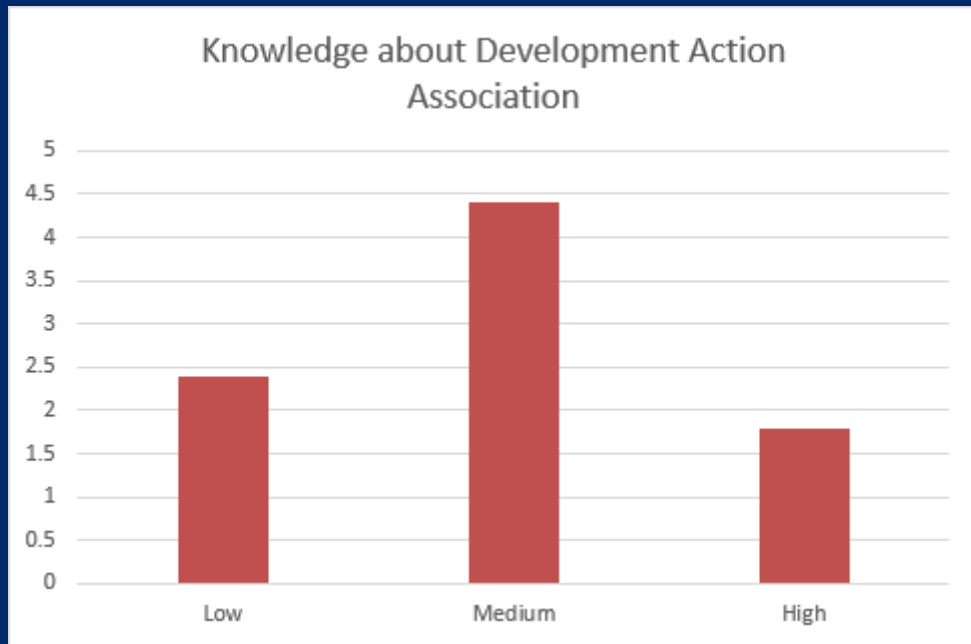




SUSTAINABLE FISHERIES MANAGEMENT PROJECT (SFMP)

Training Needs Assessment



FEBRUARY, 2017

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Cover photo: Figure showing response from the survey questionnaire on level of knowledge on DAA. (**Credit:** Development Action Association)

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ACRONYMS

DAA	Development Action Association
SFMP	Sustainable Fisheries Management Project
USAID	United States Agency for International Development

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1.0 INTRODUCTION

1.1 Background

The United States Agency for International Development (USAID) has committed funds to the implementation of a Sustainable Fisheries Management Project (SFMP) in Ghana. The project is to improve fisheries management and strengthen governance to have positive impacts on fisheries resources and the people that depend on marine ecosystem goods and services.

To strengthen and facilitate smooth implementation of community activities under the work plan, DAA selected some members of the various groups it deals with to serve as community liaison officers in Apam, Winneba and Mumford in the Central Region. In addition to this, three (3) male officers were employed to coordinate the activities of these community liaison and facilitate the implementation of grass root activities in DAA focal areas.

To build the capacity of these officers, DAA organized a one-day training for them.

1.2 Objective

- To introduce to them DAA as an organization to the liaison officers.
- To ascertain the knowledge gaps and see areas the training should focus
- To maximize their existing knowledge and identify opportunities for further improvements.

1.3 Target Group

Selected community liaison officers in DAA focal areas in Apam, Winneba, Mumford and Greater Accra.

1.4 Mode of Administering

Eleven (11 with 4 males) individual assessment - Orally administering a questionnaire that was pre-designed for this purpose. The need assessment was carried out on the 20th day of January 2017.

