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UNITED NATIONS

INDUSTRIAL DEVELOPMENT ORGANIZATION

Report On

Project Concept For The

Republic Of Sudan

Concerning

**The Establishment of an Integrated Training Capacity and
Mechanism at Sennar Sugar Training Center and
the four Public Sugar Estates**

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I. BACKGROUND AND JUSTIFICATIONS:

The four sugar estates in the public sector, namely, Guneid, Halfa, Sennar, and Assalaya, employ over 8,500 professional, technical and administrative staff, and over 15,000 unskilled personnel on a seasonal basis. This makes the sugar industry as one of the leading economic sectors in Sudan. However, financial constraints have impeded manpower development and the turnover has been high.

The Sennar training center, which is located within the Sennar sugar estate, was established to provide training within the industry itself. The center, however, has been practically dormant for a variety of reasons. The main deficiencies could be considered as inadequate organization and lack of: skilled trainers, planning for training programme, methodology and techniques, also to a great extent lack of finance.

Consequently, there is a shortage of trained staff at all technical, vocational and operational levels in all the (4) sugar estates. At higher technical levels, practically no systematic attempt for upgrading skills as required for middle and senior management positions.

The Government felt that training should play a major role in the

rehabilitation of the public sector and launched a sugar rehabilitation scheme, project SF/SUD/86/003 was part of this scheme and was assisted further by supplementary support project AP/SUD/88/122, but only the preparatory phase of project SF/SUD/86/003 was completed in 1989 and the implementation phase was cancelled due to shortage and reallocation of funds by the implementation committee of the project.

Currently, the Government is requesting further assistance to fill the gap and to establish training capacity and mechanism at sennar sugar training center and the four sugar estates which can contribute in improving the efficiency and overall performance of the public sugar subsector.

II. PROJECT OBJECTIVE:

The project objective is to establish an integrated training capacity and mechanism at sennar sugar training center and the four public sugar estates by providing the inputs for the training and support staff and infrastructure needed to make training a viable activity on continuing basis for effective job performance.

III. OUTPUTS AND ACTIVITIES:

As a result of this proposed project activities the output of the project will be:

1. The training officers and instructors assisted by the UNIDO experts will be able to arrange and conduct training include:

- Training of trainers i.e. assesment of training needs, training methodology, training techniques and aids; validation and evaluation.
- Management accounting, finance and General Management.
- Maintenance of Electrical equipment & Instrumentation.
- Maintenance of steam power plants.
- Maintenance of farm and agriculture equipment.
- Maintenance of light and heavy duty vehicles.
- Other specialized subjects.

2. An integrated training programme, training mechanism and training reference material for:

- a. Training of trainers/instructors.
- b. Middle and high level technical and managerial personnel.
- e. Workers.
- d. Validation and evaluation of training.

IV. INPUTS:

1. Government Inputs:

- a) Assignment of the required national staff.
- b) Office supply and accommodation.

2. Unido Inputs:

- a) International training experts.
- b) Fellowships/ study tours.
- c) Equipment.
- d) Miscellaneous.

Estimated project duration: 2 Years.

Estimated project costs: Us \$ 1.5-2 Million, subject to diagnostic study.