

Training

During 2002, the Project conducted approximately 7,600 training sessions with class attendance of over 46,000. (Most workers receive several levels and types of training, thus the attendance figure is higher than the total number of Project workers.)

The Project's training programs cover an array of categories including new worker safety, health, environment, and orientation sessions; classes in construction trade crafts; and high level skills training for trades such as carpentry and electrical work. In addition to classroom training, the Project's contractors conduct extensive on-the-job training, which is not tracked because its informal nature does not lend itself to statistical tabulation.



New workers, like the ones in this group at Dompta, Cameroon, receive a ten hour basic course covering the Project's safety, environmental, and health requirements.

**Equipment
Donation to
Chadian
Technical
Schools**

As construction enters its final phases, hiring has slowed and most classroom-based skills training for Project workers has been completed. For this reason, facilities contractor TCC has ended its formal classroom training effort at six Chadian technical schools and plans to donate some surplus training equipment to the schools.

TCC chose the six schools two years ago to conduct its local skills training program, electing to build up the capabilities of these existing Chadian technical schools rather than create new facilities. As part of this capacity building initiative, the Project imported an array of equipment to be used in the training program, including items such as welding machines, power tools, and vehicle repair equipment. Negotiations are underway to allow for the donation of the imported equipment to the six schools.



This archive photo shows some of the welding equipment that the Project purchased for the Chadian technical schools. Negotiations are underway with government officials to allow the schools to keep the Project-purchased equipment.

Qualified graduates of the Project's classroom-based technical skills training program have now advanced to on-the-job training. And, since it can be very difficult in Chad to get a skilled job position without written proof of experience, the graduates are being given objective skills testing and a written dossier of their skills. This documentation

will help them compete for jobs after their Project construction employment has come to an end.

Training Tabulation All new Project workers who will be on the job for more than two weeks receive ten hours of training on safety, health, and the environment (SHE), and they are also informed about the Project’s policies regarding alcohol, drugs, firearms, hunting, poaching, and bush meat. In addition, many workers receive additional craft and skills training suitable to their assignments.

Annual Summary: Training

◀ **Contractor Training Levels for 2002 - Number of Sessions**

	<i>1st Qtr 2002</i>	<i>2nd Qtr 2002</i>	<i>3rd Qtr 2002</i>	<i>4th Qtr 2002</i>	<i>Total Sessions</i>
Cameroon					
New Hire SHE & Orientation	412	459	430	315	1,616
Basic Craft	84	81	73	49	287
High Skills	221	286	377	318	1,202
Chad					
New Hire SHE & Orientation	196	227	287	270	980
Basic Craft	166	147	227	369	909
High Skills	218	826	1,095	498	2,637

◀ **Contractor Training Levels for 2002 - Number of Attendees**

	<i>1st Qtr 2002</i>	<i>2nd Qtr 2002</i>	<i>3rd Qtr 2002</i>	<i>4th Qtr 2002</i>	<i>Total Sessions</i>
Cameroon					
New Hire SHE & Orientation	3,172	4,033	4,024	3,250	14,479
Basic Craft	786	963	910	584	3,243
High Skills	1,313	1,932	2,914	2,083	8,242
Chad					
New Hire SHE & Orientation	1,317	1,742	1,722	1,825	6,606
Basic Craft	948	1,732	2,284	2,268	7,232
High Skills	1,334	1,816	1,030	2,088	6,268

◀ **Skills Training of Chadian & Cameroonian Workers vs. Construction Activity (as indicated by employment level)**