Table 1. Gender Segregation of respondents

Value	Frequency	Percentage
Female	6	54.55
Male	5	45.45

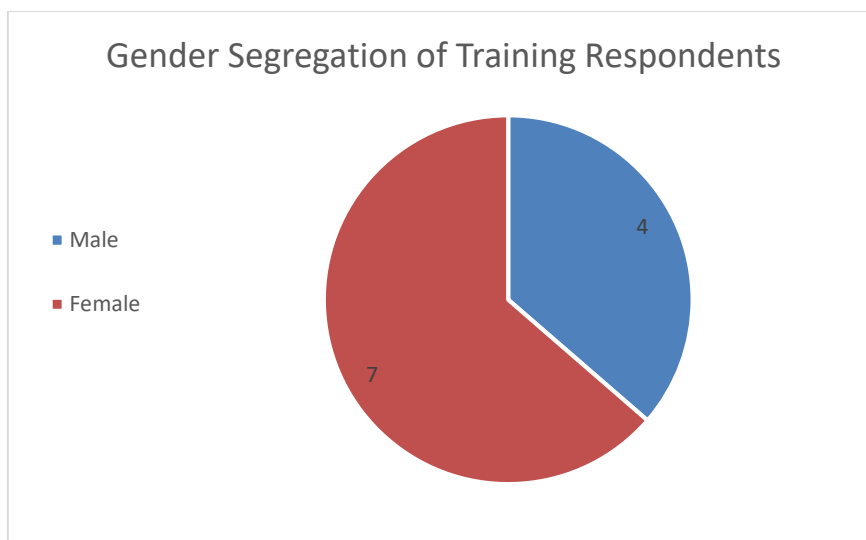


Figure 1. Gender Segregation of Training Respondents

1.5 Community Representation

There were representatives from four (4) fishing communities in three (3) districts in two (2) regions of Ghana. As shown in the chart below, these communities were Apam, Mumford in the Gomoa West, Winneba in the Efutu in the Central Region and Tsokomey in the Ga South Municipal of the Greater Accra Region.

Table 2. Communities Represented

Value	Frequency	Percentage (%)
Apam - Gomoa West	4	36.36
Winneba - Efutu	4	36.36
Mumford - Gomoa West	2	18.18
Tsokomey - Ga South	1	9.09

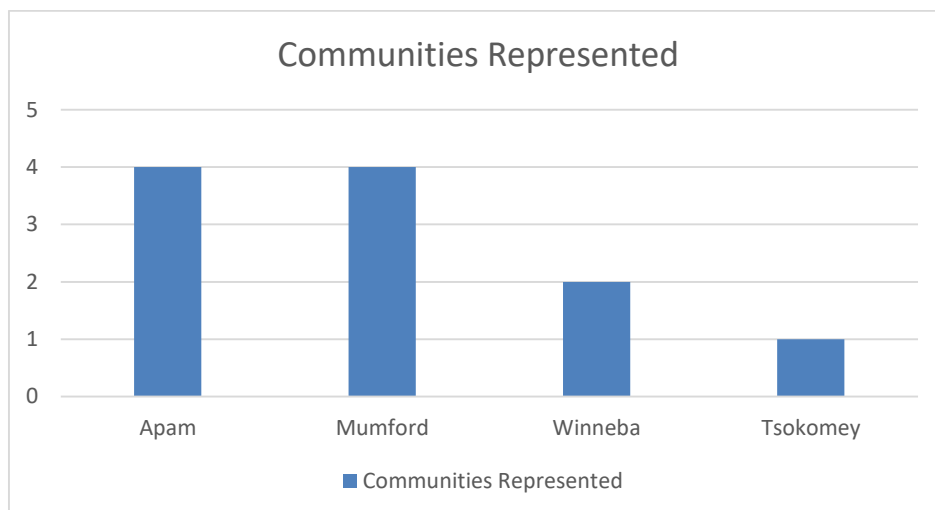


Figure 2. Communities Represented

1.6 Occupation of Respondents

The background of the respondents varied with majority as much as 94% being fish processors. The table below relates

Table 3 Occupation of Respondents

Value	Frequency	Percentage (%)
Fish Processor	7	63.64
Others (Student)	3	27.27
Input Dealer	1	9.09

