

Capacity Building in the Survey Industry: Challenges to the GhIS

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Introduction

- Capacity building has been defined globally as 'the development of knowledge, skills and attitudes in individuals and groups of people relevant in the design, development and maintenance of institutional and operational infrastructures and process that are locally meaningful (Groot and McLaughlin, 2001)

Introduction

- In attempting to solve problem on low capacity, one has to take into consideration the status of knowledge, skills and attitudes in the society (capacity assessment)
- Isolate problems capacity building is expected to solve
- In developing countries, the problems associated with the surveying society is to improve land administration: Tenure security and land information management

Introduction

The challenges therefore are to build up the relevant capacity which will address the necessary approaches and models that will improve tenure security to the majority of the people and provide information for decision making in the short to medium term

Capacity Building: Where are we?

- Technical
 - Equipment, vehicles, computers, preparation of projects
- Financial
 - Funding (World Bank and Donors)
- Human resource capacity through education and training

Capacity Building: Where are we?

- **Institutions involved in Building Human Resource Capacity**
 - Survey School, Survey Department
 - Geomatic Engineering, Land Economy, Building Technology, KNUST, Kumasi
 - Geomatic Engineering, University of Mines and Technology, Tarkwa
 - Building Technology Departments, Accra, Takoradi and Kumasi Polytechnics

Human Resource Capacity Evolution of tertiary enrolments: 1990-2004

Year	University	Polytechnic
1990	9997	-
1991	12000	-
1992	14500	-
1993	14201	1299
1994	14800	3200
1995	100	75
1996	18000	6500
1997	24000	9000
1998	29500	10500
1999	33000	13500
2000	37000	18474
2001	48473	19935
2002	63540	22697
2003	66201	25136
2004	73404	24983

Human Resource Capacity Evolution of Departmental Enrolments at KNUST: 1990-2004

Year	Geomatic Eng	Land Economy	Building Technology
1990	20		
1991	30		
1992	27		
1993	18		
1994	29		
1995			
1996	19		53
1997	35		69
1998	48		70
1999	12		77
2000	52	75	58
2001	60	80	113
2002	72	85	112
2003	84	87	115
2004	78	101	143
2005	86	111	150

Some Observations on Training of Surveyors

- Annual growth of 16% for University and 18% for Tertiary Institutions
- Over the same period, Geomatic Engineering alone graduated 390 Land surveyors
- Estate Management Department at Kumasi Polytechnic graduated 280 students
- If trends continue the country would have produced sufficient surveyors for public and private sectors of the economy in the next five years

Human Resource Capacity Evolution of Membership of GhIS: 2000-2005

Year/Divisions	2000	2001	2002	2003	2004	2005
Land Surveyors	153	174	181	191	198	202
General Practice	311	365	376	388	358	416
Quantity Surveyors	298	308	321	344	399	381
Totals	762	847	878	923	955	999

Human Resource Capacity: GhIS's Role

- In the past years, the GhIS has been involved in building capacity through
 - Workshops
 - Seminars
 - Provision of attachment places for both students and probationer members
- Available statistics indicates that
 - 47 graduates surveyors were admitted per year
 - 237 new entrants were added at various categories of membership for the six years period

Sufficiency of Human Resource Capacity to the National Economy

- The question to be asked would be whether there are sufficient professional surveyors to support the economy to be able to provide quality land management services?
- It is believed that one Land Surveyor per 4,000 population is a good standard to be aimed at (Fourie, 2000)

Sufficiency of Human Resource Capacity to the Survey Economy

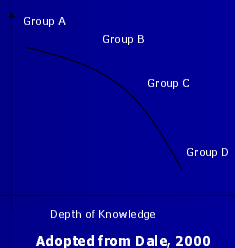
Division	Professionals to Population
Land Surveying	1:99,000
General Practice Surveying (Estate Surveying)	1:48,000
Quantity Surveying	1:52,000
GhIS as a whole	1:20,000
THE NORM	1:4000

Some Observations

- High rate of training of graduate surveyors in Tertiary Institutions
- Slow rate of absorption into the institution
 - Between 200-2005, Geomatic Engineering produced 390 students while the Land Surveying admitted only 49 professional surveyors
- Where are the rest?

Challenges

- Education and training
- Technical and Management skills of personnel
- Development of curriculum
- Survey Council Bill
- **Implementation of policies**
 - **Leadership in both private and public**



Concluding Remarks

- Ghana does not suffer from acute shortage of surveyors though it has not reached the levels required
- The rate of production of graduate surveyors into GhIS is slow
- GhIS as a major player needs to be proactive rather than reactive in its dealings with the other players in the land environment
- Formation of government/private stakeholders forum
- Positive engagement with the Legislature of executive and all stakeholders

A Way Forward

- Provision of a simple land use plan
 - Use of satellite imagery, GPS, etc?
- Consolidation of small holdings
- Creation of distinct land parcels for both commercial and subsistence farming (land marks)
- Provision of a land tenure system, simple and workable for both tenants and land owners
 - Customary and informal settlements
- Promotion of poverty alleviation
 - Formation of cooperatives
- Elimination of head loads carriage by farmers

Thank you