

NATIONAL COUNCIL FOR TERTIARY EDUCATION



**DECLARATION AND ACTION PLAN**

**FROM THE**

**THE NATIONAL SUMMIT ON TERTIARY  
EDUCATION**

**ON**

**CRAFTING A NATIONAL VISION AND PLAN  
FOR THE 21<sup>ST</sup> CENTURY**

**Accra, November 2-4, 2016**

## **a. INTRODUCTION**

The National Council for Tertiary Education (NCTE) in collaboration with the Ministry of Education and TrustAfrica, Senegal held a National Summit on Tertiary Education in Ghana on the theme: “Crafting a National Vision and Plan for the 21<sup>st</sup> Century” in Accra from November 2 to 4, 2016.

## **b. PARTICIPANTS**

One hundred and fifty persons selected from tertiary education institutions, civil-society organizations, think-tanks, ministries/departments/agencies, private sector, Parliament and the media participated in the summit.

The conference was addressed by the following personalities: Prof. Jane Naana Opoku-Agyemang, Hon. Minister of Education, Prof. C.N.B Tagoe, Chairman of the National Council for Tertiary Education and former vice-chancellor, University of Ghana, Prof. Jophus Anamuah-Mensah, former vice-chancellor, University of Education, Winneba, Prof. I. Addae-Mensah, former vice-chancellor, University of Ghana, Prof. J.S.K Ayim, former Vice-Chancellor, Kwame Nkrumah University of Science and

Technology and Dr. Omano Edigheji, Consultant/Advisor, TrustAfrica, Senegal.

### **c. OBJECTIVES**

The objective of the National Summit is to offer opportunity for stakeholders to:

- 1. Make recommendations to inform the development of a National Vision and Plan for Tertiary Education;*
- 2. Propose an implementation framework; and*
- 3. Provide inputs on tertiary education to inform the long-term national development plan for the nation being developed by the National Development Planning Commission.*

### **d. PREAMBLE**

We, the participants in the National Summit on Tertiary Education in Ghana;

Having discussed critical issues in tertiary education, such as funding, internationalization, diversification and

differentiation, quality, private participation, research and postgraduate education;

Recognising the critical role of tertiary education in personal mobility, skill training and overall national development;

Acknowledging that Ghana is gradually emerging as a hub for tertiary education in the West African region; and

Resolving that the tertiary education in Ghana should rank among the best in world.

Now therefore, we declare as follows:

#### **e. DECLARATION**

##### **Vision for Tertiary Education**

We affirm that it is necessary to:

Develop a dynamic tertiary education system to drive the evolution of an entrepreneurial and internationally competitive nation through the development of skilled workforce, research, innovation and knowledge transfer to meet the needs of the economy and enhance the welfare of all Ghanaians, as well as contributing to nation building and forging of democratic citizenship.

## **Principles**

We agree that tertiary education in Ghana will be driven by the following principles:

- **Quality and Excellence:** Tertiary education in Ghana must be developed to rank among the best in the world.
- **Relevance:** Tertiary education must support and promote national development and individual education aspirations.
- **Efficiency:** To ensure value for money in the operations of tertiary education institutions.
- **Accountability:** Tertiary education institutions respond to the needs of society and provide timely information on their operations to all stakeholders.
- **Autonomy:** An environment that strengthens the self-governance and academic freedom of higher education institutions should be created so that tertiary education institutions are free from all forms of external interference.
- **Collaboration:** Partnership among local tertiary education institutions, and among local institutions and

foreign ones, should be promoted for the purpose of sharing of resources and exchange of information on best management and governance practices.

### **Priority Areas, Targets and Strategies.**

We affirm that stakeholders will collaborate in implementing the strategies in this declaration to achieve the objectives and targets outlined under the following priority areas over the next thirty years:

#### **1. Inclusive, equitable and mass tertiary education opportunities provided for all eligible persons.**

The National Council for Education will collaborate stakeholders to initiate policies and programmes to achieve:

**1.1** A gross enrolment (GER) ratio of 70% in tertiary education in Ghana by 2047.

**1.2** Gender parity in enrolments to tertiary education institutions by 2020.

**1.3** At least 50% enrolments in ODE programmes by 2025.

The National Council for Tertiary Education will undertake the following actions to achieve the targets set forth above:

- 1.4 Develop a national policy on Open and Distance Education by 2017 and provide support for the development of open and distance learning.
- 1.5 Foster the development of unified national ICT backbone to support open and distance learning by 2013.
- 1.6 Provide continuous support for staff capacity in the management of ODL systems.
- 1.7 Provide support to expand access to programmes deemed critical to national development, especially science and technology.
- 1.8 Foster the provision of scholarships to enhance enrolments in programme areas that are critical to national development.

**1.9** Develop affirmative action and performance funding strategies to foster enrolment of students from under-represented areas.