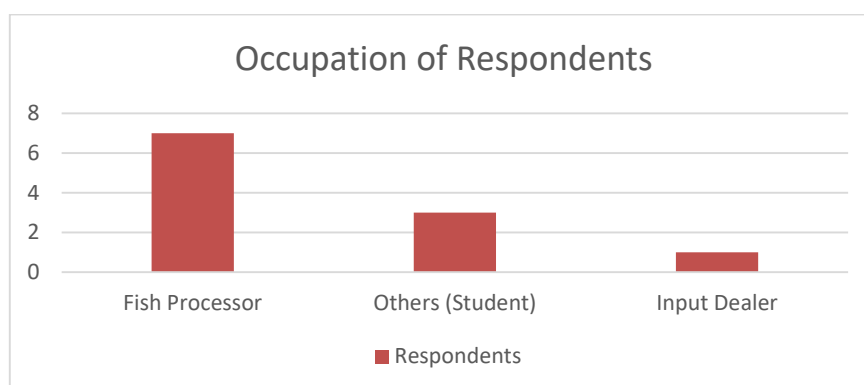


Figure 3. Occupation of Respondents

2.0 SUMMARY RESULTS OF ASSESSMENT

The needs assessment team headed by Mr. Abraham Asare used a number of questions to ascertain the level of knowledge gap to inform areas where the upcoming training should focus in order to impact on the trainees and build their capacity for the community liaison work. The assessment areas included communication skills, their level of group dynamics and strengthening, knowledge about Development Action Association and the Sustainable Fisheries Management Project (SFMP), conflict resolution and management, etc. The tables

and charts below summarizes some responses received from the respondents and how these were used.

2.1 Have you ever receive a training on Community Liaison Capacity Building?

Nearly all respondents answered in the negative indicating that, basic training in community liaison work is not only justified but will go a long way to increase the capacity of the liaison officers and enhance their work

Table 4. Community Liaison who have received training in Capacity Building before.

Value	Frequency	Percentage
No	10	90.91
0	0	0.00
Not Sure	1	9.09

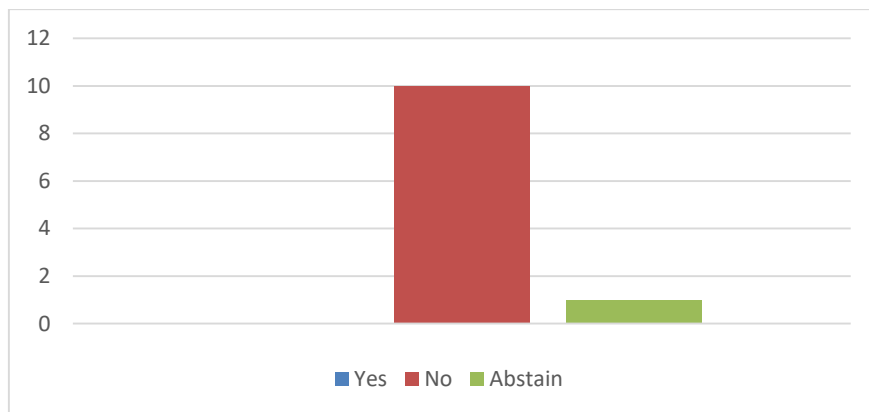


Figure 4. Community Liaison who have received training in Capacity Building before.

2.2 Have you received any formal training on group strengthening?

Based on the responses, nearly 82% of the respondents have not received any form of training in group strengthening. This knowledge gap should be address through the training since this will form one of the core mandates of the community liaison officers.

