

TRAINING FOR ENTREPRENEURSHIP  
IN  
COMMONWEALTH AFRICAN POLYTECHNICS

A 12-week programme for  
development of 'Resource Persons' including  
short-term attachments in small enterprises

(22nd Nov. 1988 to 13th Feb. 1989)



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Promoter : Commonwealth Association of  
Polytechnics in Africa (CAPA),  
Nairobi, Kenya.

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Sponsor : Commonwealth Industrial Training  
Experience Programme (CITEP),  
Commonwealth Secretariat, London.

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Organiser : Entrepreneurship Development  
Institute of India (EDI).

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# TRAINING FOR ENTREPRENEURSHIP IN COMMONWEALTH AFRICAN POLYTECHNICS

## THE PROGRAMME

Most African Commonwealth countries are confronted with a serious problem of mounting unemployment among the educated youth. In order to deal with this problem, Polytechnics in Commonwealth countries of Africa plan to introduce Entrepreneurship as a part of their curriculum to lead students towards self-employment and entrepreneurship as a career. Such an input is expected to equip the future graduates from Polytechnics with the spirit of self-reliance and enterprise building in addition to their technical skills.

In furtherance to this desire, the Commonwealth Association of Polytechnics in Africa (CAPA), therefore, approached Entrepreneurship Development Institute of India (EDI) to design an appropriate training programme to train Resource Persons who can develop trainer-teachers in order to initiate and implement Entrepreneurship Development (ED) Courses in Polytechnics in Commonwealth African Countries.

## WHY THIS PROGRAMME

In order to introduce Entrepreneurship as a subject in Polytechnics and to develop the capacity in Commonwealth African Polytechnics network to incorporate training for small enterprise development and self-employment, it is important to build appropriate man power resources.

CAPA is a specialised regional organisation formed for the improvement of post secondary technical and vocational education in African Commonwealth countries. This programme is initiated by CAPA at developing 'Resource Persons' who can initiate and introduce Entrepreneurship Course in Polytechnics and can train teachers to teach the same and act as counsellor-motivators for promoting entrepreneurship among polytechnic students and graduates.



## OBJECTIVES

The specific objectives of this programme are:

- [i] To train and develop resource persons (trainers) who will be well-equipped to impart training to potential trainer-teachers and curriculum developers for the entrepreneurship course in polytechnics.
- [ii] To equip resource persons with the requisite skills, knowledge, and behavioural attributes required for developing entrepreneurship among polytechnic students.
- [iii] To counsel resource persons in identifying and mobilising the operational and resource requirements for introducing the course.
- [iv] To provide resource persons indepth industrial experiences through inplant training in small enterprises.

## CONTENT

The programme focuses on the development of attitudes and skills of the participants, enriching their knowledge about various aspects of entrepreneurship development, equipping them with requisite tools and techniques to take up the complex, challenging and multi-farious role of a Entrepreneurship Development Resource Person.

The major components of the training inputs will encompass various facets and subjects from the following areas:

- [i] **Conceptual and Operational Aspects of Entrepreneurship Development**
  - \* Concepts, evolution of ED training in India and Africa.
  - \* Identification and Selection of Potential Entrepreneurs.
  - \* Creativity, Entrepreneurial Values and Awareness.

- \* Entrepreneurial Opportunities and Counselling.
- \* Entrepreneurial Motivation and Competencies.
- \* New Venture Management for Small Scale Entrepreneurs/Enterprises.
- \* Followup and Support Need for ED.

### [ii] **Curriculum Development for Entrepreneurship in Polytechnics**

- \* Curriculum Development Methods and Models.
- \* Model Curricula in post-secondary technical institutions in different countries.
- \* Developing and designing of Curriculum Approach and Content for Polytechnic Students in Africa.

### [iii] **Resource Building for Trainer-Teachers**

- \* Skill Development for Entrepreneur Trainer-Teacher.
- \* Training Methods for Teaching Entrepreneurship.
- \* Teaching Material Development and Aids for Effective Teaching.
- \* Selecting and Training Teachers for Entrepreneurship Development in Polytechnics.

### [iv] **Enterprise Attachment**

- \* Introduction to appropriate technology for small scale industries.
- \* In-plant assignments in small scale industries.
- \* Meetings and visits to successful entrepreneurs and enterprises.
- \* Technology assessment and sources in India.



## ACTION PLAN

At the end of programme, the participants will prepare their Action Plans for initiating and introducing entrepreneurship in their respective institutions and countries. The participants will be required to present their plans, interact with experts and as a group prepare the document for implementation of Entrepreneurship Education Training in Polytechnics in Commonwealth Africa to be submitted to CAPA Board.

## TRAINING METHODOLOGY

In order to develop 'Resource Persons', the following methodology will be used during the training programme which will include:

- \* Sharing experiences with experts on entrepreneurship, trainer-motivators and technical experts;
- \* Experience sharing on developing entrepreneurship in some African countries by EDI;
- \* Self-learning exercises and assessment for participants;
- \* Case study discussions, group interactions and simulation games for skill and attitude development;
- \* Classroom sessions on concepts and themes of entrepreneurship;
- \* Practicing sessions to acquire skills on individual counselling;
- \* Inplant attachment to small enterprises; and
- \* Meetings with successful entrepreneurs, technocrats, Government officials, Polytechnic School Teachers, etc.

