



## Final Report

Preparation of a training centre to support FLEGT implementation and the adoption of Sustainable Forest Management Practices in Ghana and the West African Region.

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This report provides a description of project activities, results and deliverables for the period starting May 12, 2010 and ending May 11, 2011.

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A. TABLE OF CONTENTS

ACRONYMS.....	1
1. INTRODUCTION .....	2
1.1 Progress report.....	3
ANNEX 1: UPDATED WORK PLAN .....	11
ANNEX 2: REPORT ON LAS AND WTS TRAINING.....	
ANNEX 3: REPORT ON CLOSE OUT WORKSHOP.....	
ANNEX 4: BUSINESS PLAN .....	

ACRONYMS

(E)NGO	(Environmental) Non Governmental Organization
ACP	African, Caribbean and Pacific Group of States
CEPS	Customs Excise & Preventive Service
FAO	Food and Agricultural Organization
FC	Forestry Commission
FFRT	Faculty of Forest Resources Technology (Sunyani)
FLEGT	Forest Law Governance and Trade
FRNR	Faculty of Renewable Forest Resources
FSD	Forest Services Division
ITTO	International Tropical Timber Organization
KNUST	Kwame Nkrumah University of Science and Technology
KWC	Kumasi Wood Cluster Association
MCT	Ministry of Communication and Technology
MES	Ministry of Environment and Science
MI	Ministry of Interior
MTI	Ministry of Trade and Industry
RIL	Reduced Impact Logging
RMSC	Resource Management Support Centre
SFM	Sustainable Forest Management
TFF	Tropical Forest Foundation
TIDD	Timber Industry Development Division
UDS	University of Development Studies
VPA	Voluntary Partnership Agreement
WAFPO	West Africa Forest Programme Office
WD	Wildlife Division

## B. INTRODUCTION

Ghana was the first country to sign a Voluntary Partnership Agreement (VPA) with the European Union. The Ghana VPA which was signed in September 2008, is a national effort to tackle the global challenges of deforestation and forest degradation by countering illegal logging and promoting sustainable forest management. However, the country is currently still developing, before testing procedures for national training of staff in the government, civil society and the private sector that can support implementation of the VPA.

The Food and Agriculture Organization of the United Nations (hereinafter referred to as "FAO"), made available to the Kumasi Wood Cluster US\$ 132, 897 assistance from the ACP-FLEGT Support Programme with objective to develop a business plan and curriculum for a RIL and LAS Training Centre to support FLEGT implementation and the adoption of Sustainable Forest Management practises in Ghana and the West African Region.

The ACP-FLEGT Support Programme promotes the implementation of the EU FLEGT Action Plan in ACP countries by improving forest governance, providing technical assistance, capacity building and support to implement pilot projects. In pursuit of these objectives, the ACP-FLEGT Support Programme has agreed to support the development of the Ghana training centre to improve capacity in Sustainable Forest Management and legality assurance systems required by the Voluntary Partnership Agreement.

The Kumasi Wood Cluster (KWC) is an association of small and medium companies, registered as a Company Limited by Guarantee and formed in 2004. The KWC mission is to promote partnership that supports environmentally sound and economic development of small and medium forest enterprises. KWC's goal is to support the efforts of small-medium forest enterprises (SMFE's) utilizing wood harvested in ways that maintain or restore forest health and fulfil social obligations and to create markets for their products.

Outputs of the project are stated below:

**Output 1: Needs assessment in Ghana to define the scope and nature of the Sustainable Forest Management training curriculum for a training centre completed.**

- 1.1 Identification of relevant stakeholders and sub-sectors that require training and explore opportunities for possible partnerships. Focus is on relevant government bodies, timber industry, certification bodies, domestic timber market suppliers, forestry schools and relevant NGOs.
- 1.2 Starting workshop for forestry sector stakeholders ( $\geq 20$  participants) and assess their needs and visions for capacity building on FLEGT and SFM implementation.
- 1.3 Needs assessment of the relevant stakeholders in the sub-sectors to prepare the curriculum.

