

HARMONIZATION OF TRAINING PROGRAMS FOR QUANTITY SURVEYORS IN EAST AFRICA



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Presented By:

QS. JAPHET RASUGU NYAMBOKI

QS Consultant (FIQSK, FICPMK, MAAK, MCIArb)

(MA Const. Mgt; BA Bldg. Econ, UoN Kenya)



Institute of Quantity Surveyors of Kenya (IQSK)
1st Floor, Kindaruma Road off Ngong Road,
P.O. Box 13929 - 00800, Nairobi, Kenya
Tel.+ 254 721 676 823, +254 786 676 824
Email: iqsknrb@iqsk.co.ke , iqsknrb@gmail.com
Website: www.iqskkenya.org

Abstract

‘Harmonization’ is a process of increasing the compatibility of Quantity Surveying practices by setting bounds to their degree of variation.

This is done through training programs initiated and sponsored by the professions registration boards and where absent, government agencies in charge of such registration.

The purpose of this paper is to establish harmonization of training programs for Quantity Surveyors in East Africa.

The specific objectives comprises of:

- ▶ Establishing the policies in harmonization of quantity surveying training and practice
- ▶ Assessing the challenges and mitigation of the training programs for harmonization of quantity surveying training and practice
- ▶ Determining the significance and lessons in harmonization of quantity surveying training and practice.

The paper will explore and make recommendations and draw conclusion of training programs for quantity surveyors in East Africa

INTRODUCTION

Quantity Surveyor (QS) - person trained, registered, duly licensed to offer construction costs and contracts management services

Training - organized activity aimed at imparting information and/or instructions to improve recipient's performance or help attain required level of knowledge or skill

Harmonization - process of increasing the compatibility of professional quantity surveying practices in East Africa States by setting bounds to their degree of variation

Harmonization of quantity surveying training and practice in the East Africa States is essentially a process that will advance the objectives and goals of The East African Community Common Market Protocol established on 1 July 2010 (EAC CMP, 2011).

The primary goal is to provide general guidelines on compatibility of the general practices within the member states through assimilation of similar training cycle and qualification framework, quality assurance, lifelong learning, or credit transfer system

Objectives

- ▶ Establish the policies of harmonization for quantity surveying training in the East Africa States
- ▶ Determine the significance of harmonization of training for quantity surveyors in the East Africa States
- ▶ Assess the challenges of harmonization of training for Quantity Surveyors in East Africa States

POLICIES OF HARMONIZATION OF TRAINING FOR QUANTITY SURVEYORS

Qualification requirements for registration of quantity surveyors vary from country to country in East Africa:

- ▶ East Africa Community Secretariat
- ▶ Tanzania
- ▶ Kenya
- ▶ Uganda
- ▶ Rwanda
- ▶ Burundi

At East Africa Community Secretariat

- ▶ The East Africa Community member states have expressed their policy on this matter as contained in the EAC CMP, 2011 main objectives and models for movement of services within member states.

Tanzania

- ▶ Quantity surveying profession in Tanzania is regulated under The Architects and Quantity Surveyors Registration Board

To be registered as a quantity surveyor in Tanzania, one must have:

- ▶ attained the age of 25 years
- ▶ a minimum of three years of approved training leading to a degree or diploma from a university or school of quantity surveying recognized by the Board
- ▶ a minimum of two years' postgraduate professional training in Tanzania
- ▶ passed the prescribed professional interview, written examination or both

Kenya

Profession is regulated by The Board of Registration of Architects and Quantity Surveyors (BORAQS)

To be registered as a quantity surveyor in Kenya, one must have:

- ▶ attained the age of 21 years
- ▶ passed a prescribed examination or has been admitted as a corporate member of an approved professional institution
- ▶ a minimum of one year of professional experience in Kenya to the satisfaction of the Board

Uganda

The profession is regulated by the Surveyors Registration Board

To be qualified for registration as a quantity surveyor in Uganda, one must:

- ▶ be a fellow of the Association of Surveyors of Uganda or a corporate member of any institution of surveyors recognized by the board;
- ▶ be a holder of a degree, diploma or certificate awarded by a university or school of surveying recognized by the board
- ▶ have more than three years practical experience in surveying to the approval of the board and the professional and general conduct of the applicant to satisfy the board.

Rwanda

- ▶ Has not yet established a regulatory body for management of registration and training of quantity surveyors in the country.
- ▶ The Real Property Valuation Board (RPVB) shall be responsible for registering professionals involved in conducting valuations and appraisals of Real Estates and Property in Rwanda and regulate the Valuation and Real Estate Management profession

Burundi

- ▶ Currently there is scarce information on the regulatory body responsible for managing the registration of Quantity surveying profession in Burundi

SIGNIFICANCE OF HARMONIZATION OF TRAINING FOR QUANTITY SURVEYORS

1. Promoting East African Community (EAC) Objectives

- ▶ EAC population, at 126 million as of 2009, makes the regional market an attractive hub of investment opportunities for member states as well as external investors
- ▶ The driving force behind the formation of this economic block was to allow free movement of people, services, labor and capital within the member states
- ▶ The principal objective of this was to accelerate regional economic growth and development through strengthened, coordinated and regulated economic trade relations among the Partner States and her citizenry.

