

Manpower Development for the Ghana Wood Industry Training Center (WITC) Ghana

Final Report

PD 12/98 Rev.2 (I)

This project implemented training and technical assistance activities to strengthen Ghana's Wood Industry Training Center (WITC). The technical abilities of WITC staff and the Center's capacity to offer extension services to the industries improved, with emphasis on kiln drying, veneering, plymilling, moulding and furniture manufacturing. The project strategy involved an initial assessment of training needs of WITC technical staff and the corresponding technical manpower requirements of the wood industry. The project identified appropriate institutions within and outside the country to train WITC staff. The project's benefits are relevant to both producing and consuming countries and provide a basis for a continuous development of appropriate technical and technological transfer from WITC to various groups of wood workers.

Even though the project schedule was extended, ITTO was not required to finance the extra costs. The Forestry Commission shouldered the extra financial costs of the project. Delays in implementation were largely due to institutional changes. Project costs were also problematic, as initial estimated costs for short-term consultancies were too low.

Nevertheless, the project achieved useful results, especially in the tertiary sub-sector of Ghana's wood industry. Before the commencement of the project, the growth in export of tertiary products had not been appreciable. The post-project results are very encouraging, as at least 75% of all saw doctors in industry have been trained at WITC. During the period of project, about 200 trainees have undergone various technical training at WITC and are currently working in industry. The economic use of wood has also been seen, including through many of the small-scale carpenters that have confirmed efficient management of their companies using modules taught at WITC. Veneer exports have gone up, which can somewhat be attributed to staff training and upgrading of manpower.

The instructors who form the core of the technical staff of WITC have much more confidence in tracking the problems of the industry. This is as a result of overseas training and hiring of short-term consultants. The physical impact is the additional knowledge acquired by industry personnel and instructors of WITC. Due to training of staff, there is also the increased earning capacity with superior products, culminating in social well-being and poverty alleviation. The quality of training has improved drastically to meet the needs of clients. Through the industrial extension services provided by WITC, industry has benefited and continues to benefit from the expert advice and services being provided. The WITC has received more requests from industry for training and other services. The government is presently using WITC to offer training to the private sector.

The Executing Agency has submitted a completion report which has been reviewed by the Secretariat. A final audit report on the use of project funds has yet to be submitted. In November 2006, the relevant ITTO Committees declared this project as completed subject to receipt of the audited financial report.