**Output 2: Determination of the curriculum for the SFM training centre.**

- 2.1 Key people from Ghana will be familiarised with the TFF RIL project (ITTO funded) and shown around in the RIL model forest in Gabon (changed to Guyana) to learn from valuable experiences that can be applied in Ghana.
- 2.2 Revise RIL training modules to fit the context of the Ghanaian forestry sector.
- 2.3 Development of one or more training modules, especially aimed at LAS implementation. The module(s) will be designed to serve all relevant target groups that have been identified in the stakeholder study.
- 2.4 Four training courses of the LAS related modules to test and improve the designed modules. 12 participants are trained per training, 48 participants in total.
- 2.5 Development of the curriculum by compiling all modules.

**Output 3: Determination of the legal, financial and operational feasibility of the SFM training centre.**

- 3.1 Identification of the best legal form for the training centre.
- 3.2 Development of a business plan, advocacy and pursuance of funding for the centre.
- 3.3 Preparation of operational aspects such as training location (near production forest), required equipment, possible collaboration with companies (KWC).
- 3.4 Design the setup of the training centre.

**Output 4: Dissemination of project outcomes and lessons learned**

- 4.1 Organisation of a dissemination workshop to share the outcomes of the project with interested stakeholders.
- 4.2 Development of a dissemination report and brochures about the project and the workshops.

C. Description of project activities, results and completed deliverables

A project steering committee comprising KWC, Forestry Commission (FC), WWF-Ghana and Form International coordinated and advised all phases of project activities including planning, implementation and reporting. FC departments including the Wood Industries Training Center and Timber Validation Department recommended integrating curriculum of the RIL and LAS training with existing programs at the centre.

Interactive workshops with stakeholders were used to assess training needs out of which course modules were developed. Trial training with the RIL and LAS modules were carried out at class room type workshops and field visits to factories and forest logging operations to identify practical issues and how the modules can be used in their solution. Stakeholders raised questions and issues of concern at workshops and exchanged ideas on areas of training and capacity building for SFM and LAS adoption. Institutions and individuals responded to questionnaires to contribute to course curriculum and industry's wide issues.

Overall	
Reporting period or result	Progress report February – May 2011
Summary	During this period, the project achieved the following: <b>Output 1: Finalized.</b>  <input type="checkbox"/>
Progress of project and results during February- May 2011	

<p>Output 1.1 Identification of relevant stakeholders and sub-sectors that require training and explore opportunities for possible partnerships. Focus is on relevant government bodies, timber industry, certification bodies, domestic timber market suppliers, forestry schools and relevant NGOs.</p>	<ul style="list-style-type: none"> <li>□ KWC identified and listed stakeholders who were invited as participants for a workshop to assess the needs for training in the proposed training centre. The needs identified during this workshop served as an inspiration for the development of a curriculum for the centre.</li> </ul>
<p>Output 1.2 Starting workshop for forestry sector stakeholders (≥20 participants) and assess their needs and visions for capacity building on FLEGT and SFM implementation.</p>	<ul style="list-style-type: none"> <li>□ During the inception workshop held on 24 June in Kumasi the complete proposed output of project was explained. At the workshop most of the key people, related to SFM, RIL and FLEGT, were present. 31 enthusiastic participants from 5 stakeholder groups brainstormed on possible stakeholders who might require training and together a list of relevant stakeholders was established as well as the main needs in relation to the establishment of a SFM training centre.</li> <li>□ A follow-up questionnaire was sent out to participants at the workshop and more persons and organisations related to FLEGT and SFM who were not at the workshop to validate outputs of the workshop and add more information, where necessary. The responses received, matched the conclusions of the workshop and the needs assessment.</li> </ul>