Table 5. Formal training on group strengthening

Value	Frequency	Percentage (%)
No	9	81.82
Yes	1	9.09

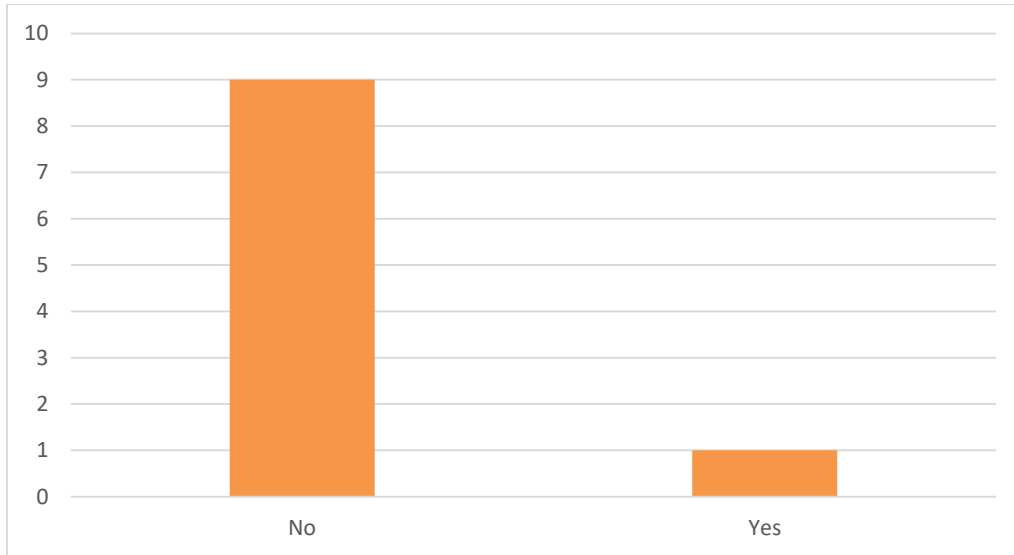


Figure 5. Formal training on group strengthening

2.3 Have you received any formal training on group conflict resolution?

Based on the responses, nearly 90% of the respondents have not received any form of training in conflict resolution and management. This knowledge gap should be address through the training since this will form one of the core mandates of the community liaison officers.

Table 6. Training on group conflict resolution

Value	Frequency	Percentage
No	10	90.91
Yes	1	9.09

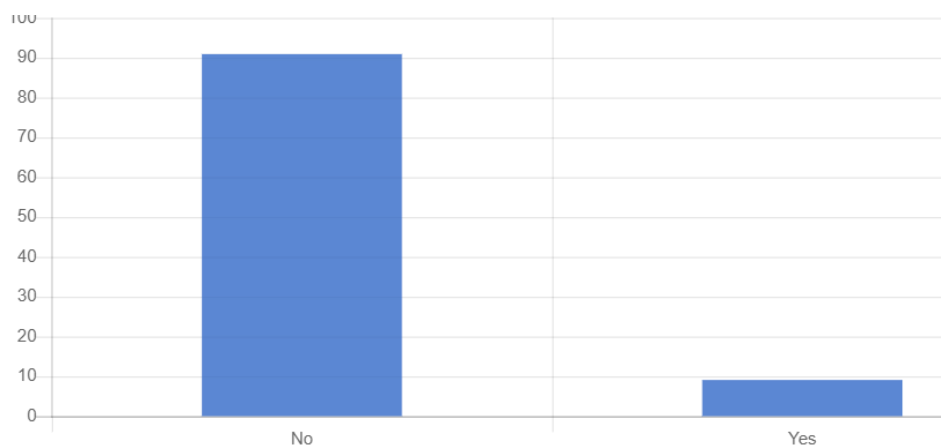


Figure 6. Training on group conflict resolution

2.4 Have you received any formal training on leadership skills?

Based on the responses, nearly 91% of the respondents have not received any form of training in leaderships skills. This knowledge gap should be address through the training since this

will form one of the characteristics that will be harnessed to strengthened the various fish processor groups.