**1.10** Provide support for staff capacity building and staff recruitment.

**1.11** Provide resources for expansion of infrastructure to foster expansion in enrolment.

**2. Cost effective management and governance system for tertiary education in Ghana developed and implemented.**

In this policy area, the NCTE will:

**2.1** Develop a policy on sustainable funding of tertiary education, including policy on cost-sharing and fund allocation mechanisms by 2017.

**2.2** Develop performance funding measures to provide incentives to institutions that implement critical policy priorities of Government in higher education.

**2.3** Develop benchmarks to ensure efficient use of public funds in tertiary education institutions.



- 2.4 Increase loan amounts provided by the Students Loans Trust Fund to cover fees charged by the institutions and cost of living by 2020.
- 2.5 Redirect government scholarships to students pursuing programmes deemed critical to national development.
- 2.6 Encourage the establishment of financial aid offices in tertiary education institutions to provide support for brilliant but needy students.
- 2.7 Develop benchmarks for assessing the performance of Governing Councils of tertiary education institutions.
- 2.8 Review the enabling acts of supervisory bodies of tertiary education institutions to remove ambiguities and conflicts in existing legislations by 2018.
- 2.9 Engage the Government of Ghana to earmark portions of Annual Budget Funding Amounts (Funds from oil proceeds) to support the establishment of centres of excellence in areas deemed critical national development in tertiary education; and provide tax

incentives to foster the siting of private institutions in underserved areas.

**2.10** Continuously, build capacity of Governing Councils of tertiary education institutions to share current knowledge in the governance of higher education institutions.

**2.11** Encourage tertiary education to establish ancillary businesses and run short market-driven to expand resource base and raise funds.

**2.12** Encourage industries to participate in the funding of tertiary education through the establishment of endowments, establishment of chairs, provision of scholarships and infrastructure development.

The cooperation of tertiary education institutions is critical to achieving effective fund management. In this regard, tertiary education institutions be encouraged to:

**2.13** Establish trust funds, endowments, and foundations to expand their resource base through fundraising from alumni, domestic and foreign foundations, and private individuals and organisations.

**2.14** Outsource the provision of non-academic support services to reduce expenditure in non-core areas.

**2.15** Develop and deploy systems and procedures to ensure effective budgeting, fund acquisition, utilisation and accounting.

**3. Systems and mechanisms that make for quality and excellence in tertiary education in Ghana, comparable to the best in world developed and implemented by 2025.**

The National Council for Tertiary Education will collaborate with the Government of Ghana, the National Accreditation Board and tertiary education institutions to:

**3.1** Develop a tertiary education qualifications framework for tertiary education in Ghana by 2017.

**3.2** Develop a comprehensive policy framework on quality assurance in tertiary education in Ghana.

**3.3** Develop benchmarks to assess performance of tertiary education institutions. In this regard, tertiary education institutions will have to develop transparent and fair mechanisms of assessment to

measure student learning outcomes, and performance of academic staff, administrators, and support staff and institute measures for continuous improvement.

- 3.4 Institute a quality rating mechanism for tertiary education in Ghana by 2018.
- 3.5 Conduct tracer studies and employer surveys in eight-year cycles commencing from 2018.
- 3.6 Develop standardised benchmarks for academic programmes using standard competencies and learning outcomes.
- 3.7 Conduct review of operations of public tertiary education institutions in Ghana in four-year cycles commencing from 2019.
- 3.8 Provide targeted funding for quality improvements in tertiary education.
- 3.9 Development modalities for establishment of centres of excellence in critical areas.

**4. A tertiary education system that responds to the needs of industry and commerce in a sustainable, interactive and cost effective manner developed.**

The National Council for Tertiary Education will collaborate with the Ministry of Education to:

**4.1** Encourage captains of industry and commerce to actively participate in the activities of tertiary education institutions and avail their facilities for the training of staff and students. The Government of Ghana will be engaged to provide tax incentives to businesses that support tertiary education.

**4.2** Encourage tertiary education institutions to run courses and programmes to meet the short and long term skill needs of industry and commerce.

**4.3** Support Technical Universities to offer practical and skill-based programmes. Polytechnics are expected to convert all their programmes all their programmes into competency-based programmes by 2018.

**4.4** Promote collaboration between tertiary education institutions and industry to produce innovations that are beneficial to industry and the institutions. This could be achieved through mechanisms such as the

establishment of science centers, research centers and business incubators. Other areas of collaboration may include the provision for internships and opportunities for apprenticeships and experiential learning.

**4.5** Promote joint and cooperate research among tertiary education institutions.

**4.6** Ensure that tertiary education institutions conduct surveys to assess competencies required by industry before the introduction of new programmes.