<p>Output 1.3 Needs assessment of the relevant stakeholders in the sub-sectors to prepare the curriculum.</p>	<p>The following conclusions were drawn from the needs assessment</p> <p>List of entities:</p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Ranging from workers to government to ENGO's to Trade Associations and Groups(see Annex)</li> </ul> <p>Training type:</p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Specific and short term</li> <li><input type="checkbox"/> Ownership of program: not exclusively determining the program</li> <li><input type="checkbox"/> Location: Existing Wood Industries Training Centre (WITC) with linkages to relevant groups and institutions.</li> </ul> <p>Funding:</p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Donors</li> <li><input type="checkbox"/> Industry</li> <li><input type="checkbox"/> FC/Government</li> <li><input type="checkbox"/> Trainees sponsors course</li> <li><input type="checkbox"/> Management: Still under discussion. To be addressed in the Business Plan.</li> </ul> <p>Major players in FLEGT:</p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Resource owners</li> <li><input type="checkbox"/> Government regulatory bodies</li> <li><input type="checkbox"/> Industry (resource users plus trade)</li> <li><input type="checkbox"/> Civil society</li> </ul> <p>Areas that need capacity building:</p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Sensitisation and training in understanding laws and regulation governing SFM and FLEGT</li> <li><input type="checkbox"/> Capacity Building for Resource owners:             <ul style="list-style-type: none"> <li><input type="checkbox"/> Understanding laws and conflict resolution</li> <li><input type="checkbox"/> Capacity to understand roles of other stakeholders</li> </ul> </li> <li><input type="checkbox"/> Capacity building in SFM Implementation:             <ul style="list-style-type: none"> <li><input type="checkbox"/> Regulation and monitoring of implementation</li> <li><input type="checkbox"/> Harmonizing existing projects</li> </ul> </li> <li><input type="checkbox"/> Workshop determination was that there is a great need for the establishment of a training centre and that joining forces with the already existing Wood Industries Training Centre was very much desired.</li> <li><input type="checkbox"/> The WITC is located just outside Kumasi. It is part of the ministry of Forestry (see: <a href="http://www.fcghana.com/timber_industry/wood_industry_training/events.asp">http://www.fcghana.com/timber_industry/wood_industry_training/events.asp</a>). WITC currently is having problems attracting enough students. For this reason space is available to house the training centre here. Other options that were looked at were KNUST, which was judged to be more of an academic institution and therefore less suitable to house a vocational training centre. The other option of creating an independent organisation was discarded for now as the training centre would have to be under the wing of government institution such as the FC.</li> </ul>
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	<ul style="list-style-type: none"> <li><input type="checkbox"/> For these reasons, the integration with WITC was logical.</li> <li><input type="checkbox"/> Training will be for different target groups: workers, management, government officials</li> <li><input type="checkbox"/> Training will be provided as per type of operation (felling, skidding, etc.)</li> <li><input type="checkbox"/> Training will be provided for subjects (VPA, wood tracking, GPS use)</li> <li><input type="checkbox"/> FLEGT or RIL are not the end goal; they will progress to SFM see the big picture with regards to training centre</li> <li><input type="checkbox"/> Training centre must complement existing initiatives, manuals or institutes</li> <li><input type="checkbox"/> Training to be practical for all target groups. Contents of VPA course do not differ for various groups, contents of courses on forest operations.</li> </ul>
<p>Output 2.1</p>	<ul style="list-style-type: none"> <li><input type="checkbox"/> It became clear when project implementation started that the ITTO TFF RIL Gabon project was temporarily put on hold and the proposed visit could not be proceeded with. This was not the situation when the project document was being written. Therefore, plans were made to reschedule the visit to the RIL training centre in Guyana. Both Guyana and Ghana use English as official language and this is an additional benefit to go there, as an interpreter would have been required in Gabon. The project partners paid the difference in price themselves and the mission took place in January.</li> <li><input type="checkbox"/> The change from Gabon to Guyana was a positive thing as the Guyana training centre is much more advanced and older than the Gabon centre. Especially the embedment of the centre in the Guyana Forest Service is of interest to the Ghana's case. As it is hoped that the Ghana SFM training centre will also be linked to the Forestry Commission. Further, ties between Guyana and Ghana on forestry already exist through the Tropenbos Chainsaw milling project.</li> </ul>
<p>Output 2.2</p>	<ul style="list-style-type: none"> <li><input type="checkbox"/> The RIL training modules used in the RIL training centre in Gabon (6 modules) have been translated.</li> </ul>
<p>Output 2.3</p>	<ul style="list-style-type: none"> <li><input type="checkbox"/> The FLEGT module has been elaborated and tested during the training in Kumasi 28 and 29 November. This module will now be adapted based on comments from the participants and when new information becomes available from the organisations working on the wood tracking system and the LAS implementation.</li> </ul>

