easy. It was the best exposure – I don’t think I would have been able to afford such training myself. Within nine months, I have been able to go through intensive theory and practical including projects.

I am very grateful and I thank Golden Star for being a life changer and I look forward to a brighter future.”



Otis Gyatuah, GSR CSR Department Civil Engineer

“When the trainees came to site, they had already gone through their theoretical and practical lessons for four months, so it was not difficult working with them.

As the Golden Star site representative, I do not only supervise the trainees but I also educate them on safety and risk assessment because here in Golden Star, safety is our value”.



John Quason, Trainee

“This new initiative has really helped us financially and has built our confidence level. With the GSLEP we are challenged during our practical by working on projects that are beneficial and can be used by the community like the Prestea Senior High Technical School building.

Aside the skills I have acquired, it has saved me a lot of money because if I was to learn it somewhere, it would have cost me not less than 1,500 Cedis plus my food and transportation. I thank Golden Star for this opportunity and I look forward to working in the future.”



Emmanuel Gyatuah, Trainee

“When I heard Golden Star was looking for youth to train, I decided to join because I knew it was an opportunity for me to upgrade myself and truly I have not regretted being part of it. Initially, we were trained to acquire some skills, and after our practical we moved to the field to work on a project as paid trainees!

With just 14 of us and the supervision of our site trainers, we have been able to build an eight unit classroom block. With this I believe I can build a three bedroom house if the opportunity comes. I thank Golden Star for equipping us and we promise to work hard with the skills acquired and

never will they regret training us.”



Samuel Wilson, CRSR Department

“Both the Golden Star Skill Training and Employability Program (GSSTEP) and the Golden Star Learning and Earning Program (GSLEP) bring with them personal human development and transformation. In communities where youth often seek immediate, paid non-skilled and unsustainable jobs, the direct and visible felt impact of GSLEP on beneficiary young adults, makes the appreciation of the benefits to individuals and their household more gratifying.

The practical nature of the programs, coupled with field exposures and end of program project makes the training in carpentry, masonry and commercial cookery more participatory and accessible for all levels of education.”