Table 7. Training on leadership skills

Value	Frequency	Percentage
No	10	90.91
Yes	1	9.09

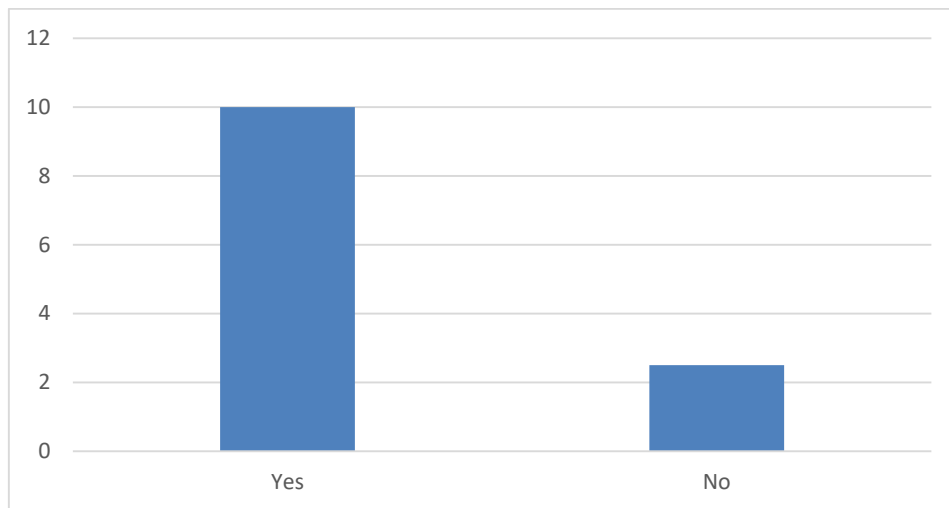


Figure 7. Training on leadership skills

2.6 How would you rate your knowledge about Development Action Association (DAA)?

Table 8. Knowledge about Development Action Association

Value	Frequency	Percentage
Low	10	90.91
Medium	1	9.09
High	0	0.00

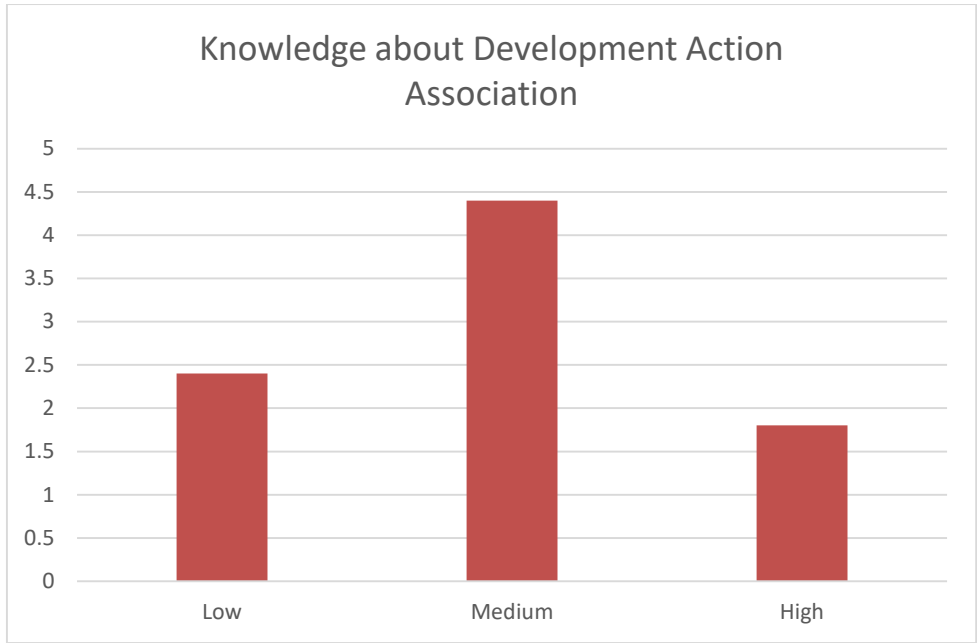


Figure 8. Knowledge about Development Action Association

2.7 How would you rate your knowledge about the Sustainable Fisheries Management Project (SFMP)?

Table 9. Knowledge about the Sustainable Fisheries Management Project (SFMP)