The participants will also be provided with necessary training material, books and teaching notes.

## DURATION AND VENUE

This is a 12 week residential programme scheduled from November 22, 1988 to February 13, 1989 at the Entrepreneurship Development Institute of India, Ahmedabad. The programme will be conducted for 5 days in a week, at the Institute, with field visits and practical assignments on the 6th day.

## ABOUT CAPA

The Commonwealth Association of Polytechnics in Africa (CAPA) is a specialised regional organisation established in December 1978, in furtherance of a recommendation by the Commonwealth Education Ministers at their meeting in Accra Ghana in 1977.

The aim of the association is the improvement of post-secondary technical and vocational education in African Commonwealth countries. From an initial membership of about 20 institutions, the association's membership now stands at Ninety Five (95) post-secondary/tertiary technical institutions spread over the fifteen (15) countries of Commonwealth Africa. These, institutions have a combined enrollment of over 100,000 students in a wide range of technical, vocational and professional programmes.

To advance its goals and objectives, the association develops and implements various projects to serve the collective needs of its member institutions. Prominent among its past activities have been the CAPA staff development workshop of which to date there have been twenty one (21) at which over seven hundred fifty (750) senior management, academic and professional staff of the Polytechnics were trained.



The responsibility for overseeing the affairs of the association rests with a 12 member CAPA Executive Board comprising a Chairman, 3 Regional Vice Chairmen and 8 Ordinary Members all of whom are current heads of member institutions. The Association has a small permanent secretariat based in Nairobi, Kenya.

## **PARTICIPATION**

CAPA has extended invitation to 20 institutions to nominate participants for the programme. The participants will be representing 11 different countries viz. Nigeria, Ghana, The Gambia, Kenya, Tanzania, Uganda, Seychelles, Zambia, Zimbabwe, Malawi and Botswana. The participants will not be of a rank lower than a senior lecturer and should possess leadership qualities and substantial industrial and teaching experience in a discipline represented in the Polytechnic system.

## **PARTICIPANTS' PRESENTATIONS ON 'PRESENT SCENARIO AND FUTURE PROSPECTS OF ENTREPRENEURSHIP'**

Each participant is expected to prepare and bring a paper for presentation during the programme highlighting their country experiences and identifying the issues, expectations and programmes planned to initiate entrepreneurship in polytechnics in Africa.

The participants may use the following guidelines to prepare their paper.

## **Institutional Profile and Background:**

Giving details about:

- Teaching, training experience in entrepreneurship;
- Programme on entrepreneurship organised at any level;
- Experience with industry/enterprise.

## **Introducing Entrepreneurship:**

Which should include:

- Issues related with entrepreneurship in the country you represent;
- Problems and prospects for introducing entrepreneurship in your Institute/Region/Country;
- What expectations your employer and sponsors have from you after completion of this programme?

## **ABOUT AHMEDABAD CITY**

Ahmedabad is the industrial capital city of Gujarat, with a glorious past and progressive present and renowned for the business acumen of its citizens and for its tradition of hospitality. It is situated in one of the fastest developing states of India. Visitors will have an opportunity to experience the Gujarati life, wherein the past and vibrant present co-exist in harmony.

## **WEATHER**

From November to February, it is winter season in the city where the minimum average temperature would be around 10°C and the maximum day time temperature would be around 20°C.

It is advised to bring light warm clothings considering the temperature prevailing during December to February.



## IN-COUNTRY TRANSPORTATION

There are daily flights from New Delhi and Bombay to Ahmedabad and vice versa. The city is well connected by rail, road, and air routes with the major cities of the country.

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## ABOUT E.D.I.

The Institute is sponsored by national development banks - Industrial Development Bank of India (IDBI), Industrial Credit and Investment Corporation of India Ltd. (ICICI), Industrial Finance Corporation of India (IFCI), and State Bank of India (SBI).

This national resource organisation initiates, supports and accelerates training, development and research in the area of entrepreneurship development, provides professional support to EDP conducting organisations and helps in initiating and implementing Entrepreneurship Development plans.

EDI is actively involved in providing support to developing countries to enable them to take effective steps for identification and development of indigenous entrepreneurship.

EDI has pleasant, functional campus which provides good academic environment with facilities of air-conditioned hostels, canteen, library and seminar halls. It is situated at Bhat, 5 kms away from Ahmedabad Airport, on the way to Gandhinagar, the capital of Gujarat state.



**Entrepreneurship Development Institute of India**

**BHAT (Via Ahmedabad Airport-Indira Bridge Road)**

**P.O. Chandkheda - 382 424**

**Dist. : Gandhinagar, Gujarat State**

**INDIA.**

**Tel. : 811331, 812447 & 813421**

**Gram : ENDIND Telex : 121 6224 EDII IN**

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