2. Member States

- ▶ Harmonization of training for quantity surveyors will be beneficial to the governments in economic and social planning of their affairs. It will enable comparisons of services offered between member states, reduce the cost of doing business and generate database for reference

3. Profession

- ▶ Free movements of qualified service providers across borders to provide services in any East African country
- ▶ The immediate positive impact of this is importation/ exportation of skills, knowledge and technology within the member states

Models Established by EAC CMP Secretariat to Realize this:

Model 1 - neither the exporter nor the importer crosses a border; the service however does cross through e-mails, faxes, couriers etc.

Model 2 - relates to provision of service within own country that non-residents come to your country to consume (training, seminars, institutions of higher learning etc).

Model 3 - involves establishment of a commercial presence in another country including, but not limited to, associating your firm with a company that already has offices in another country, or by actually setting up a physical office.

Model 4 - involves physical movement of an actual human being across a border to provide a service in another country on a temporary basis.

4. Academia

The paper will promote better understanding of harmonization of training for quantity surveyors in universities and other training institutions. It will also be helpful to academia in pursuit to expand their knowledge in harmonization of training for quantity surveyors in the East Africa states.

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CHALLENGES OF HARMONIZATION OF TRAINING AND PRACTICE FOR QUANTITY SURVEYORS

At East African Secretariat Level

- ▶ Lack of updated data base on number of quantity surveyors to be trained, type and quality of training programs available and criteria for harmonization.
- ▶ Lack of initiative, legal frame work or structured mechanism to carry out training need assessment and harmonization programs for Quantity Surveyors within member states
- ▶ Disparity and gaps in level of training for quantity surveyors within member states.
- ▶ Unwillingness of stake holders within the region to participate or accept compromises associated with harmonization of training programs for quantity surveyors.
- ▶ Lack of initiative to sharing information and training programs among established quantity surveying regulatory Boards, organizations and institutes within the member states.
- ▶ Source and amount of funding required for the project.

At Registration Boards and Professional Organizations Level

- ▶ Cost of compliance
- ▶ Changes in governance structure and systems (constitution; EAC CMP, 2011)
- ▶ Laws such as taxation and licensing
- ▶ Consumer demand due to the globalization phenomenon
- ▶ Technological and professional advancement requiring bench marking
- ▶ Inter and intra professional competition (supplanting, underquoting, non-payment)
- ▶ Dealing with quacks
- ▶ Corruption and unethical practices

Mitigation Actions On Challenges

- ▶ Organizational analysis
- ▶ Person analysis
- ▶ Work/Task Analysis
- ▶ Performance Analysis
- ▶ Content Analysis
- ▶ Training Suitability Analysis
- ▶ Cost-Benefit Analysis

Organizational Analysis

- ▶ Analysis of the regulatory or professional organization's members needs.
- ▶ The training may cover broader issues such as knowledge exchange, new technology, changes to law, policies, procedures, matters of public concern impacting on the practice of the profession.
- ▶ Suitable for professional organizations/Registration boards

Person Analysis

- ▶ Analysis dealing with potential participants and instructors involved in the process.
- ▶ Who will receive the training and their level of existing knowledge on the subject; what is their learning style, and who will conduct the training.
- ▶ Suitable for professional entry exams

Work/Task Analysis

- ▶ Analysis of the job and the requirements for performing the work.
- ▶ Seeks to specify the main duties and skill level required.
- ▶ Helps ensure that the training which is developed will include relevant links to the content of the job. Suitable for CPD seminars.

Performance Analysis

- ▶ Are the employees performing up to the established standard?
- ▶ If performance is below expectations, can training help to improve this performance? Is there a *Performance Gap*? - CPD topic

Content Analysis

- ▶ Analysis of documents, laws, procedures used on the job.
- ▶ Answers questions about what knowledge or information is used on this job.
- ▶ This information comes from manuals, documents, or regulations.
- ▶ It is important that the content of the training does not conflict or contradict job requirements.

Training Suitability Analysis

- ▶ Analysis of whether training is the desired solution.
- ▶ Training is one of several solutions to professional advancement problems. However, it may not always be the best solution.
- ▶ It is important to determine if training will be effective in its usage for Professional Organization Board

Cost-Benefit Analysis

- ▶ Analysis of the return on investment (ROI) of training.
- ▶ Effective training results in a return of value to the organization that is greater than the initial investment to produce or administer the training.

RECOMMENDATIONS

- ▶ Existing Regulatory boards and organizations and institution to initiate sensitization programs on the benefits of harmonization of training programs for Quantity Surveyors in member states.
- ▶ Form a task force to initiate structures for harmonization of training for Quantity Surveyors at secretariat level.
- ▶ Implementation program complete with delivery be drawn for the training program time frame and budget.
- ▶ Regulate assessment of program made on the program.

CONCLUSION

- ▶ According to the systems theory, “work in every workplace is executed within a given design system, processes, organization and environment, as defined by tasks, and activities undertaken, technologies used and the people involved” (Smith and Sainfort 1989).
- ▶ Connections between these components should be in balance and when any one or more of these connections is broken or out of balance, performance or quality suffers.
- ▶ This is confirmed in Genesis 1:2-25 which says “**God is a God of plan and order**”.
- ▶ Harmonization of training programs for quantity surveyors in East Africa therefore requires skillful planning, organizational direction, control and evaluation of its activities to succeed in achieving the desired objectives.

THE END