<p>Output 2.4</p>	<p>Four test-training sessions have been executed and evaluated in October 2010. It concerns two training sessions on Reduced Impact Logging and two training sessions on the Legality Assurance System.</p> <p>The Reduced Impact Logging training was done at AYUM forest products and Bibiani Logging and Lumber Company's TUC areas. Both companies are pilot companies for the implementation of the LAS and both are in a process of achieving FSC certification.</p> <p>The training consisted of theory and practical observations / exercise in the forest.</p> <p>The reports on these trainings are presented in annexes 2.</p> <p>The total number of people receiving these trainings on an introduction to Reduced Impact Logging is (18 at Ayum + 15 at BLLC =33).</p> <p>The training sessions on Reduced Impact Logging provided the participants with a lot of new information. From the evaluation it became clear that some more practical time would have been appreciated to allow more practical experience with the topics treated. People also indicated they would have liked to receive reference materials.</p> <p>The LAS module has been developed and was first tested in Kumasi on 28 and 29 October. After revision, it was tested again on the 11<sup>th</sup> of May. On both occasions, a great group of people from the forestry administration, the forestry companies, NGO's and other interested people were present. 36 people attended the first training session while 20 people attended the second. The first training session consisted of theory, discussion and a field visit. The second training session consisted of theory and discussion only.</p> <p>In total 89 people have participated in trainings provided by the project.</p>
<p>Output 2.5</p>	<p>The curriculum has been developed and has been presented to the stakeholders during the final close out workshop.</p>
<p>Activity 3.1 Identification of the best legal form for the training centre.</p>	<p>After consultations with stakeholders, it was suggested that the training centre would be best integrated in the WITC. WITC is part of the Forestry Commission and integration would immediately solve problems such as legal form, recognition by the forestry commission as well as the finding of a suitable location.</p> <p>The legal form of the training centre would then be the same as the WITC.</p>
<p>Activity 3.2 Development of a business plan, advocacy and pursuance of funding for the centre.</p>	<p>The content of the business plan was drafted by January 2011 and circulated to FORM, KWC and WWF for comments. Material and data from visiting the Forestry Training Center, Inc. (FTCI), Guyana, were put together to further elaborate the plan. A financial expert has had a look at the financial side of the business plan. The final version is included in annex 4.</p>

Activity 3.3 Preparation of operational aspects such as training location (near production forest), required equipment, possible collaboration with companies (KWC).	
Activity 3.4 Design the setup of the training centre.	The setup of the training centre is described in detail in the business plan that was developed for the centre.
Activity 4.1 Organisation of a dissemination workshop to share the outcomes of the project with interested stakeholders.	A brochure has been developed and distributed during the close out work shop.
Activity 4.2 Development of a dissemination report and brochures about the project and the workshops.	On the 12 <sup>th</sup> of May a close out work shop was organised in Kumasi at the Royal Lamerta Hotel.

**D. Contribution to National FLEGT objectives**

Promoting sustainable forest management is the ultimate goal of FLEGT and countering illegal logging is a pre-requisite. This project aims to develop the framework for a training centre in Ghana to strengthen the capacity of both public and private forestry stakeholders to function in the VPA Legality Assurance System and adopt sustainable forest management. The training centre to be established will address both the information and training needs of identified forest stakeholder groups. The training that will be acquired (including RIL Modules) will replace current conventional logging practices which are characterized by poor planning, frequent accidents, low efficiency, damage of logs, and unnecessary damage to the forest resources. Again, the developed modules on LAS and WTS will also help counter illegal logging and trading and ultimately promote SFM.