Value	Frequency	Percentage
Low	10	90.91
Medium	1	9.09
High	0	0

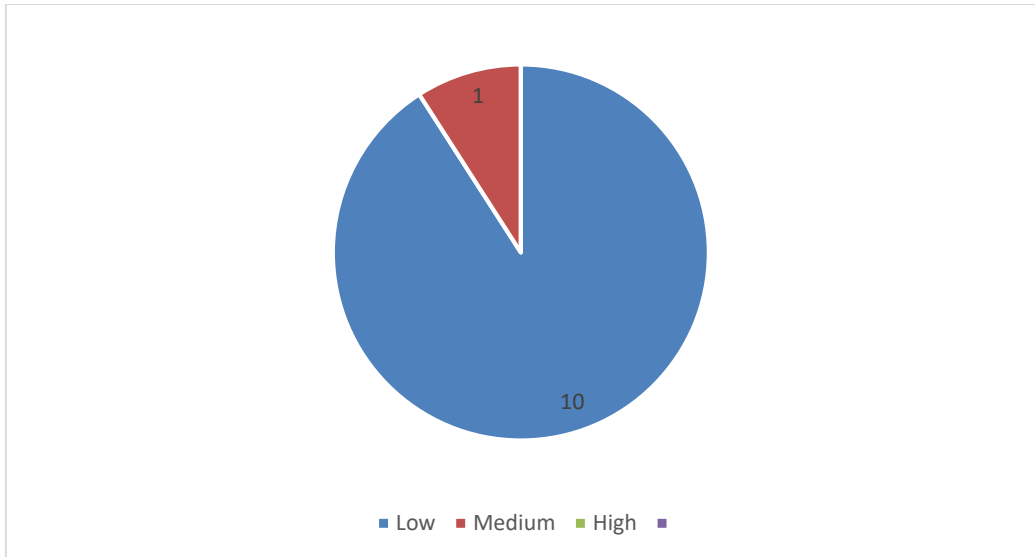


Figure 9. Knowledge about the Sustainable Fisheries Management Project (SFMP)

