

# Dorcias Owusua

8147696850 • dorciasowusua@gmail.com • State College, PA 16801

• **WWW:** <https://www.linkedin.com/in/dorcias-owusua-95451140/> • **WWW:** [Bold Profile](#)

## Summary

Dynamic and accomplished professional with over fifteen (15) years of experience in labor rights advocacy and project management, recognized for driving initiatives that improve work conditions, enhance work-place safety, and advance global labor rights. Combines in-depth research, policy analysis, and stakeholder engagement to enact meaningful change and empower workers through educational development. Possesses a proven track record of spearheading strategies that result in tangible improvements in labor conditions and advocating for sustainable agricultural and environmental practices.

## Skills

- **Administrative and organizational abilities**
- **Project Coordination and Management:** Demonstrated expertise in leading complex projects from inception to completion.
- **Research and Analysis:** Proficient in conducting high-level research and translating findings into actionable strategies.
- **Advocacy and Policy Development:** Experienced in championing workers' rights and influencing policy formulation.
- **Educational Material Development:** skilled in creating training materials and manuals that effectively communicate complex information.
- **Communication: excellent written and verbal communication skills;** adept at material creation, training facilitation, and stakeholder presentations.
- **Leadership and Team Building:** Proven ability to lead, motivate, and inspire teams to surpass project objectives.
- **Cultural Sensitivity and Adaptability:** gained through my experience working in diverse environments and backgrounds and understanding their unique perspectives and needs.
- **Commitment to Health and Safety:** gained through developing resources like the manual on "Eliminating Hazardous Child Labor and Occupational Safety Health and Environmental Risks" and other IEC materials to promote health and safety in the workplace.
- **Academic Presentations**

## Experience

08/2023 - Current

Graduate Research Assistant, **Pennsylvania State University**, UNIVERSITY PARK, PA

- Conduct literature reviews and synthesized research findings in preparation for data analysis.
- providing comprehensive research assistance and support to my academic adviser.
- Conducted comprehensive research on global labor issues with a focus on African labor movements.
- Analyzed complex data sets to derive insights on workers' rights, contributing significantly to academic publications.
- Gathered, reviewed and summarized literature from scientific journals.

06/2019 - 01/2024

Project Coordinator, **General Agricultural Workers' Union (GAWU) Of TUC**,

## Accra, Ghana

- Provided direction, guidance, and support to team members throughout the duration of projects.
- Facilitated meetings between stakeholders to discuss project requirements, objectives, or outcomes.
- Led a multidisciplinary team to champion working conditions in four major cocoa-growing regions in Ghana.
- Successfully integrated gender-sensitive structures and advocated for occupational safety practices.
- Strategized and implemented initiatives, resulting in a marked improvement in collective bargaining policies.
- Conducted needs assessments to identify challenges and opportunities in cocoa farming communities.
- Developed a program introducing alternative income-generating activities like soap making and small-scale crafts.
- Organized workshops and training sessions for cocoa farmers to diversify income sources and reduce dependency.
- Facilitated knowledge transfer sessions to adopt sustainable farming practices.
- Successfully integrated income diversification strategies, leading to an average increase of 30% in household income.
- Fostered strong community engagement, ensuring programs were community-driven.
- Advocated for and implemented environmentally sustainable practices, reducing harmful farming practices.
- Established robust monitoring and evaluation frameworks for program effectiveness.

06/2008 - 08/2023

Administrative Officer, **General Agricultural Workers' Union (GAWU) Of TUC**,  
Accra, Ghana

- Coordinated support to facilitate general office operations.
- Streamlined administrative processes leading to a 20% increase in operational efficiency.
- Orchestrated training sessions that enhanced staff development and project execution capabilities.
- Played a pivotal role in the "Combatting Modern Slavery Project", contributing to the identification and mitigation of forced labor practices.
- Developed, deployed, and maintained robust training programs, accomplishing departmental and facility goals.
- Developed comprehensive training, IEC Materials and educational manuals on workplace safety and labor rights, significantly enhancing the knowledge base and operational standards within the organization and the workers we represent
- Reviewed and drafted over ten (10) collective agreements and wage reopeners increment each year that led to improved working conditions

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## Education And Training

**Expected in 11/2024**

**Master Of Science**, Environmental Science

**Kwame Nkrumah University Of Science And Technology**, Kumasi, Ghana

- Specializing in environmental policy analysis, environmental management, environmental pollution and microbiology, ecosystem conservation, vegetation analysis, and systems and computer modeling.

**Expected in 08/2024**

**Master Of Professional Studies**, Labor And Global Workers' Right

**Pennsylvania State University**, University Park, PA

- trained in comparative employment relations, labor laws, global workers' rights, Chinese labor relations, labor and the global economy, diversity at the workplace, gender and race studies, and labor research.
- Developed a nuanced understanding of global labor practices and strategies to foster an inclusive and equitable work environment.
- Member of PAN-AFRICAN PROFESSIONAL ALLIANCE, 2003-2004
- Students Works at Penn State Member (SWAPS) United Against Sweat Shops (SWAPS) 2003-2004
- Participated in the Annual Penn state Games as a Concierge

**06/2008**

**Bachelor Of Science**, Agricultural Science And Extension

**Kwame Nkrumah University Of Science And Technology**, Kumasi, Ghana

- Concentrated on sustainable agricultural practices, environmental practices, and technological applications in agriculture, program planning and evaluation, extension and information dissemination, rural development and sociology and statistics for social research

**03/2008**

**Single Subject Diploma**, Human Resources Management

**Institute Of Commercial Management (UK)**, Accra, Ghana

- Specializing in people organization and behavior; resourcing and workforce planning; learning and development; performance management; employee relations; and human resources skills

**08/2003**

**High School Diploma**

**St. Roses Senior High School**, Akwatia , Ghana

- Majored in physics, chemistry, biology, and elective mathematics.
- Ghana Cocoa Board Scholarship, 2001-2003

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## Certifications

1. Social and Behavioral Human Subjects Research (IRB) Course  
CITI Program CITI Issued Dec 2023 · Credential ID 58018541
2. Students in Research CITI Program Issued Dec 2023 · Credential ID: 58018542
3. Information Security and Awareness Training Issued October 2023

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## Languages

**English:**



Full Professional

**French:**



Elementary

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## Awards

- Ghana Library Board Essay Competition, Best Article, 1998
- Duke of Edinburgh Head of States Award Scheme (Gold, Silver and Bronze Standard)
- Ghana Cocoa board Scholarship Award, 2001-2003

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## Memberships

- Member: **Pan-African and Professional Alliance (PANAPA)**: Contribute to the building of a strong alliance of graduate international students from Africa. Volunteering at the annual Penn State Games as a concierge contributes to raising funds for the "Give back to Africa

Project"

- Member: **Student Works at Penn State (SWAPS) and United Student Against Sweat Shops (SWAPS)**

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## ***References***

References available upon request.