The project beneficiaries are stakeholders from both public and private forestry sector in Ghana. These include government officials (example FC staff), timber companies, civil society groups, educational and research institutions. These stakeholders, and many others, will always be able to rely on the centre to meet their training needs.

In all one hundred and fifty (150) persons from the above listed stakeholder groups mainly timber producers and exporters have benefited from trainings (89) and workshops (61) organized by project implementation team. These stakeholders are now aware of the LAS/WTS under the VPA/FLEGT programme in Ghana.

The project proponents have established an external link with the Guyana Forestry Commission through the visit made to the Guyana forest training centre. Internally, the project proponents adopted collaborative and participatory approaches to reach most of the stakeholder groups (especially FC) and this has led to a feeling of ownership and commitment among all.

**E. Description of lessons learned.**

1. The ITTO TFF RIL in Guyana that was visited by key people from Ghana helped to familiarise and learn valuable experiences from Guyana that could be applied in Ghana.
2. It became logical to integrate the training centre with WITC already existing wing of the FC instead of creating a new training centre which will be independent.

## F. Visibility Actions

Awareness on VPA/FLEGT has been created as part of project implementation. Sixty-one (61) people from the different stakeholder groups identified during project inception have participated in these workshops. Eighty-nine (89) people have also benefited from the RIL and LAS/WTS training organized.

Reports and brochures containing project outcomes have been disseminated to stakeholders through emails. Copies will be posted on the KWC and Form International websites.

## G. Actions not completed and reason for non-completion.

LAS modules that were to be developed are incomplete because the new Wood Tracking System to be developed by FC to guide Ghana VPA/FLEGT implementation are not complete as of May ending, 2011.. The WTS are intended to provide modules covering stock taking, timber harvesting, transporting, processing in factories, forwarding and export. Four companies are involved in the pilot. To fast track the piloting, one these companies have been selected for testing the other modules for a national scale up.

## Conclusions from the project activities

The various activities of the project have shown that there is a great interest in Ghana for training on practical subjects. There is however limited or no availability of practical training on sustainable forestry subjects in Ghana. The training that is currently provided by the Wood Industry Training Centre is focused mainly on wood transformation and does not address information needs of people involved in logging, forest management or timber export.

The proposed training centre would hence supply a service that is in demand in Ghana. The centre can benefit from experiences acquired in other countries where such training centres have been set up. Several key people have visited the training centre in Guyana. It has become clear that the example of the training centre in Guyana cannot be copied to Ghana completely as Guyana forest is still widely available, whereas in Ghana little forest is left that is in good condition to allow its use for logging training.

The training centre in Ghana will be based in the city of Kumasi from where it will supply practical training at the site of logging companies. Theoretical training can be provided in Kumasi.

For the training centre Reduced Impact Logging modules have been translated and adapted to the Ghana situation. These modules have been tested in the field and adapted based on remarks from the participants in the training. A module on the Legality assurance and Wood Tracking System of Ghana has also been prepared. This module was developed and tested, though, as the wood tracking system was not finalised in time, it cannot be called a definitive final version as of now. On the other hand the training centre will always update its modules to reflect changes in the context.

The modules were compiled in a curriculum for the training centre, which lists also other trainings that still need to be developed but for which a demand was identified during the project.

Based on information received from partner organisations and from experience with previous projects a business plan was developed. The business plan presents the form the training centre should have and how the centre should be organised. It presents the financial projections for the training centre and identifies the need for continuous budget support, as the clients of the training centre will not be able to keep the centre running through the payment of tuition fees.

It is clear that budget support will be needed from the Forestry Commission or a similar government institution. This should be arranged before the centre is launched.

### **Recommendations**

The project proponent and partners are recommending a second phase of this project to complete the LAS modules in order to finalise agreement in the Terms of Reference (TOR).