2.8 Would like to receive training to become a community liaison officer?

Table 10. Willingness to become a community liaison officer

Value	Frequency	Percentage
Yes	11	100
No	0	0

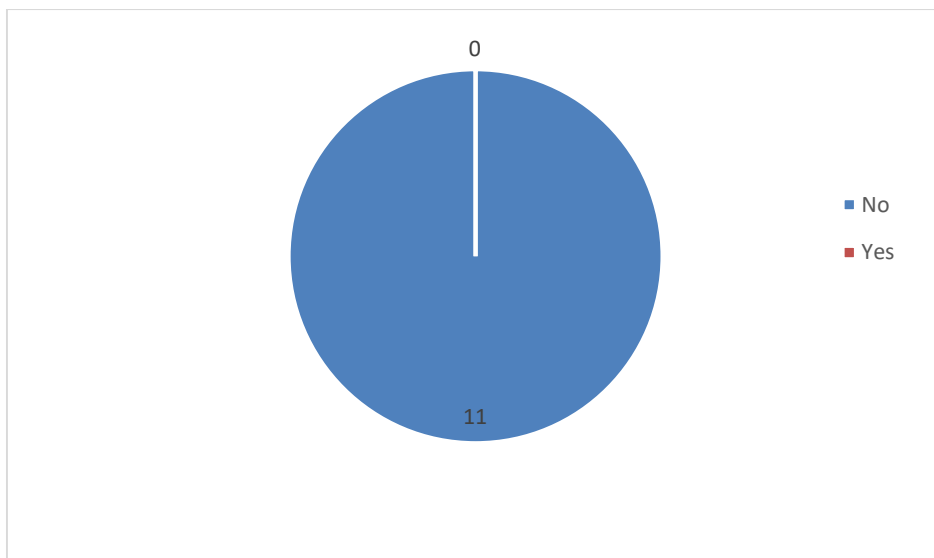


Figure 10. Willingness to become a community liaison officer

2.9 This training is needed to build my capacity to work effectively as a community liaison officer.

Table 11. work effectively as a community liaison officer

Value	Frequency	Percentage (%)
I agree	11	100
I don't agree	0	0
I don't know	0	0

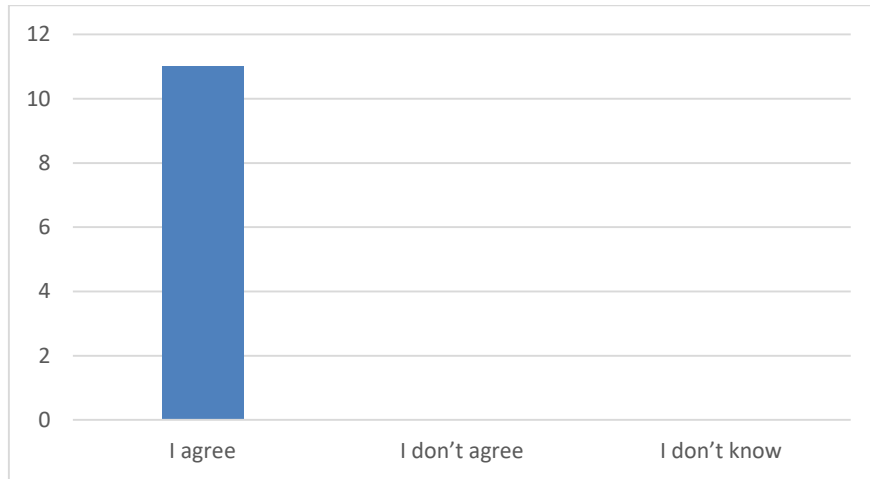


Figure 11. Work effectively as a community liaison officer

2.10 This training will help me become more knowledgeable about both DAA and SFMP.

Table 12. Knowledgeable about both DAA and SFMP

Value	Frequency	Percentage (%)
I agree	11	100
I don't agree	0	0
I don't know	0	0

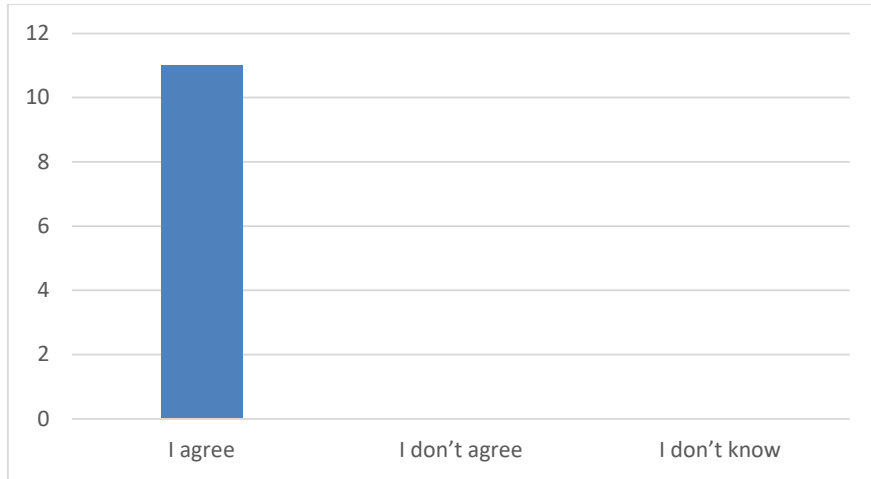


Figure 12. Knowledgeable about both DAA and SFMP

3.0 CONCLUSION

The above statistics clearly indicate the need to train the community liaison officer in Apam, Winneba, Mumford and in Tsokomey to support the field activates of the DAA during the implementation of SFMP activities. Not only will the training address these knowledge gaps but will also serve as a tool in retraining future liaison officers.

DAA will continue to support these fish processors under the Sustainable Fisheries Management Project (SFMP) through the various capacity support and help them improve their livelihood supports and income levels through this liaison arrangement.