**5. Postgraduate education and research that will make the nation a major hub for innovation and development in the African region developed.**

Tertiary education institutions will be supported to increase the quality and quantity of research and promote postgraduate education to support national development needs. In this regard, the National Council for Tertiary Education will collaborate with tertiary education institutions and relevant stakeholders to:

**5.1** Provide research funding equivalent to 1% of GDP in the medium term and incrementally to 2.5% of GDP by 2047.

- 5.2 Increase postgraduate enrolment to 10% of total enrolment. Enrolment of PhD students will have to constitute at least 2.5% of total enrolments in public tertiary education institutions by 2030.
- 5.3 Develop a system-wide policy on research and postgraduate education including ethics and publication policies. The National Council for Tertiary Education will collaborate with tertiary education institutions to develop national research priority areas and a framework for harmonizing the duration of postgraduate programmes by 2017.
- 5.4 Provide targeted resources to build capacity for postgraduate education.
- 5.5 Establish a research fund to provide sustainable financing of research in tertiary education institutions by 2018.
- 5.6 Collaborate with industry to establish chairs to fund research by renowned scholars in areas critical to national development.

- 5.7 Develop and institute mechanisms for output-based research funding.
- 5.8 Conduct research assessment exercises in tertiary education to assess performance in research in four-year cycles.
- 5.9 Institute performance funding measures to encourage the acquisition of research funds from industry, commerce and multilateral sources.
- 5.10 Encourage interdisciplinary and inter-institutional research among tertiary education institutions in Ghana, and between Ghanaian and foreign institutions.

**6.A diversified and differentiated tertiary education system that meets the diverse needs of students and serve as a vehicle to drive socio-economic in Ghana developed.**

To achieve this objective National Council for Tertiary Education will:

- 6.1 Develop a framework for categorizing institutions according to their missions and mandates (Research



Universities, Comprehensive Universities, Technical Universities, University Colleges, and Colleges) by 2017.

- 6.2 Develop comprehensive policy framework for Technical Universities and Colleges of Education to prevent mission creep in these institutions by 2017.
- 6.3 Ensure that Technical Universities offer certificate, diploma and degree programmes in order to offer opportunities for progression of all categories of students in tertiary education.
- 6.4 Encourage Technical Universities to make the products of technical and vocational institutions the primary source of student recruitments.
- 6.5 Develop a comprehensive policy framework on private sector participation in tertiary education by 2018.
- 6.6 Develop a funding framework to facilitate the financing of tertiary education institutions on the basis of their missions and mandates by 2017.

**7. Science and technology in tertiary education supported to produce human resource for innovation and sustainable development.**

To achieve this objective, the National Council for Tertiary Education in collaboration with the Ministry of Education and the Ghana Education Trust Fund and other relevant stakeholders will:

- 7.1** Make strategic investments to expand capacity of tertiary education institutions to offer science and technology programmes.
- 7.2** Foster the provision of scholarships to students pursuing basic science programmes.
- 7.3** Promote and support the mounting of postgraduate science programmes.
- 7.4** Encourage institutions to initiate innovative measures to increase enrolments in science and technology programmes to meet the NCTE target of 60% enrolment in science in tertiary education institutions by 2030.

**8. Initiatives that make for collaboration in tertiary education pursued to make Ghana a hub for tertiary education in the African region.**

In this policy area the National Council for Tertiary Education will:

**8.1 Foster collaboration between tertiary education institutions, Government, industry and communities to promote quality and relevance of tertiary education.**

**8.2 Encourage Ghanaian tertiary education institutions to actively collaborate and pursue greater engagement with foreign institutions, regulatory bodies and multilateral organizations such as the World Bank, African Union, ECOWAS and the Association of African Universities.**

**8.3 Forge partnerships with staff unions and associations in the tertiary education sector to promote industrial harmony and facilitate stakeholder participation in policy making and implementation.**

**8.4 Promote the sharing of facilities and mobility of staff and students among tertiary education institutions in Ghana, and between institutions in**

Ghana and abroad. Tertiary education institutions will be encouraged to develop joint and split-site programmes among themselves and with foreign institutions.

## **9. Implementing the proposals ....**

**9.1** In the afore-declaration, we have agreed upon the strategies for developing a dynamic tertiary education system to drive national development and enhance individual welfare.

**9.2** By publishing this declaration, we demonstrate our commitment to initiate and implement effective policies to facilitate the realization of the goals outlined above.

**9.3** We recognize the need for collaboration among regulatory bodies to facilitate effective coordination leadership for policy development and implementation.

**9.4** We recognize that tertiary education institutions have the primary responsibility for implementing the strategies outlined in this declaration. Thus, tertiary education institutions have a duty to mainstream the goals and objectives in their

strategic and operational plans and prioritise the use of resources to ensure that the goals and objectives specified in this declaration are achieved.

**9.4.1** We recognize the role of the National Council for Tertiary Education in developing a framework for monitoring and evaluating the implementation of the proposals outlined in this declaration and share the outcomes as a means of ensuring accountability in tertiary education.

**9.4.2** We call on all stakeholders, including, development agencies, civil-society and businesses to partner tertiary education institutions and supervisory bodies to develop a vibrant tertiary education institutions system in Ghana.