

WORKSHOP RECOMMENDATIONS

The following recommendations are offered for consideration by Governments, Polytechnic Institutions, the Commonwealth Association of Polytechnics in Africa and other regional and international organisations.

Recommendations to Governments

1. Governments should constantly reaffirm the strategic importance of polytechnics by actively encouraging and committing resources to continuous staff development programmes in such institutions.
2. Governments should ensure that the manning levels in polytechnics reflect a realistic awareness of the manpower necessary to establish and actively sustain staff development, and should make appropriate provisions in budgets and actual expenditure.
3. Governments should recognise the cost-effective benefits of well designed and executed staff development schemes in polytechnics when taking decisions on the employment and advancement of polytechnic staff.
4. Government funding of training for polytechnic staff should be conceived in terms of overall staff development policies operating at both national and institutional levels.
5. Overall national manpower development plans and targets should provide for an adequate supply of specialised personnel, to enable polytechnics to recruit staff on favourable terms, in competition with industry.
6. Governments should actively encourage co-operation on staff development matters between polytechnics enjoying membership of the Commonwealth Association of Polytechnics in Africa, and other similar institutions.

Recommendations to Polytechnic Institutions

1. Polytechnics should recognise that planned staff development is essential as a means of achieving institutional goals and should demonstrate a firm commitment to the aims of staff development through their approach to planning, personnel management and the deployment of resources, even when such resources are in short supply.
2. Institutional policies on staff development should be subject to regular review and modification in the light of change and evidence gained by evaluation.
3. Polytechnics should develop an organisational climate favourable to staff development. In this respect the institution should promote and foster an awareness of the need for an active and continuing participation in staff development processes.

4. Measures introduced by polytechnics to promote staff development should be appropriate to the development of, (a) individuals, (b) institutions, and (c) national needs and considerations.
5. Staff development initiatives promoted by a polytechnic should demonstrate an awareness of and a sympathy for regional activities in polytechnic staff development.

Recommendations to the Commonwealth Association of Polytechnics in Africa

1. The Commonwealth Regional Workshop on Technical Teacher Training welcomes the establishment of the Association, with its stated aims and objectives and calls upon it to pursue those aims and objectives, particularly in the field of polytechnic staff development programmes in member institutions, by exploring ways and means of securing external aid in addition to its own resources.
2. In order to promote common standards applicable to the professional training of polytechnic staff within the membership body, the Association should take a leading role in the formulation of agreed guidelines on the nature and standard of training applicable to the various levels of personnel and should offer advice on the form of training inputs.

International Organisations

1. Developmental Agencies should recognise the need for the healthy development of polytechnics in Commonwealth African countries as a means of promoting economic stability and well-being in those states.
2. Aid programmes carried out by developmental agencies should take account of the natural growth patterns of a national system of education, particularly when these are directly related to the life and work of the polytechnics.
3. Because staff development is an effective means whereby polytechnics secure their resource base, the developmental agencies should give high priority in their aid programmes to this form of activity.
4. The Commonwealth Secretariat, in maintaining its interest in and support of the Association, should provide practical assistance to promote effective staff development within member institutions.
5. Developmental agencies should recognise the advantages to be gained by using the Association as a co-ordinating agency for bilateral or multi-lateral aid programmes for staff development, in addition to individual or national arrangements.