# 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 processes that are locally meaningful (Groot and McLaughlin, 2001).

## Capacity Building: Where are we?

<table>
<thead>
<tr>
<th>Technical</th>
<th>Financial</th>
<th>Human resource capacity through education and training</th>
</tr>
</thead>
<tbody>
<tr>
<td>- Equipment, vehicles, computers, preparation of projects</td>
<td>- Funding (World Bank and Donors)</td>
<td></td>
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</tbody>
</table>

## 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

## 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

## 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
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
- Estates 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

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

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
- 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

<table>
<thead>
<tr>
<th>Division</th>
<th>Professionals to Population</th>
</tr>
</thead>
<tbody>
<tr>
<td>Land Surveying</td>
<td>1:99,000</td>
</tr>
<tr>
<td>General Practice Surveying (Estate Surveying)</td>
<td>1:48,000</td>
</tr>
<tr>
<td>Quantity Surveying</td>
<td>1:52,000</td>
</tr>
<tr>
<td>Ghana as a whole</td>
<td>1:20,000</td>
</tr>
<tr>
<td>THE NORM</td>
<td>1:4000</td>
</tr>
</tbody>
</table>

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 GHS is slow
- GHS 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